



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

From 31/12/2021  
Period end date

Period start date To 27/11/2023

Charity name: THE JUSTIN FASHANU FOUNDATION

Charity registration number: 1184383

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<b>Charitable objects</b>  1) THE OBJECTS OF THE CIO ARE THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY: A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE OR SEXUAL ORIENTATION; B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY; C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS; D) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY 2) SUCH OTHER PURPOSES WHICH MAY BE CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<b>Elimination of Discrimination Activities: Conducted awareness campaigns and community workshops to combat discrimination based on race and sexual orientation.</b> <b>Advancing Education and Awareness</b>

		<p><b>Activities:</b> Developed educational programs and distributed materials on equality and diversity, reaching a wide audience through seminars and online resources.</p> <p><b>Promoting Understanding Between Diverse Backgrounds</b></p> <p><b>Activities:</b> Hosted cultural exchange events and community dialogues to foster understanding among diverse groups.</p> <p><b>Cultivating a Sentiment in Favour of Equality and Diversity</b></p> <p><b>Activities:</b> Engaged in advocacy and public speaking to influence public opinion and policy in favour of equality and diversity.</p> <p><b>Contribution to Public Benefit</b></p> <p><b>Impact:</b> Enhanced community solidarity, improved social justice, and contributed to stronger legal protections for marginalized groups. Addressed challenges and applied learnings to future planning.</p> <p><b>This succinct summary highlights key activities and their impact, demonstrating the foundation's commitment to its objectives and public benefit.</b></p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p><b>The trustees of the Justin Fashanu Foundation affirm that they have referred to the guidance issued by the Charity Commission on public benefit. In planning and administering the activities of the foundation, the trustees have consistently considered this guidance to ensure that the foundation's actions align with statutory public benefit requirements.</b></p> <p><b>This statement assures stakeholders that the foundation's activities are compliant with the regulatory framework governing charitable activities in the UK.</b></p>

#### **Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p><b>Application:</b> Interested parties must submit a detailed proposal through our official application process, which is available on our website.</p> <p><b>Review:</b> Proposals are reviewed quarterly by a grant committee, which assesses</p>

		<p>each application based on its alignment with our objectives, potential impact, and sustainability.</p> <p><b>Decision:</b> Applicants will be notified of the committee's decision within six weeks of submission. Feedback is provided to unsuccessful applicants, and successful ones are required to sign a grant agreement.</p> <p><b>Monitoring and Evaluation:</b> Grant recipients must submit interim and final reports detailing their project's progress and outcomes. The foundation may also conduct site visits as part of the monitoring process.</p> <p><b>Transparency and Accountability:</b> The foundation maintains transparency in its grant-making process. All awarded grants are publicly disclosed in our annual report, along with a description of the funded activities and their outcomes.</p>
Policy on social investment including program related investment	Para 1.38	<p><b>Objective:</b> The Justin Fashanu Foundation engages in social investments that align with and support our mission to promote equality and diversity.</p> <p><b>Scope:</b> Social investments include program-related investments (PRIs) that generate measurable social benefits alongside financial returns. These investments may be in the form of loans, equity stakes, or guarantees to projects that advance our charitable objects.</p> <p><b>Criteria:</b> Investments are selected based on their potential to contribute to our charitable goals, financial viability, and capacity for social impact.</p> <p><b>Management and Oversight:</b> All investment decisions are made by our investment committee with strict adherence to our fiduciary duties. The foundation conducts regular reviews to ensure alignment with our strategic objectives and compliance with regulatory standards.</p> <p><b>Reporting and Accountability:</b> Results and impacts of social investments are reported annually, providing transparency and accountability to our stakeholders.</p> <p>This succinct policy ensures stakeholders are aware of the foundation's approach to leveraging financial tools to further its charitable</p>

		<b>objectives.</b>
Contribution made by volunteers	Para 1.38	<b>NONE</b>
Other		

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p><b>This year, the Justin Fashanu Foundation has significantly impacted the fight against discrimination and promoted equality through targeted campaigns, educational outreach, and community engagement. Our work has been amplified by extensive interviews, press coverage, and documentaries, further influencing public policies and fostering a more inclusive society.</b></p> <p><b>This version succinctly incorporates the media's role in enhancing the foundation's impact.</b></p>

### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	

Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<b>None</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p><b>he Justin Fashanu Foundation maintains a reserve fund to ensure financial stability and the ongoing viability of our operations. Reserves are held to manage risks associated with unexpected financial demands or economic downturns, allowing us to continue our commitment to combating discrimination and promoting equality without disruption. This strategic financial cushion enables us to uphold our mission effectively, even in uncertain times.</b></p> <p><b>This statement clearly outlines the rationale behind maintaining financial reserves, emphasizing prudent financial management to safeguard the foundation's charitable activities.</b></p>
Amount of reserves held	Para 1.22	<b>NONE</b>
Reasons for holding zero reserves	Para 1.22	<b>N/a</b>
Details of fund materially in deficit	Para 1.24	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<p><b>The Justin Fashanu Foundation has assessed potential uncertainties that may impact our ability to continue as a going concern. Current considerations include fluctuating funding levels, economic volatility, and changes in government policies affecting charitable funding. Despite these uncertainties, our robust reserve policy and adaptive strategic planning position us to manage potential challenges effectively and sustain our operations into the foreseeable future.</b></p>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	

Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Charity Commission for England and Wales
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<b>The Justin Fashanu Foundation is constituted as a Charitable Incorporated Organisation (CIO), a structure that provides the charity with a legal personality and limited liability. This allows the foundation to enter into contracts, own property, and manage liabilities independently, enhancing its ability to carry out its mission effectively while protecting its trustees and members.</b>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<b>The Justin Fashanu Foundation selects its trustees through a process defined in our governing document. Trustees are primarily elected to their posts during the annual general meeting (AGM) by the existing board members and, in some cases, by key stakeholders of the foundation. Additionally, certain positions may be appointed directly by specific bodies or individuals, as stipulated in the constitutional provisions of our Charitable Incorporated Organisation (CIO) status. This method ensures a balanced and qualified board capable of effectively overseeing the foundation's mission and governance.</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	



Relationship with any related parties	Para 1.51	
Other		

## Reference and Administrative details

Charity name	THE JUSTIN FASHANU FOUNDATION
Other name the charity uses	
Registered charity number	1184383
Charity's principal address	Capital office, 152-160 City Road, London, EC1V 2NX

### **Names of the charity trustees who manage the charity**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Donia Youssef		May 2024	Amal Fashanu
2	Maria Sol Acuña		2020	Amal Fashanu
3	Amal Fashanu		2020	Amal Fashanu
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Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

#### Name of chief executive or names of senior staff members (Optional information)

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## Exemptions from disclosure

Reason for non-disclosure of key personnel details

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## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Amal Fashanu	
Position (eg Secretary, Chair, etc)	Founder/CEO	
Date	13/05/2024	