

MELANIN MEDICS

England & Wales · Charity number 1188982

Details

Status Registered

Legal form CIO

Registered 2020-04-09

Register [View on the Charity Commission register](#)

Contact

Address Arundel House
66-80 Arundel Road
Unit 5-6
Luton
LU4 8DY

Phone 07411419467

Email info@melaninmedics.com

Website www.melaninmedics.com

Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY WITHIN HEALTHCARE FOR THE PUBLIC BENEFIT BY:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY , SEXUAL ORIENTATION OR RELIGION;(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.

Activities: Mentoring young people who are interested in studying Medicine at University Providing educational events, resources and programmes to aid career development Conducting school outreach session to widen aspirations of young people from deprived backgrounds Promoting diversity in Medicine through workshops

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£19,053	£28,975	-	-
2024-03-31	£30,574	£35,007	-	-
2023-03-31	£41,986	£28,845	-	-
2022-03-31	£27,477	£12,405	-	-
2021-03-31	£28,524	£20,365	-	-

Trustees

Name	Role	Appointed
Dr Nadia Ibrahim	Chair	2020-04-09
Carl Kulimushi		2025-11-24
Dr Anthea Rebecca Davy		2025-01-30
Dr Ifeoluwa Akano-Williams		2025-01-30
Dr Khadija Owusu		2020-04-09

MELANIN MEDICS

England & Wales - Charity number 1188982

Accounts

2024/25 Annual Return

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (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.

OUR VISION AND MISSION

Melanin Medics is a registered charity supporting students and doctors from black african and caribbean backgrounds, to promote diversity in Medicine. We champion racial equity by implementing positive solutions to overcome racial and socio-economic barriers; through educational programmes, social empowerment and valuable resources.

Our mission is to promote diversity in medicine, widen aspirations and aid career progression for current and future black doctors. We envision a future where diversity in Medicine thrives and every person is able to fulfil their maximum potential irrespective of their race and socioeconomic background.

CHAIRPERSON'S REPORT

The 2024/25 financial year represents a period of significant strength and strategic development for Melanin Medics. We maintained our steadfast commitment to supporting Black individuals across all stages of their medical careers.

Our flagship programmes continued to deliver impactful results. Envision Med and the Envision Med Research Programme successfully provided vital guidance and opportunities to aspiring and early-career Black doctors. Demonstrating our commitment to continuous improvement, we undertook a thorough review and paused the SurgIn and Enrichment programmes, with their subsequent cohorts scheduled for relaunch in Summer 2025 following comprehensive refinement.

Our events calendar proved highly effective in fostering community and professional growth. Key events included the Surgeons Sit Down, The Next Chapter, a collaborative London Networking Mixer with the US-based Black Health Connect, a Medical School Interview webinar, the Aspiring Medics Conference, and an International Women's Day brunch. These gatherings collectively attracted 455 attendees, serving as crucial platforms for connection, education, and inspiration.

We expanded our reach through targeted workshops, delivering 8 sessions at institutions such as St George's and the University of Lancaster medical school, engaging approximately 325 participants. These workshops continue to be instrumental in promoting allyship and enhancing understanding of racial equity within medical education.

Partnerships remained integral to our progress. Our Research Network notably expanded from 251 to over 300 members. Furthermore, the launch of the Micro-PRISM Research project, involving approximately 40 collaborators, underscores our dedication to advancing research within the Black medical community.

Looking ahead, we are committed to building upon this robust foundation. We extend our profound gratitude to our dedicated team, invaluable volunteers, strategic partners, and generous supporters. Their collective contributions are fundamental to our success and enable us to continue driving meaningful change within the medical profession.

TRUSTEE'S REPORT

PUBLIC BENEFIT

We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession. We do this to empower the workforce directly but to also indirectly positively impact patient care.

Our charitable activities, achievements and performance are shared within the Impact Report attached within this document.

FINANCIAL REVIEW

We work to spend all funds awarded to the charity responsibly and solely on fulfilling our mission.

We endeavour to be a sustainable organisation and by limiting our expenditure, we hope to achieve this. Through generous grants, donations and revenue from our events and workshops, we are able to reinvest funds into strengthening our programmes, providing valuable resources and delivering high quality events.

We have worked to further strengthen our financial position by producing sellable merchandise to reinvest into our charitable activities.

Given the increased demand in our services, we are exploring hiring paid staff to support administration and programme delivery. We look forward to exploring this further in 2025/26.

Reserves Policy

Melanin Medics maintains free unrestricted reserves to provide a level of working capital that protects the continuity of our core work, provide a level of funding for unexpected opportunities and provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

Melanin Medics has reserves of £3000, approximately 6 months running costs. This is also supplemented by our unrestricted funds which also help to bolster funds available for this purpose.

Financial Position

Total funds at the end of the year: £38792.79

Reserves: £3000

Unrestricted Funds: £25592.78

Restricted Funds: £10,200.01

NIHR Grant is restricted for the Envision Med Programme

TRUSTEE'S REPORT

FUTURE PLANS

As we move forward, Melanin Medics is committed to refining our approach to ensure that we are operating at our highest potential. To do this, we have continued to review and strengthen three core areas:

- **People:** We are evaluating our team composition, focusing on who we have on board and how they work together. Strengthening organisational governance is a key priority, ensuring that we have the right skills and leadership to drive our mission forward. This includes refining our volunteer recruitment, recruiting new trustees and management processes to build a more resilient and effective team.
- **Processes:** We aim to enhance our internal processes, improving how we work together and how we deliver our programmes and initiatives. By streamlining operations and enhancing communication, we will ensure that our organisational practices are efficient, collaborative, and aligned with our strategic goals.
- **Projects:** Ensuring the sustainability and impact of our outputs, programmes, events, and initiatives is crucial. We will continue to refine our flagship programmes such as Envision Med, Enrichment, and SurgIn: The Lewin Programme, while seeking additional funding and partnerships to support these efforts. Our goal is to ensure that our programmes are sufficiently funded, scalable, and able to meet the needs of our community effectively.

We remain steadfast in our commitment to our *strategic priorities from 2022-2027*:

- **Securing the Talent Pipeline:** Strengthening early interventions and providing opportunities for future Black doctors.
- **Increasing the Member Voice:** Expanding opportunities for community involvement and representation.
- **Promoting Shared Learning and Collaboration:** Enhancing connections and knowledge-sharing across our networks.
- **Supporting Career Progression:** Creating clear pathways for career advancement in medical training and academia.
- **Strengthening Our Organisation:** Continuing to build a robust charity that can effectively champion the needs of our community.

By focusing on our people, processes, and projects, and staying aligned with our strategic priorities, we will enhance our ability to drive meaningful change. We look forward to refining our approach and expanding our impact as we continue to support and empower Black individuals in medicine across the UK.

TRUSTEE'S REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document and Charity Constitution

The charity is controlled by its governing document and constitutes a charitable incorporated organisation which was registered 9 April 2020.

Recruitment and appointment of new trustees

Dr O Oguntimehin, Dr K Owusu and Dr N Ibrahim were appointed indefinitely on the formation of the charity and form the current board of trustees. Dr O Oguntimehin stepped down as the Chair of Trustees in January 2025 and Dr N Ibrahim was appointed as the Chair of Trustees in February 2025.

We are committed to strengthening the board of trustees by improving gender representation and recruiting for trustees in specific roles based on organisational needs identified.

This year we appointed 2 new trustees. Dr Ife Akano-Williams joined the board of Trustees with a background in medical practice, HealthTech and Women's Health. Ms Anthea Davy joined the board of Trustees with a background as a consultant Trauma & Orthopaedic surgeon and experience in healthcare leadership and medical education.

Organisational structure

The trustees meet quarterly throughout the year to discuss charity governance, operational performance and review expenditure.

The day to day running of the charity is led by the chief executive. The chief executive oversees a team of directors who individually lead a team of volunteers respectively. The team of directors meet monthly as do their respective teams and all volunteers meet every other month.

The organisational structure of the teams changed during the year to streamline operations. The teams are now: Programmes, Research, Engagement and Communications.

Risk management

The trustees recognise their responsibility to identify and review risks that pose a threat to the charity's functions and ensure that adequate controls are implemented to protect against fraud and error.

The trustees utilise a risk register which is regularly reviewed and updated in order to monitor major risks that the charity is exposed to and mitigate against them.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Number

1188982

Principal Address

Arundel House
66-80 Arundel Road, Unit D
Luton
Bedfordshire
LU4 8DY

Trustees

Dr N Ibrahim (Chair)
Dr O Oguntimehin
Dr K Owusu
Dr A Davy
Dr I Akano-Williams



Impact Report

June 2025

Building a **community** of
black current and future
doctors

Promoting **racial equity** in
Medicine for the benefit of
the patient and workforce

Contents

A Message from our CEO	3
About Us	5
What We Do	7
2024 at a Glance	8
2024 Focus Areas	10
Mentoring Programmes	11
Envision Med	12
Envision Research	13
Enrichment	15
SurglIn	17
Research	19
Community Engagement	21
Events	22
Outreach & Engagement	28
Communications	29
Podcast	30
Partnerships & Funding	31
Stakeholder Engagement	32
Workshops	33
Looking Ahead to 2025	35
5 Year Strategy	36
Team	37
Thank you	39

A Message from our Chief Executive

As we reflect on 2024, it has been a year of remarkable growth, collaboration, and impact for Melanin Medics. Together, we have not only continued to break down barriers to representation in medicine but have also taken bold steps to empower future medical professionals and change-makers.

This year, we proudly introduced new events like the Aspiring Medics Conference and the Interview Webinar, which inspired countless aspiring medical students to pursue their dreams with renewed passion. Through our mentoring programmes and community outreach, we have helped hundreds of individuals gain valuable insights, build meaningful connections, and navigate the complexities of medical education and career progression.

But our journey has not been without challenges. While we celebrated successes, we also confronted the realities of managing growth and ensuring sustainability. Despite these hurdles, our commitment to fostering inclusivity, equity, and support for underrepresented groups within the medical profession has remained steadfast.

I am deeply grateful for the unwavering support of our partners, funders, volunteers, and, most importantly, the communities we serve. Together, we've made an undeniable impact, and we're just getting started. We are excited to continue scaling our initiatives and expanding our reach in 2025, working hand in hand with all of you to build a more inclusive and equitable future for healthcare.

Thank you for your continued belief in our mission and for being an integral part of this incredible journey.

Warm regards,

Dr Olamide Oguntimehin

Founder & Chief Executive of Melanin Medics





About Melanin Medics



Melanin Medics is a national charity promoting racial diversity in Medicine, widening aspirations and aiding career progression.

We widen access to medical school and medical specialty training for black young people, medical students and doctors.

We equip and support black medical students and doctors to advance in their careers, connect with peers and grow professionally.

We educate current and future healthcare professionals about how to care and advocate for patients from diverse backgrounds.

We envision a future where diversity in Medicine thrives and every person is able to fulfil their maximum potential irrespective of their race and socioeconomic background.

This 2024 Impact Report invites you to explore the profound difference your support has made. It's a testament to the collective power of our community – our beneficiaries, dedicated volunteers, invaluable partners, and generous funders – who together are shaping a more equitable and representative medical profession. Discover how, in 2024, we equipped, connected, and supported Black medical talent, demonstrating our unwavering commitment to a diverse medical workforce that ultimately benefits all patients.

What We Do

- 📈 School Outreach & Summer Schools
- 📈 Medicine Application Support & Mentoring Programmes
- 📈 Intergenerational Network of Black Medical Students and Doctors in the UK
- 📈 Share Opportunities and Educational Resources
- 📈 Career Development Programmes
- 📈 Networking Events & Conferences
- 📈 Research Projects
- 📈 EDI Workshops



2024 at a Glance

7

Years of Melanin
Medics

7

Events
Delivered

303

Workshop
Attendees

4

Mentoring
Cohorts

40

Research
Collaborators

9

EDI Workshops
Delivered

395

Event
Attendees

20+

Stakeholders
Engaged With

1100

Medical Student
& Doctors in our
Network

420

Mentoring Hours
Delivered



2024 Focus Areas

At the beginning of 2024, Melanin Medics set out with ambitious goals to refine our operations, expand our reach, and deepen our impact within the Black medical community. We are proud to report significant progress across all our strategic objectives, laying a strong foundation for future growth.



GOAL 1: Consistent, thorough evaluative practices

Achievement: In 2024, we meticulously reviewed our programme and event evaluation methods, leading to the development of clear Key Performance Indicators (KPIs) for every area of our work, including programmes, communications, events, and research. To ensure our team was equipped for this enhanced focus on impact, we provided dedicated training on impact measurement during our Team Away Day. This commitment to robust evaluation ensures we can accurately track our progress and articulate our impact more effectively.



GOAL 2: Increasing the number of donors through fundraising

Achievement: We successfully launched our first fundraising campaign "7 for 7" campaign, encouraging the public to donate £7 to commemorate Melanin Medics' seven years of impact. This campaign attracted 17 new donors and raised £290. Overall, in 2024, we received approximately £490.72 in public donations, demonstrating growing community support for our mission.



GOAL 3: Scaling deeper through community building

Achievement: To achieve this, we strategically restructured our team, creating a dedicated Engagement Team focused on both community and stakeholder engagement. This new structure introduced Outreach and Engagement Officers for each of our core audiences: aspiring doctors, medical students, and qualified doctors. This targeted approach has been instrumental in shaping our 2025 strategy, enabling us to deliver more tailored events, valuable resources, and unique opportunities that resonate specifically with the needs of each group within our community.



Mentoring & Career Development Programmes



We are committed to making a difference in the careers of current and future black doctors through mentoring and career development programmes. Each programme focuses on a key transition point in the career journey of a black doctor.

Envision Med: Getting into Medical School

Envision Research: Widening access to careers in Research

Enrichment: Transitioning to working as a doctor

SurgIn: Preparing for Surgical Training

Envision Med

We launched the 4th Cohort of the Envision Med programme. The Envision Med programme is a year-long mentoring programme for year 12 students of Black heritage who have aspirations to study Medicine in the UK. The programme consists of 1-1 mentoring, application support, interview preparation, soft skills webinars and academic supracurricular webinars.

225

Hours of mentoring provided

45

Young people supported across 2 cohorts

28

Medical mentors supporting young people



“

This programme has been extremely helpful, the online sessions taught me a lot and helped me build a competitive medicine application. So much help was offered throughout the timeline of my application, from getting support to develop my personal statement to helping me develop my interview skills, from my mentor as well as the wider Melanin Medics team. Thanks to this programme I was able to get 3/4 of my medicine offers at Russell group universities!

Envision Research

The Envision Research Summer School is a hybrid summer programme for black young people aged 16-17, aimed at building their skills and confidence to successfully pursue careers in medicine and engage in scientific research. The programme consisted of a 3-day virtual group research project, and an immersive experience at the University of Cambridge and Cambridge Institute for Medical Research.



Participants worked with their team to research and understand health inequalities that disproportionately affect the black community such as prostate cancer, breast cancer, sickle cell disease and more. They then developed an initiative to address the inequality. They were supported by experienced mentors and connected with experts in the field. They will develop skills in research, problem-solving, and public speaking.

Funded By:

NIHR



Supported By:



St Catharine's College
Cambridge

88.5%

of Participants were very satisfied with the programme

100%

were more interested in a career in medical research after participating in the programme

65.4%

considered applying to Oxbridge following their visit to Cambridge University

84.6%

described the speakers and buddies as very impactful in shaping their perceptions of a career in research

100%

Would recommend the programme to a friend

“

“I learned that medical research is actually quite achievable, and it's not just for people who are extremely smart, educated or connected. I learned that you can engage in research during medical school. I learned that there are many more options after medical school, not just specialising. I learned about impact and significance of research, how to critically assess a research paper, medical racism, presentation and teamwork skills.”



Enrichment

We delivered the 4th Cohort of the Enrichment Programme to 33 participants. The Enrichment Programme is a mentoring programme designed for final year medical students of Black African and Caribbean heritage studying Medicine in the UK. The programme aims to help Black final year medical students navigate their last year of medical school and help them thrive in the next phase of their life as doctors. We delivered over 170 hours of 1-1 mentoring, educational webinars and networking opportunities.

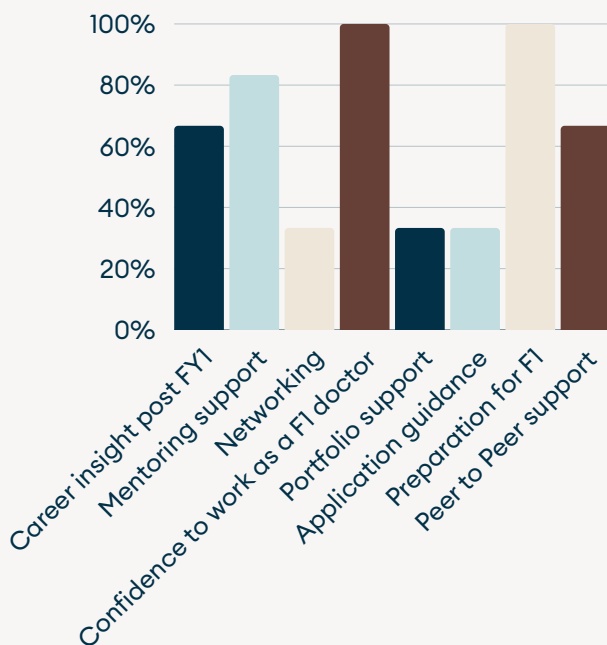
83.3% of participant respondents strongly agreed that the Enrichment programme was valuable to them

83.3% of participant respondents made regular contact with their mentors

100% of participant respondents report to have made relationships that will stay with them past the year

66.7% of participant respondents strongly agreed that they would recommend the Enrichment programme to other incoming FY1s

Expectations satisfactorily met



Being a part of the enrichment programme increased my confidence to work as a first year doctor; my mentor, was really helpful and approachable which made the experience enjoyable and truly enriching. We had regular check-ins and she organised a practice mock before finals, listened to me, offered career advice and suggested useful resources and tips to navigate my rotations/starting F1. We spoke about some of the realities of challenges that people face/situations which can happen and practical ways to navigate this. This equipped me with increased confidence to navigate life as an FY1 as well as providing moral support via encouraging messages during exam season and when starting work.



SurgIn

We delivered the 2nd cohort of SurgIn with over 30 participants. SurgIn: The Lewin Programme is a 10 month career development programme designed to support aspiring and current surgeons in training of Black heritage practising in the UK. Through expert talks from senior surgeons, curated teaching, and networking opportunities, participants are able to progress in their careers.

100% of participant respondents would recommend the programme to their peers

85% of respondents rated the programme content as Very Good

71.4% of participants reported that participating in SurgIn changed their experience as an aspiring surgeon

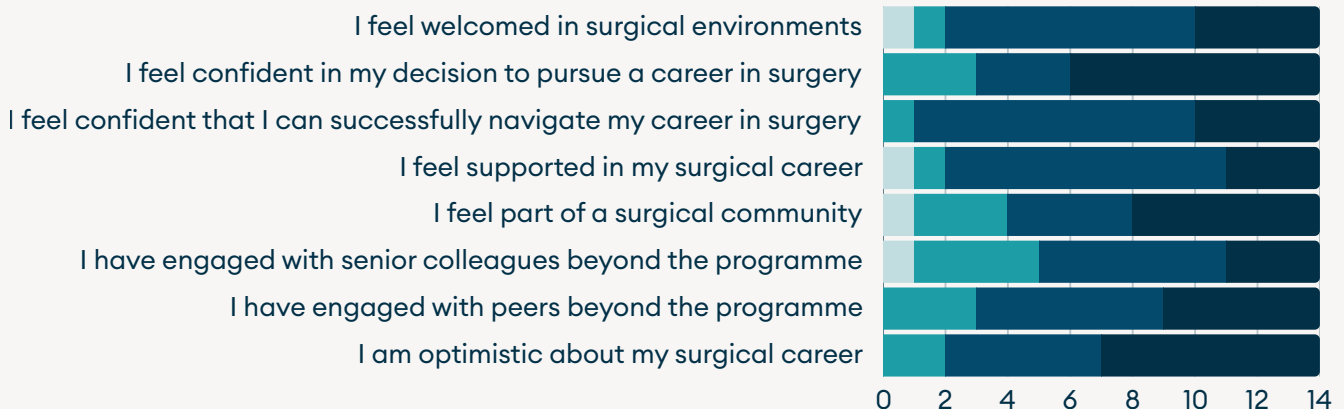
Participants reported successful outcomes such as passing their surgical exams (MRCS), publications and successfully entering surgical training..



“Seeing likeminded people at different stages of their career and surgical journey was inspiring. It was very good to get exposure to senior docs and receive their advice, very nice to meet other junior docs on the course also, was very fun and informative course to be a part of.”

Programme Outcomes

Having participated in the SurgIn programme...





JOHN HUNTER.
BORN
23 FEBRUARY 1728
DIED
20 OCTOBER 1793.




 No Public Access
Beyond This Point

Research



The Melanin Medics Research Network aims to improve research engagement and attainment amongst medical students and doctors of African and Caribbean heritage.

This year, we prepared to launch another collaborative research project following the success of REMED-UK. The new research project - the Micro PRISM study - is focused on exploring the prevalence, impact, and intersectionality of microaggressions among female-identifying and racial minority medical students.

-  Sharing research participation opportunities
-  Upskilling through webinars and academic sessions
-  Organising national research collaborative studies

295

Research Network
Members

40

Research collaborators
recruited



Community Engagement

Fostering Connections and Amplifying Voices



Events

Creating dynamic spaces for learning, networking, and building community.



Engagement

Building deeper connections and providing tailored support to every segment of our community



Communications

Keeping our community is informed, inspired, and connected through diverse content.

Events

International Women's Day Dinner

Our International Women's Day Dinner in London provided an empowering space for Black women in medicine to connect and network. Aligned with the theme #InspireInclusion, attendees enjoyed inspiring talks from Dr. Joyce Omatseye and Dr. Dorothy Abiola, who encouraged showing up unapologetically and leveraging one's sphere of influence. This event fostered vital conversations, celebrating the resilience and promoting the well-being of Black women professionals. It was a powerful gathering that left participants feeling uplifted, connected, and inspired to champion inclusion in their medical journeys.

“

"The talks were really inspiring and have stuck with me ever since."



Events

Aspiring Medics Conference

Hosted at the General Medical Council, our inaugural Aspiring Medics Conference was a crucial event for future Black doctors. Attendees gained unparalleled insights into successful medical school applications and interview techniques through engaging workshops and insightful talks led by our dedicated team and inspiring speakers.

This immersive experience equipped aspiring medics with the knowledge and confidence needed to navigate the competitive application process. The conference directly supported the next generation, helping them take significant steps towards achieving their dreams of a medical career.



30

Participants from across the UK

94%

of attendees were very satisfied following the event

82%

of participants felt very knowledgeable about the medicine application process after the event

82%

of participants strongly agreed that the event met their expectations





“

“What an amazing inspiration that has made me want to pursue medicine with 10x more passion. Thank you so much!”

“There was a wide range of speakers with different experiences to talk about which gave me a lot more insight than I had expected to receive. I also really enjoyed how interactive the event was.”

Events



Black Health Connect Networking

We were thrilled to partner with US-based Black Health Connect for their inaugural UK Networking Mixer in London. This energetic evening brought together hundreds of Black healthcare professionals and organisations, marking a significant moment for cross-continental connection. Melanin Medics proudly shared our impactful work, connecting with talented Black medical students and doctors, hearing their inspiring stories, and exchanging ideas for community upliftment. The event successfully fostered invaluable relationships and opportunities, reinforcing our collective mission to shape a more diverse and successful future in healthcare.

The Surgeon's Sit Down

The "Surgeons Sit Down" event offered a unique opportunity for aspiring and current Black surgeons to connect and learn. Celebrating the culmination of the SurgIn: The Lewin Programme, the afternoon featured dynamic panel discussions with senior Black surgeons. Topics included overcoming training hurdles, fostering professional connections, and preparing for gold medal success in surgery. This event provided invaluable insights and networking opportunities, empowering attendees to navigate their surgical careers with greater confidence and support. It highlighted pathways to excellence and built crucial mentorship bridges within the surgical community.

"Gaining invaluable advice and insight pertaining to surgery training."



Events

The Next Chapter

This event marked the end of the 10-month long Enrichment Programme which has been designed to be a full package programme that helps to prepare final year students for their start in the NHS as doctors from an African and/or Caribbean background. This event was the first time that most of the students and some of the mentors are meeting each other in person. There were opportunities for networking, as well as group discussions and peer-to-peer support.

“

Really enjoyed today's event! Warm atmosphere, well hosted, lots of opportunities to ask questions and gain useful info as an incoming F1. Thanks so much!!”





Outreach & Engagement

In 2024, we delivered two days of mock interviews for prospective medical school applicants, supported by a dedicated team of medical student volunteers from our network. These sessions provided a safe, supportive, and realistic environment for candidates to practise and gain valuable feedback ahead of their real interviews.

These mock interviews are a core part of our commitment to widening access to medicine, providing aspiring doctors, particularly those from underrepresented backgrounds, with the preparation and encouragement they need to succeed.

94.1%

of participants felt more confident about taking my medical school interviews after taking part

100%

of participants would recommend to prospective medical school applicants

4.75

(our of 5) average rating of the overall experience of participants

“

I had two lovely interviewers that gave me fantastic feedback and also made me feel very confident in myself. really enjoyed the interview and would love to do this in the future.

[My interviewer] created a really friendly environment that allowed me to stay calm and perform my best!



Communications

18778

Combined
followers across
all platforms

Social Media

Our social media family flourished, reaching 18,778 combined followers (up from 16,954). We consistently shared vital resources and celebrated achievements. Increased TikTok activity successfully widened our reach, introducing Melanin Medics to new audiences and amplifying our mission across digital spaces.

1100

Medical Student
& Doctors in our
Network

Network

The Melanin Medics Network grew to 1,100 medical students and doctors, an essential hub for intergenerational connections. We ensured members stayed informed and empowered by consistently sharing valuable opportunities and resources through monthly newsletters, fostering a strong, supportive community.

12013

Blog Views

Blog

Our blog remained a core communication channel, delivering insightful articles on crucial topics like mental health and career advice. With 12,013 blog views, it's clear our expert-led guidance and empowering narratives resonated deeply, making it a go-to resource for our community.

Rebrand

To mark our 7-year anniversary, we proudly unveiled a rebrand of our visual identity. Refining our logo and assets, our new blue and brown palette embodies Melanin Medics' dynamic mission. This bold refresh aligns our look with our growth and ambitious aspirations for diversity in medicine.



Podcast



1141

Spotify plays

400

YouTube
views

151

Spotify
followers

In 2024, we launched the No Scrubs Podcast - a new Melanin Medics initiative to amplify the voices and experiences of black doctors in the UK.

Hosted by Dr. Ife and Dr. Tenni, the series offers honest, insightful conversations exploring life in medicine, from clinical realities to career milestones. With a mix of humour and depth, the podcast creates space for reflection, representation, and community. It highlights the journeys and achievements of current and future Black doctors, contributing to our mission of visibility, empowerment, and systemic change in the medical profession.

[LISTEN NOW](#)

Partnerships & Funding

Melanin Medics' ability to drive significant change and empower Black medical talent is profoundly amplified by our partners and funders. In 2024, we strengthened key collaborations and diversified our income, ensuring the sustained delivery and growth of our vital programmes.

We are incredibly grateful for major grant funding from the National Citizen Service (NCS) and the National Institute for Health and Care Research (NIHR), which directly supported our Envision Med and Envision Research Summer School programmes.

Our strategic partnerships also brought invaluable in-kind contributions. St Catharine's College, University of Cambridge, generously provided venue space for our Envision Research Summer School's in-person day, the General Medical Council supported our Aspiring Medics Conference and the Royal College of Surgeons of England (RCS England) supported our SurgIn Finale: The Surgeons Sit Down event with essential venue space.

Beyond institutional support, the unwavering commitment of our community is fundamental. Our "7 for 7" campaign successfully engaged new donors. We also generated income through our impactful Allyship & Advocacy workshops and ticket sales for our events.



Stakeholder Engagement

Melanin Medics is deeply committed to driving systemic change within the medical profession through targeted advocacy and strategic stakeholder engagement. Our advocacy efforts focus on critical areas: **widening access** to medical careers for aspiring Black students, **supporting the career progression** of Black medical students and doctors in training, **championing anti-racism** in both undergraduate and postgraduate medical education, and actively working to tackle health inequalities in medical practice.

To amplify this advocacy, we actively engage with a diverse range of stakeholders. In 2024, our engagement methods included event partnerships, speaking engagements, participation in advisory groups and stakeholder panels, campaign collaborations, and programme partnerships. We presented our work and contributed to virtual discussions, leveraging every opportunity to advance our mission.

We forged crucial connections with key organisations such as: NHS Practitioner Health, General Medical Council, Royal Colleges (RCS England, RCS Edinburgh, RCOG), NHS England, Medical Schools Council, and DHSC. We also collaborated with academic institutions like NIHR and St Catharine's College Cambridge on Envision Research. We also partnered with Black Health Connect, and HEAL for Black People, alongside professional bodies like the BMJ and BMA. These collaborations are essential, allowing us to influence policy, share best practices, and collectively work towards a truly equitable and representative medical profession for the benefit of all.





Workshops

In 2024, we delivered 9 impactful Allyship and Advocacy workshops to a total of 303 attendees, engaging medical students, physician associates and future healthcare professionals across the country. These sessions provided an open and reflective space to explore key topics such as health inequalities, race, representation in medicine, and inclusive practice.

Our workshops at institutions like St George's University and Lancaster University were met with overwhelmingly positive feedback. This year, we also expanded our internal capacity by training 4 new facilitators, ensuring our content continues to be delivered with authenticity, cultural insight, and professionalism. Through our workshops, we remain committed to raising awareness, challenging assumptions, and equipping the next generation of medical professionals with the knowledge and confidence to champion equity in healthcare.



303

Workshop attendees

9

Workshops delivered

4

New facilitators trained

“

“This workshop was very informative and highlighted major inequalities that I was not aware of. The statistics shown were really eye-opening... please keep doing more of these sessions!”

Looking Ahead to 2025

Building on the significant momentum and impactful achievements of 2024, Melanin Medics is looking ahead to 2025 with clear, strategic focus. Our plans are meticulously designed to strengthen our foundations and scale our impact, all while working steadfastly towards our ambitious 5-year strategic plan, which we aim to achieve by our 10-year anniversary in 2027.

Our key focus areas for 2025 include:



PEOPLE

We are committed to fostering an even more resilient and effective team. This year, we're reviewing our team structure, strengthening our governance, actively recruiting new trustees, and refining our volunteer management processes to ensure every person supporting Melanin Medics can thrive and contribute optimally.



PROJECTS

Our goal is to ensure the long-term sustainability and reach of our core initiatives. We're dedicated to securing sufficient funding for all our programmes and events, making them highly scalable, and ensuring they effectively meet the evolving needs of our community across the entire UK.



PROCESSES

Efficiency and collaboration are paramount. We aim to streamline our operations and enhance internal and external communication, ensuring that our practices are efficient, collaborative, and perfectly aligned with our overarching strategic goals.

5 Year Strategy



Talent Pipeline

Securing the talent pipeline of future black doctors through early intervention and opportunity

Community Involvement

Increasing the member voice by creating greater opportunities for community involvement

Collaboration & Shared Learning

Promoting shared learning and increasing collaboration

Paths & Ladders

Establishing paths and ladders for black medical student and doctors to support career progression in medical training and clinical academia

Stronger Charity

Becoming a strong charity to better champion the needs of our community

Team

2023/24 Team

Dr Olamide Oguntimehin - Chief Executive

Dr Khadija Owusu - Director of Programmes

Dr Ayomide Ayorinde - Programmes Officer (Enrichment Programme)

Dr Trish Ogunmakin - Programmes Officer (Enrichment Programme)

Dr Teniola Adeboye - Outreach Officer

Giulia Olayemi - Outreach Officer

Dr Michaella Cameron-Taylor - Programmes Officer (SurgIn Programme)

Ayanfe Adebayo - Programmes Officer (EnvisionMed Programme)

Dr Rose-Anne Nunoo - Programmes Officer (EnvisionMed Programme)

Rachel Attakora-Bonsu - Programmes Officer (Envision Med Programme)

Oyinda Adeniyi - Director of Communications

Dr Nikky James - Social Media Officer

Natalie Amaviih-Mensah - Social Media Lead

Dr Iman Abdelrahman - Social Media Officer

Dr Ellen Nelson-Rowe - Blog Lead

Dr Emma Brew - Secretary

Dr Nadia Ibrahim - Director of Events

Limaro Nyam - Events Officer

Dr Ife Akano-Williams - Events Officer

Ginika Okaka - Events Officer

Ms Christine Mitoko - Director of Academia

Ikenna Ibeanusi - Academia Officer

Dr Kwaku Duah-Asante - Academia Officer

Michael Atife - Academia Officer

Dr Matilda Esan - Director of Advocacy & Policy

Naomi Ehigie - Advocacy Officer

2024/25 Team

Dr Olamide Oguntimehin - Chief Executive

Dr Ayomide Ayorinde - Director of Programmes

Dr Trish Ogunmakin - Education & Training Officer (Racial Equity)

Dr Michaella Cameron-Taylor - Programmes Manager (SurgIn Programme)

Dr Rose-Anne Nunoo - Programmes Manager (EnvisionMed Programme)

Rachel Attakora-Bonsu - Programmes Officer (Envision Med Programme)

Ginika Okaka - Programmes Officer (Envision Med Programme)

Dr Devon Lloyd-Morris - Programmes Manager (Enrichment Programme)

Dr Phoenix Guwa - Programmes Officer (Enrichment Programme)

Moyin Sina-Atanda - Programmes Manager (Pre-Clinical Programme)

Princess Bello - Programmes Officer (Pre-Clinical Programme)

Dr Aisha Jeffers - Programmes Manager (IMG)

Dr Oyinda Adeniyi - Director of Communications

Dr Emma Brew - Secretary

Funmi Asekun - Social Media Manager

Dr Olu Obadina - Social Media Manager

Valerie Fiamvale - Social Media Officer

Dr Cynthia Sumah - Social Media Officer

Precious Oluwaniyi - Content Manager

Dr Ellen Nelson-Rowe - Director of Engagement

Dr Giulia Olayemi - Outreach & Engagement Manager (Aspiring Medics)

Victor Popoola - Outreach & Engagement Officer (Aspiring Medics)

Kimberley Gichuki - Outreach & Engagement Manager (Medical Students)

Amber Morrison - Outreach & Engagement Officer (Medical Students)

Dr Naomi Ehigie - Advocacy & Engagement Manager (Doctors)

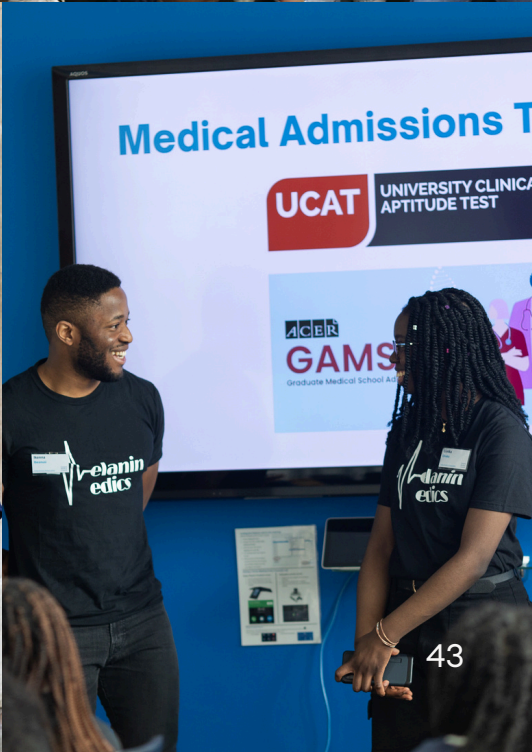
Dr Temidayo Osunronbi - Director of Research

Dr Ikenna Ibeanusi - Academia Manager

Rachael Madume - Academia Officer

Dr Hannah Okechukwu - Academia Officer

Dr Miriam Nyeko-Lacek - Academia Officer





Thank you

As we reflect on the remarkable achievements of 2024, the Melanin Medics team is filled with immense gratitude. Our progress and impact would simply not be possible without the unwavering dedication and support of an incredible community.

To our beneficiaries – the aspiring students, medical students, and doctors – thank you for your trust, your ambition, and for allowing us to be a part of your journey. Your resilience and success are the very heart of our mission.

To our phenomenal volunteers – your passion, expertise, and countless hours of commitment are the engine that drives Melanin Medics forward. You are the true champions of change, transforming lives and shaping the future of medicine with every action.

To our valued partners and funders – thank you for your vital collaboration, your belief in our vision, and your generous investment. Your support empowers us to scale our programmes, deepen our impact, and advocate for the systemic change so desperately needed.

To our wider Melanin Medics community – every supporter, advocate, and follower – thank you for being part of this movement. Your encouragement fuels our determination.

Together, we are not just promoting diversity; we are building a more inclusive, equitable, and representative medical profession for the benefit of all. We are excited for what lies ahead and invite you to continue this vital journey with us.



We thank you for your continued support of Melanin Medics.

CONTACT

Melanin Medics

Arundel House
66-80 Arundel Road
Unit D
Bedfordshire
LU4 8DY

Email
info@melaninmedics.com

Social Media
[@MelaninMedics](https://www.instagram.com/MelaninMedics)

Website
www.melaninmedics.com

Charity no: 1188982

Melanin Medics
CIO FOUNDATION

Annual Report and Accounts
For the year 31 March 2025

Prepared by DTT Consultancy Ltd

Melanin Medics

Contents	Page
Company Information	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Accounts	4-5

Melanin Medics

Company Information

Trustees

Nadia Ibrahim	Chair person
Khadija Owusu	Trustee
Olamide Dada	Trustee
Anthea Davy	Trustee
Ife Akano-Williams	Trustee

Registered office

Arundel House
66-80 Arundel Road
Unit 5-6
Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

Melanin Medics

Statement of Financial Activities

For the year ended 31 March 2025

	Notes	2025 Total Funds £	2024 Total Funds £
Incoming Resources			
Grant	5.1	13,187	23,784
Donation		693	200
Workshop		3,755	2,675
Event ticket sales		538	3,021
Other income		880	894
Total incoming resources		19,053	30,574
Resources Expended			
Services Provision	5.2	10,271	11,427
Management and administration	5.3	18,704	23,580
Total resources expended		28,975	35,007
Net incoming/(outgoing) resources		(9,922)	(4,433)
Net Movements in Funds		(9,922)	(4,433)
Fund balances brought forward		48,465	52,898
Fund balances carried forward		38,543	48,465

Melanin Medics

Balance Sheet as at 31st March 2025

	Notes	2025 Total Funds £	2024 Total Funds £
Fixed Assets			
Tangible assets			
Current Assets			
Cash at bank and in hand		38,793	48,715
Total Assets		<u>38,793</u>	<u>48,715</u>
Creditors			
Amounts falling due within one year	2	(250)	(250)
Net Current Assets/(Liabilities)		<u>38,543</u>	<u>48,465</u>
Total Assets less Current Liabilities		<u><u>38,543</u></u>	<u><u>48,465</u></u>
Unrestricted Funds			
Funds b/fwd		48,465	52,898
Income and Expenditure		- 9,922	- 4,433
Total Funds	3	<u><u>38,543</u></u>	<u><u>48,465</u></u>

Olamide Dada

Approved by the board virtually on 10th December 2025

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2025

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts failing due within one year

	2025
	£
Trade creditors	<u>250</u>

3. Profit and loss account

	2025
	£
At 1 April 2024	48,465
Prior year adjustments	-
At 31 March 2025	<u>38,543</u>
Profit for the year	<u>(9,922)</u>

Funds	2025	2024
At 1 April 2024	48,465	52,898
Net Incoming Funds	(9,922)	(4,433)
At 31 March 2025	<u>38,543</u>	<u>48,465</u>

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2025.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2025

5 Income and Expenditure Account

	2025 Total Fund £	2024 Total Fund £
5.1 Incoming Resources		
Grant	13,187	23,784
Donation	693	200
Workshop	3,755	2,675
Events	538	3,021
Other Income	880	894
Total Incoming Resources	19,053	30,574
Outgoing Resources		
5.2 Services Provision		
Online Application Support System		
Online Mentoring System	-	2,777
Psychological Therapy Sessions	-	-
Digital marketing	1,503	5,855
Digital workspace	-	76
Equipment	7,205	272
Materials	-	1,194
Business entertainment	1,562	-
Virtual Meeting Software	-	408
Workshop Facilitation	-	845
	10,271	11,427
5.3 Management and Administration of Charity		
Accounting Software	-	157
Email	-	624
Website	-	209
Accountancy Fees	250	250
Charity	-	149
Workplace	1,346	-
Volunteers	-	2,158
Venue hire	-	7,978
Other	1,428	-
Admin	1,566	75
Catering	1,676	5,664
Travel	3,145	1,738
Event speaker	-	525
Media	-	2,630
Professional Service	9,293	1,424
	18,704	23,580

MELANIN MEDICS

England & Wales - Charity number 1188982

Accounts

2023/24 Annual Return

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (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.

OUR VISION AND MISSION

Melanin Medics is a registered charity supporting students and doctors from black african and caribbean backgrounds, to promote diversity in Medicine. We champion racial equity by implementing positive solutions to overcome racial and socio-economic barriers; through educational programmes, social empowerment and valuable resources.

Our mission is to promote diversity in medicine, widen aspirations and aid career progression for current and future black doctors. We envision a future where diversity in Medicine thrives and every person is able to fulfil their maximum potential irrespective of their race and socioeconomic background.

CHAIRPERSON'S REPORT

The 2023/24 year has been a pivotal one for Melanin Medics as we continued to support Black individuals in medicine through expanded programmes, impactful events, and strategic collaborations. Our Envision Med and Envision Med Research Programmes, alongside the Enrichment and SurgIn: The Lewin Programmes, have empowered a new cohort of students and early-career professionals, providing them with essential guidance, mentorship, and networking opportunities. This year's events, including the PRIME Annual Conference and various networking and educational sessions, drew 345 attendees and provided platforms for professional growth and community engagement.

We also delivered workshops at multiple institutions, reaching approximately 400 medical students and professionals, and collaborated with organisations like Modern Day Medics and Black Female Doctors UK to create supportive environments for doctors. Our outreach efforts at the Reach Society's Annual Careers Conference and other educational institutions allowed us to connect with young students of black heritage, while our advocacy work continued at key events, such as the GMC Differential Attainment event and the BMA Sexism in Medicine Pledge event.

Our Research Network achieved significant recognition, with multiple academic prizes, presentations, and publications, reflecting our commitment to robust evaluation and advancing research among Black medical students.

Our strategic aims for 2023/24 focused on:

1. Excellent Execution: Increasing donor numbers through targeted fundraising.
2. Building Community: Enhancing engagement within our growing network of over 16,900 social media followers and 44,922 website visitors.
3. Robust Evaluation: Implementing thorough evaluative practices to refine our programmes and ensure they meet beneficiary needs.

Looking ahead, we remain dedicated to executing our strategy, fostering a strong community, and driving meaningful change in healthcare. We extend our gratitude to our supporters, funders, and volunteers whose contributions are essential to our success. We are excited for the opportunities the next year will bring as we continue to grow and make a lasting impact.

TRUSTEE'S REPORT

PUBLIC BENEFIT

We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession. We do this to empower the workforce directly but to also indirectly positively impact patient care.

ACHIEVEMENTS AND PERFORMANCE

Charitable Activities

During the 2023/24 period, Melanin Medics continued its commitment to supporting students and professionals of Black heritage in medicine through a range of impactful programmes. The Envision Med Programme was delivered to another cohort of students, furthering our mission to increase representation in the medical field. This year also saw the introduction of the Envision Med Research Programme in a new and innovative format, combining three days of virtual learning with an in-person day at the University of Cambridge. Funded by the NCS, National Institute of Health and Care Research (NIHR), and St Catharine's College, the programme provided students of Black heritage the opportunity to engage in a week-long research project, culminating in presentations of their work. 100% of the students felt more prepared to pursue a research career. The Enrichment Programme continued to support another cohort of 28 final-year medical students, while the SurgIn: The Lewin Programme expanded to include 30 aspiring and early-career surgeons, providing them with tailored career guidance and mentorship.

"I really enjoyed the project. Learning research skills and understanding the process to create a proposal has given me skills that will be really beneficial in higher education. It also gave me the opportunity to meet other aspiring medics and discuss things related to our application as well!" - Envision Med Research Project participant Testimonial

A massive thank you to the Enrichment programme team for creating and maintaining such a beautiful space. I'm truly so grateful for all the knowledge, support and friendships made. This programme really provided me with a solid foundation especially in the final stages of uni- really couldn't have done it without you all!! - Enrichment Programme participant Testimonial

"A wonderful, inspiring experience. I left every session feeling so motivated and 'seen'. There is nothing else like this currently with the opportunity to learn from peers as well as seniors and I feel as a black female aspiring surgeon, SurgIn has taught me many invaluable sessions." - SurgIn participant Testimonial

Our events calendar was robust, featuring the PRIME Annual Conference, the SurgIn Finale event "The Surgeons Sit Down," and the Enrichment Programme Finale "The Next Chapter." We also hosted networking opportunities, including the Summer Networking Social and the International Women's Day Dinner, as well as educational events such as the MedExit Event and Prescribing Safety Exam Insight Session. We hosted our Aspiring Medics Conference "So You Want to Be A Doctor" at the General Medical Council. Our aspiring medics were given insights into the medical school application process and the life of a medic! Our events attracted a total of 345 attendees throughout the year, demonstrating the ongoing interest and engagement in our community.

Melanin Medics also delivered our Allyship and Advocacy EDI workshops at a number of institutions, including St George's University of London, University of Lancaster, East Kent Hospitals NHS Trust, and Airedale NHS Foundation Trust. Approximately 400 medical students, physician associate students, and doctors participated in these workshops, which focused on being an ally for colleagues from diverse backgrounds and advocating for patients.

"I enjoyed all of the workshop. It was shocking to hear of how much discrimination is prevalent in health, but also encouraging to know that our university is dedicating time to inform us students about them." - Workshop attendee

"Well explained with great examples that help those who don't experience such understand some lived experiences of ethnic minorities." - Workshop attendee

Our collaborations this year included the THRIVE Power Circles, a five-part series designed by Ms. Karen Joash in partnership with Modern Day Medics and Black Female Doctors UK, aimed at creating psychologically safe spaces for doctors to thrive. We also engaged with young students through outreach at the Reach Society's Annual Careers Conference in London, where we shared insights about medical careers with hundreds of Black students. At St Thomas the Apostle College, we delivered an interactive session on careers in medicine and medical ethics, sparking enthusiasm among Year 10 and 11 students. Our outreach extended to Brampton Manor Academy's Careers Day, where we emphasised the importance of early exposure to medical careers in fostering diversity and inclusion in the healthcare sector. Additionally, Melanin Medics presented our Enrichment Programme interim evaluation findings at the GMC Differential Attainment event, and our founder, Dr. Olamide Oguntimehin, spoke at the Women in Medicine International Network Annual Conference, advocating for environments that support women in medicine. Dr. Oguntimehin

also addressed career progression and intersectionality at the BMA's Sexism in Medicine Pledge event, highlighting our efforts to counter barriers and widen access to opportunities in the medical profession.

Our Research Network continued to excel, with our flagship research project 'Factors influencing Research Engagement among Medical students in the United Kingdom (REMEDI-UK)' achieving significant milestones in publications and presentations. The project earned nine academic prizes and awards from prestigious organisations, including the Medical Women's Federation and the Junior Association for the Study of Medical Education (JASME). Our research output included 23 presentations both nationally and internationally, along with four publications in academic journals on topics such as predictors of research engagement, self-efficacy, and productivity among medical students in the UK. Our publications include:

- Predictors of self-reported research engagement and academic- career interest amongst medical students in the United Kingdom: a national cross-sectional survey
- Trends in research grant applications and outcomes among medical students in the United Kingdom: a national self-reported cross-sectional survey
- Predictors of self-reported research self-efficacy and perception of research amongst medical students in the United Kingdom: a national cross-sectional survey
- Predictors of self-reported research productivity amongst medical students in the United Kingdom: a national cross-sectional survey

Melanin Medics' reach expanded this year, with a social media following of 16,917 across all platforms, 44,922 website visitors, and a network size of 1,664 members, encompassing our Aspiring Medical Students Network, Medical Students Network, Doctors Network, and Research Network. Our continued growth reflects the impact of our work and our dedication to fostering a diverse and inclusive medical community.

FINANCIAL REVIEW

We work to spend all funds awarded to the charity responsibly and solely on fulfilling our mission.

We endeavour to be a sustainable organisation and by limiting our expenditure, we hope to achieve this. Through generous grants, donations and revenue from our events and workshops, we are able to reinvest funds into strengthening our programmes, providing valuable resources and delivering high quality events.

Reserves Policy

Melanin Medics maintains free unrestricted reserves to provide a level of working capital that protects the continuity of our core work, provide a level of funding for unexpected opportunities and provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

Melanin Medics has reserves of £3000, approximately 6 months running costs. This is also supplemented by our unrestricted funds which also help to bolster funds available for this purpose.

Financial Position

Total funds at the end of the year £48138.49

Reserves: £3000

Unrestricted Funds: £19413.85

Restricted Funds: £25724.64

Royal College of Surgeons Grant is restricted for SurgIn: The Lewin Programme

NIHR Grant is restricted for the Envision Med Programme

NCS Grant is restricted for the Envision Med Programme

FUTURE PLANS

As we move forward, Melanin Medics is committed to refining our approach to ensure that we are operating at our highest potential. To do this, we are taking a step back to review and strengthen three core areas:

1. **People:** We are evaluating our team composition, focusing on who we have on board and how they work together. Strengthening organisational governance is a key priority, ensuring that we have the right skills and leadership to drive our mission forward. This includes refining our volunteer recruitment, recruiting new trustees and management processes to build a more resilient and effective team.
2. **Processes:** We aim to enhance our internal processes, improving how we work together and how we deliver our programmes and initiatives. By streamlining operations and enhancing communication, we will ensure that our organisational practices are efficient, collaborative, and aligned with our strategic goals.
3. **Projects:** Ensuring the sustainability and impact of our outputs—programmes, events, and initiatives—is crucial. We will continue to refine our flagship programmes such as Envision Med, Enrichment, and SurgIn: The Lewin Programme, while seeking additional funding and partnerships to support these efforts. Our goal is to ensure that our programmes are sufficiently funded, scalable, and able to meet the needs of our community effectively.

We remain steadfast in our commitment to our strategic priorities from 2022-2027:

- **Securing the Talent Pipeline:** Strengthening early interventions and providing opportunities for future Black doctors.
- **Increasing the Member Voice:** Expanding opportunities for community involvement and representation.
- **Promoting Shared Learning and Collaboration:** Enhancing connections and knowledge-sharing across our networks.
- **Supporting Career Progression:** Creating clear pathways for career advancement in medical training and academia.
- **Strengthening Our Organisation:** Continuing to build a robust charity that can effectively champion the needs of our community.

By focusing on our people, processes, and projects, and staying aligned with our strategic priorities, we will enhance our ability to drive meaningful change. We look forward to refining our approach and expanding our impact as we continue to support and empower Black individuals in medicine across the UK.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document and Charity Constitution

The charity is controlled by its governing document and constitutes a charitable incorporated organisation which was registered 9 April 2020.

Recruitment and appointment of new trustees

Dr O Oguntimehin, Dr K Owusu and Dr N Ibrahim were appointed indefinitely on the formation of the charity and form the current board of trustees.

We have the intention to expand the board of trustees by recruiting for trustees in specific roles based on organisational needs identified.

We wish to recruit and appoint 2 new trustees in the upcoming year.

Organisational structure

The trustees meet quarterly throughout the year to discuss charity governance, operational performance and review expenditure.

The day to day running of the charity is led by the chief executive. The chief executive oversees a team of directors who individually lead a team of volunteers respectively. The teams include: Programmes, Academia, Events, Communications, Advocacy & Policy and Finance. The team of directors meet monthly as do their respective teams.

Risk management

The trustees recognise their responsibility to identify and review risks that pose a threat to the charity's functions and ensure that adequate controls are implemented to protect against fraud and error.

The trustees utilise a risk register which is regularly reviewed and updated in order to monitor major risks that the charity is exposed to and mitigate against them.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Number

1188982

Principal Address

Arundel House
66-80 Arundel Road, Unit D
Luton
Bedfordshire
LU4 8DY

Trustees

Dr O Oguntimehin

Dr K Owusu

Dr N Ibrahim

Charity no: 1188982

Melanin Medics
CIO FOUNDATION

Annual Report and Accounts

For the year 31 March 2024

Prepared by DTT Consultancy Ltd

Melanin Medics

Contents	Page
Company Information	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Accounts	4-5

Melanin Medics

Company Information

Trustees

Olamide Dada	Chair person
Khadija Owusu	Trustee
Nadia Ibrahim	Trustee

Registered office

Arundel House
66-80 Arundel Road
Unit 5-6
Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

Melanin Medics

Statement of Financial Activities

For the year ended 31 March 2024

	Notes	2024 Total Funds £	2023 Total Funds £
Incoming Resources			
Grant	5.1	23,784	35,000
Donation		200	291
Workshop		2,675	2,186
Conference Sponsorship			650
Event ticket sales		3,021	3,747
Other income		894	113
Total incoming resources		30,574	41,986
Resources Expended			
Services Provision	5.2	11,427	5,627
Management and administration	5.3	23,580	19,219
Total resources expended		35,007	24,845
Net incoming/(outgoing) resources		(4,433)	17,141
Net Movements in Funds		(4,433)	17,141
Fund balances brought forward		52,898	35,757
Fund balances carried forward		48,465	52,898

Melanin Medics

Balance Sheet as at 31st March 2024

	Notes	2024 Total Funds £	2023 Total Funds £
Fixed Assets			
Tangible assets			
Current Assets			
Cash at bank and in hand		48,715	53,148
Total Assets		<u>48,715</u>	<u>53,148</u>
Creditors			
Amounts falling due within one year	2	(250)	(250)
Net Current Assets/(Liabilities)		<u>48,465</u>	<u>52,898</u>
Total Assets less Current Liabilities		<u><u>48,465</u></u>	<u><u>52,898</u></u>
Unrestricted Funds			
Funds b/fwd		52,898	35,757
Income and Expenditure		- 4,433	17,141
Total Funds	3	<u><u>48,465</u></u>	<u><u>52,898</u></u>

Olamide Dada

Approved by the board virtually on 21 November 2024

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2024

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts falling due within one year

	2024
	£
Trade creditors	250

3. Profit and loss account

	2024
	£
At 1 April 2022	52,898
Prior year adjustments	-
At 31 March 2023	48,465
Profit for the year	(4,433)

Funds	2024	2023
At 1 April 2022	52,898	35,757
Net Incoming Funds	(4,433)	17,141
At 31 March 2023	48,465	52,898

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2023.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2024

5 Income and Expenditure Account

	2024	2023
	Total Fund	Total Fund
	£	£
5.1 Incoming Resources		
Grant	23,784	35,000
Donation	200	291
Workshop	2,675	3,860
Events	3,021	
Other Income	894	650
Total Incoming Resources	30,574	39,801

Outgoing Resources

5.2 Services Provision

Online Application Support System		
Online Mentoring System	2,777.47	1,632
Psychological Therapy Sessions		-
Digital marketing	5,854.54	305
Digital workspace	76.30	36
Equipment	271.87	1,423
Materials	1,194.42	1,877
Interactive presentation software		96
Virtual Meeting Software	407.60	258
Workshop Facilitation	845.00	
	11,427	5,627

5.3 Management and Administration of Charity

Accounting Software	156.60	140
Email	623.89	193
Website	209.00	209
Accountancy Fees	250	250
Charity	148.94	867
Volunteers	2,158.18	292
Venue hire	7,978.21	7,398
Staffing		1,665
Admin	75	
Catering	5,663.75	2,959
Travel	1,737.68	1,045
Event speaker	525.32	1,675
Media	2,630.00	
Professional Service	1,423.92	2,525
	23,580	19,219

Melanin Medics

INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 MARCH 2024

I report on the financial statements of Melanin Medics for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and

requirements

of the Act have not been met; or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
Tunji Ogedengbe 18th Nov 2024

36 Daffodil Close

Hatfield

AL10 9FF

MELANIN MEDICS

England & Wales - Charity number 1188982

Accounts

2022/23 Annual Return

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (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.

OUR VISION AND MISSION

Melanin Medics is a registered charity supporting students and doctors from black african and caribbean backgrounds, to promote diversity in Medicine. We champion racial equity by implementing positive solutions to overcome racial and socio-economic barriers; through educational programmes, social empowerment and valuable resources.

Our mission is to promote diversity in medicine, widen aspirations and aid career progression for current and future black doctors. We envision a future where diversity in Medicine thrives and every person is able to fulfil their maximum potential irrespective of their race and socioeconomic background.

CHAIRPERSON'S REPORT

The year 2022 was a momentous year for Melanin Medics. As we marked our 5 year anniversary, we welcomed the opportunity to reflect on our impact. From an online blog to a national charity, we are proud to stand as a leading voice for current and future generations of black doctors.

We took the time to engage with our networks to further understand their needs, recruit new team members to join our team of volunteers and continue to deliver innovative events, new networking opportunities and strengthen our mentoring programmes.

Our strategic aims for the year were as follows:

1. To be innovative in our events, services and programmes to enable differentiation from competitors
2. To improve understanding of beneficiary needs and environmental issues
3. To improve internal organizational effectiveness and productivity with cross-functional teams and refined communications

We continue to move forward with our current collection of programmes and activities, strengthening and refining our deliverables. We introduced a new programme called SurgIn: The Lewin programme for aspiring black surgeons and provided a plethora of networking events. Through surveying our networks and conducting focus groups, we gained a greater understanding of the challenges and needs of those we serve; including black medical students, doctors and young people with aspirations to study medicine. This shaped our 5 year strategic plan which was released in 2022.

We maintain our commitment to excellence, seeking not just visibility but meaningful impact also. We have strengthened our position financially with a steady influx of grant funding. However, we have also identified a need to drive an increase in donations through increasing the visibility of our work and fundraising campaigns. Our strategic aims for the next year are as follows:

1. To strengthen our programmes and events to support access to career development opportunities

2. To improve internal organisational effectiveness and productivity with cross-functional teams.
3. To grow and engage with members of our network across the UK

We are grateful to our supporters, funders and beneficiaries for their continued support and engagement with our organisation. Our impact is a sum of the immeasurable contributions of our volunteers and supporters. We look forward to all that we will achieve together in the year ahead.

TRUSTEE'S REPORT

PUBLIC BENEFIT

We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession. We do this to empower the workforce directly but to also indirectly positively impact patient care.

ACHIEVEMENTS AND PERFORMANCE

Charitable Activities

The last year has seen Melanin Medics deliver 3 programmes.

The Envision Med Programme was delivered to 50 students across 2 cohorts. The programme was supported by a number of mentors from our medical students and doctors networks and received further support through in-kind donations from Medic Mind, The Aspiring Medics and Lucy Cavendish College at the University of Cambridge. We were excited to see Cohort 1 participants complete the programme with many receiving medical school offers and commencing their medical school careers.

The Enrichment Programme was delivered to 28 final year medical students of black african and caribbean heritage. The programme was sponsored by the General Medical Council. The end of programme evaluation showed great impact with students feeling better prepared for their working careers as doctors having had the support of a mentor.

SurgIn: The Lewin Programme was launched in 2022, with 18 aspiring and early career surgeons of black heritage receiving tailored career support. We were successful recipients of the Royal College of Surgeons Grassroots in Surgery funding which enabled us to deliver career development sessions with the support of senior surgeons who volunteered as ambassadors.

As Covid restrictions eased, we welcomed the opportunity to deliver in person events. Our event portfolio for the year included: Prescribing Safety Assessment Workshop, Break the Bias Webinar, Change Makers Conference, The Next Chapter Enrichment Programme Finale, Summer Networking Social, Preparing for the PSA Webinar, SJT webinar, Winter Networking Social and SurgIn Portfolio Session. We were delighted to hold our annual conference in person at the British Medical Association. Our events were attended by 413 individuals.

We continued our advocacy work through various speaking engagements, roundtable discussions, podcast features and conferences. We collaborated with the Association for the Study of Medical Education (ASME) during black history month to recognise and amplify the voices and faces of black medical educators. We engaged with organisations including the National Institute of Health and Care Research (NIHR), General Medical Council (GMC), NHS Education for Scotland, British Medical Association (BMA), British Association of Black Surgeons, UCL Women in Surgery Society, PLASTA Winter Congress and the Association of

Anaesthetists. We delivered our Equality and Diversity workshops to over 500 participants to medical students, physician associate students, paramedic students and doctors across the country.

Our research network has continued to thrive, providing members with the opportunity to develop the research capabilities. We completed our first research project titled 'Factors influencing Research Engagement among Medical students in the United Kingdom (REMED-UK)'. Subsequently, the research network has presented the project at a number of conferences through oral and poster presentations and won prizes. The manuscripts are being prepared for publication.

Our social media reach has steadily increased across all platforms, totalling 15840 followers. Our aspiring medics network, medical students network, doctors network have all continued to grow, totalling 1489. We received positive media attention as both the Chief executive, Dr Olamide Dada and Director of Programmes delivered powerful messages on the TEDx stage. Our 5 year anniversary campaign included the publication of a brochure highlighting our impact and featuring the stories of black medical students and doctors from our network. We subsequently released our 5 year strategic plan from 2022-2027.

FINANCIAL REVIEW

We intend to spend all funds awarded to the charity responsibility and solely on fulfilling our mission.

We endeavour to be a sustainable organisation and by limiting our expenditure, we hope to achieve this. Through generous grants, donations and revenue from our events and workshops, we are able to reinvest funds into strengthening our programmes, providing valuable resources and delivering high quality events.

Reserves Policy

Melanin Medics maintains free unrestricted reserves to provide a level of working capital that protects the continuity of our core work, provide a level of funding for unexpected opportunities and provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

Melanin Medics has reserves of £3000, approximately 6 months running costs. This is also supplemented by our unrestricted funds which also help to bolster funds available for this purpose.

Financial Position

Total funds at the end of the year £53148.28

Reserves: £3000

Unrestricted: £15,471.01

Restricted: £34,677.27

GMC Grant is restricted for the Enrichment Programme

Royal College of Surgeons Grant is restricted for SurgIn: The Lewin Programme

Do it Now Now Grant is restricted for Workshop Facilitators

NIHR Grant is restricted for the Envision Med Programme

FUTURE PLANS

Over the past year, we have spent time speaking with our networks through surveys, focus groups and our events in order to determine our strategic direction for the next 5 years. From this, we identified 5 strategic priorities to guide our work from 2022-2027:

1. Securing the talent pipeline of future black doctors through early intervention and opportunity
2. Increasing the member voice by creating greater opportunities for community involvement

3. Promoting shared learning and increasing collaboration
4. Establishing paths and ladders for black medical student and doctors to support career progression in medical training and clinical academia
5. Becoming a strong charity to better champion the needs of our community

We will continue to deliver our flagship programmes; Envision Med programme, Enrichment programme and SurgIn: the Lewin programme. We also endeavour to continue providing networking opportunities, connecting junior colleagues to senior colleagues who serve as role models and mentors.

We are seeking additional partnerships and funding to further our reach across the United Kingdom. In this digital age, we also hope to produce more digital content and expand our workshops delivery to allied health professionals.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document and Charity Constitution

The charity is controlled by its governing document and constitutes a charitable incorporated organisation which was registered 9 April 2020.

Recruitment and appointment of new trustees

Dr O Dada, Dr K Owusu and Dr N Ibrahim were appointed indefinitely on the formation of the charity and form the current board of trustees.

We have the intention to expand the board of trustees by recruiting for trustees in specific roles based on organisational needs identified.

We wish to recruit and appoint 2 new trustees in the upcoming year.

Organisational structure

The trustees meet quarterly throughout the year to discuss charity governance, operational performance and review expenditure.

The day to day running of the charity is led by the chief executive. The chief executive oversees a team of directors who individually lead a team of volunteers respectively. The teams include: Programmes, Academia, Events, Communications, Advocacy & Policy and Finance. The team of directors meet monthly as do their respective teams.

Risk management

The trustees recognise their responsibility to identify and review risks that pose a threat to the charity's functions and ensure that adequate controls are implemented to protect against fraud and error.

The trustees utilise a risk register which is regularly reviewed and updated in order to monitor major risks that the charity is exposed to and mitigate against them.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Number

1188982

Principal Address

Arundel House

66-80 Arundel Road, Unit D

Luton

Bedfordshire

LU4 8DY

Trustees

Dr O Dada

Dr K Owusu

Dr N Ibrahim

Charity no: 1188982

**Melanin Medics
CIO FOUNDATION**

Annual Report and Accounts

For the year 31 March 2023

Prepared by DTT Consultancy Ltd

Melanin Medics

Contents	Page
Company Information	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Accounts	4-5

Melanin Medics

Company Information

Trustees

Olamide Dada	Chair person
Khadija Owusu	Trustee
Nadia Ibrahim	Trustee

Registered office

Arundel House
66-80 Arundel Road
Unit 5-6
Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

Melanin Medics

Statement of Financial Activities

For the year ended 31 March 2023

	Notes	2023 Total Funds £	2022 Total Funds £
Incoming Resources			
Grant	5.1	35,000	21,438
Donation		291	702
Workshop		2,186	5,337
Conference Sponsorship		650	-
Event ticket sales		3,747	-
Other income		113	-
Total incoming resources		41,986	27,477
Resources Expended			
Services Provision	5.2	5,627	6,718
Management and administration	5.3	19,219	5,687
Total resources expended		24,845	12,405
Net incoming/(outgoing) resources		17,141	15,072
Net Movements in Funds		17,141	15,072
Fund balances brought forward		35,757	20,685
Fund balances carried forward		52,898	35,757

Melanin Medics

Balance Sheet as at 31st March 2023

		2023	2022
		Total	Total
		Funds	Funds
	Notes	£	£
Fixed Assets			
Tangible assets			
Current Assets			
Cash at bank and in hand		53,148	36,007
Total Assets		<u>53,148</u>	<u>36,007</u>
Creditors			
Amounts falling due within one year	2	(250)	(250)
Net Current Assets/(Liabilities)		<u>52,898</u>	<u>35,757</u>
Total Assets less Current Liabilities		<u><u>52,898</u></u>	<u><u>35,757</u></u>
Unrestricted Funds			
Funds b/fwd		35,757	20,685
Income and Expenditure		17,141	15,072
Total Funds	3	<u><u>52,898</u></u>	<u><u>35,757</u></u>

Olamide Dada

Approved by the board virtually on 15th November 2023

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2023

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts failing due within one year

	2023
	£
Trade creditors	<u>250</u>

3. Profit and loss account

	2023
	£
At 1 April 2022	35,757
Prior year adjustments	-
At 31 March 2023	<u>52,898</u>
Profit for the year	<u>17,141</u>

Funds	2023	2022
At 1 April 2022	35,757	20,685
Net Incoming Funds	17,141	15,072
At 31 March 2023	<u>52,898</u>	<u>35,757</u>

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2023.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2023

5 Income and Expenditure Account

	2023	2022
	Total Fund	Total Fund
	£	£
5.1 Incoming Resources		
Grant	35,000	21,438
Donation	291	702
Workshop	3,860	5,337
Other Income	650	-
Total Incoming Resources	39,801	27,477
Outgoing Resources		
5.2 Services Provision		
Online Application Support System		
Online Mentoring System	1,632	441
Psychological Therapy Sessions	-	5,525
Digital marketing	305	33
Digital workspace	36	-
Equipment	1,423	-
Materials	1,877	352
Interactive presentation software	96	87
Virtual Meeting Software	258	279
	5,627	6,718
5.3 Management and Administration of Charity		
Accounting Software	140	105
Email	193	152
Website	209	173
Accountancy Fees	250	250
Charity	867	1,075
Volunteers	292	281
Venue hire	7,398	1,000
Staffing	1,665	540
Catering	2,959	1,029
Travel	1,045	-
Event speaker	1,675	375
Professional Service	2,525	707
	19,219	5,687

Melanin Medics

INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 MARCH 2023

I report on the financial statements of Melanin Medics for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and

requirements

of the Act have not been met; or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
Tunji Ogedengbe 20th Nov 2023

36 Daffodil Close

Hatfield

AL10 9FF

MELANIN MEDICS

England & Wales - Charity number 1188982

Accounts

Melanin Medics

Charity no: 1188982

For the year 31 March 2022

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (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.

OUR VISION AND MISSION

Our mission is to promote diversity in Medicine, widen aspirations and aid career progression through educational programmes, social empowerment, and valuable resources. Our vision is to create a future where diversity in Medicine thrives, and every person can fulfil their maximum potential irrespective of their race and socioeconomic background. We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession.

CHAIRPERSONS REPORT

Melanin Medics has grown tremendously over the years and has played a key role in support the next generation and current generation of black medical students and doctors. We have achieved several successes and have been fortunate to stand the test of time thus far. As a young and fast-growing charity, we recognise the importance of planning. We have learned to appreciate the beauty of the process and share a commitment to excellence in all that we do. We know we can achieve even more impact and look forward to going on this journey with you. We are determined to keep the voices and experiences of those we serve at the heart of everything we do. More than ever, we are dedicated to operating in innovative ways to impart services that are of tangible value to current and future black doctors.

As we prepare to celebrate our 5 year anniversary, we want you to continue on this journey with us. Next year, we will be focusing on celebrating our impact and YOU as a member of our community, as well as planning for the next 5 years to come. We remain committed to our cause more than ever before and believe that together, we can support and uplift the current and future generation of black African and Caribbean doctors.

TRUSTEES REPORT

This year has been a filled with a series of great successes for Melanin Medics, as well as its fair share of challenges. In a particularly challenging climate for social enterprises and charities, we are especially grateful to remain standing and for the lesson learned along the way.

On beginning the year, our 2021 priorities were as follows:

1. To increase engagement with our Network
2. To add value through various media outputs and focus on the hidden curriculum while creating safe spaces
3. To deliver high-quality programmes and capture their impact.

We are pleased to have made great strides in fulfilling these priorities. Although COVID played a significant factor in limiting how we were able to engage with our network, coupled with the phenomena of 'Zoom fatigue' from the increased use of virtual meetings during the pandemic. Our aspiring medics network, medical students' network and doctors network continued to grow, with a combined total of over 1300 members. Our social media presence has also continued to grow, with over 15000 followers across all our platforms. This serves a great purpose for our charity, helping us to reach more individuals who would benefit from our support and raise awareness of key issues. We utilised various mediums to add value to our beneficiaries through our virtual events, social media content, podcast series and programme sessions.

Widening Aspirations

We concluded the first Cohort of the Envision Med Programme. The Envision Med Programme was launched as a free pilot programme to specifically address the challenges that Black African and Caribbean students face when applying to Medical School. This pilot programme started with 25 Year 12 UK students, incorporating a combination of one-to-one mentoring sessions, super-curricular academic seminars, soft-skills training sessions, application guidance and support, events/workshops, and work experience. We are delighted that the programme was supported by Lucy Cavendish College at the University of Cambridge and Medic Mind. During this programme, 9 hours of academic webinars provided by Lucy Cavendish College, University of Cambridge. 14 hours of sessions building soft skills and presenting research. Students spent 6 weeks of working on a medical research project with support from mentors currently completing a DPhil or Masters at Oxford University. Selected projects are being prepared for publication. 98% of students found the webinar sessions useful, interactive, relevant to them and over 200 hours of mentorship was provided.

"I have found it very useful and illuminating different aspects of medicine. I owe a lot of gratitude to the programme for guiding me through the medical school application process."

We welcomed the 2nd intake of Envision Med students in January 2021.

We supported over 100 aspiring medics of black african and Caribbean heritage through our free support services. We reviewed over 60 personal statements and conducted over 40 mock interview sessions. 125 hours of support was provided to aspiring medics.

Promoting Diversity in Medicine

Our commitment to continually promoting racial diversity and equity in Medicine is unwavering. Through our Equality and Diversity Workshops on Allyship and Advocacy in Medicine, we have reached 1284 participants across 14 sessions. Participants were from diverse backgrounds and healthcare disciplines, ranging from Paramedics, Medical Students, Faculty, Physician Associate Students, Physiotherapy and Occupational Therapy students. We recognise that our sessions have great pertinence to healthcare workers, students, and faculty. When participants are able to better recognise how to support colleagues and advocate for patients from diverse backgrounds, this can have a positive impact on patient outcomes. 98% of participant respondents were satisfied or very satisfied with the workshop session. 97% of participant respondents felt the session met their expectations. 97% of participant respondents felt the session was relevant and helpful for them. 88% of participant respondents felt more confident in their understanding of inequalities in medicine. We look forward to continuing to deliver our workshops across the UK.

"I genuinely feel more confident that if a situation arises during placement I'll be able to handle it better and thought it was lovely how the complexities of privilege were explained and laid out for us."

During Black History Month, we launched "The Melanin Medics Podcast" which has since been listened to in over 28 countries. [Listen Here](#).

Throughout the year, we have had several engagements and worked with many different organisations in various capacities. To fulfil our mission of promoting diversity in Medicine, we understand the importance of working and engaging with other groups to further our cause and bring to light the issues currently affecting black current and future doctors in the United Kingdom. We produced a 10-episode podcast series on Health Inequalities with the Royal College of Surgeons of England (RCS) 'The Theatre' podcast. We have been working with Warwick Medical, a manufacturing company in their development of diverse scrub caps. We have participated as stakeholders with the British Association of Physicians of Indian Origin (BAPIO) and the Royal College of Emergency Medicine (RCEM). We featured in the British Medical Association 'The Doctor' Magazine and delivered talks at the General Medical Council, ENT UK Conference and Health Education England Future Leaders Conference.

Having launched our Research Network earlier in 2021 with the focus to improve research engagement and attainment amongst medical students and doctors of African and Caribbean heritage. The Melanin Medics Research Network has grown to 145 members. We launched our first research project exploring 'Factors influencing Research Engagement and attainment amongst Medical Students in the United Kingdom (REMEDI-UK)'. Through the collaborative effort of our Research Network at 37 collaborators, we received an astounding 1573 responses. This was a great accomplishment. We look forward to the publication of the research findings. We also ran a Research Proposal Competition in October 2021. We congratulate the prize recipients!

Aiding Career Progression

We delivered 10 online events to more than 420 attendees including doctors, medical students, allied health professionals and aspiring medics. Our online events included Medicine, Me and My Community, Learning from Mistakes, Managing Medical emergencies, The Future in Mind Virtual Conference, Clinical Communication, Discovering the SFP, A Seat at the Table, Preparing for the SJT, Prescribing Safety Assessment, Break the Bias.

We concluded the first cohort of the Enrichment Programme, a development mentoring programme designed to help final year medical students succeed. Our Enrichment Programme students received: 300 hours of mentoring provided by mentors from our network, approx. 85 hours of psychological support was provided to students in the form of psychoeducational therapy sessions through Mind Us Wellbeing and all students successfully commenced their FY1 posts in August. 30 students from 15 medical schools across the UK took part in the programme. We welcomed the second cohort of students in November 2021.

"I would highly recommend the mentorship scheme. Very helpful in getting insight into working as an FY1, discussing career options and also well-being and mental health. Having had a mentor over the last year it's definitely something I would look into continuing and also being a mentor myself in the future."

Reflecting on our successes achieved in the last year, we are pleased to have secured more funding for our flagship mentoring programmes. This funding has helped us to improve and strengthen the programmes to better support the participants. Internally, we are pleased to have maintained a culture that enables all team members to thrive and participate in our work as their fully authentic selves. As a result of this, we experienced improved clarity and cohesiveness within the team and better communication. We are proud to have continued to persevere through the remnant effect of the COVID-19 pandemic.

Our work is only made possible through the ongoing support of our network members who make up the Melanin Medics community! This year alone, over 200 individuals volunteered their time to support our work as mentors, reviewers, interviewers, event speakers and team members. We are humbled to have the support of such a community, who continue to be the lifeline of our organisation.

Charity no: 1188982

Melanin Medics
CIO FOUNDATION

Annual Report and Accounts

For the year 31 March 2022

Prepared by DTT Consultancy Ltd

Melanin Medics

Contents	Page
Company Information	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Accounts	4-5

Melanin Medics

Company Information

Trustees

Olamide Dada	Chair person
Khadija Owusu	Trustee
Nadia Ibrahim	Trustee

Registered office

Arundel House
66-80 Arundel Road
Unit 5-6
Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

Melanin Medics

Statement of Financial Activities

For the year ended 31 March 2022

	Notes	2022 Total Funds £	2021 Total Funds £
Incoming Resources			
Grant	5.1	21,438	22,000
Donation		702	5,404
Workshop		5,337	850
Total incoming resources		27,477	28,254
Resources Expended			
Services Provision	5.2	6,718	7,122
Management and administration	5.3	5,687	766
Total resources expended		12,405	7,889
Net incoming/(outgoing) resources		15,072	20,365
Net Movements in Funds		15,072	20,365
Fund balances brought forward		20,685	319
Fund balances carried forward		35,757	20,685

Melanin Medics

Balance Sheet as at 31st March 2022

	Notes	2022 Total Funds £	2021 Total Funds £
Fixed Assets			
Tangible assets			-
Current Assets			
Cash at bank and in hand		36,007	20,935
Total Assets		<u>36,007</u>	<u>20,935</u>
Creditors			
Amounts falling due within one year	2	(250)	(250)
Net Current Assets/(Liabilities)		<u>35,757</u>	<u>20,685</u>
Total Assets less Current Liabilities		<u><u>35,757</u></u>	<u><u>20,685</u></u>
Unrestricted Funds			
Funds b/fwd		20,685	-
Income and Expenditure		15,072	20,685
Total Funds	3	<u><u>35,757</u></u>	<u><u>20,685</u></u>
			-

Olamide Dada

Approved by the board virtually on 22nd Nov 2022

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2022

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts falling due within one year

	2022
	£
Trade creditors	250

3. Profit and loss account

	2022
	£
At 1 April 2021	20,685
Prior year adjustments	-
At 31 March 2022	35,757
Profit for the year	15,072

Funds	2022	2021
		£
At 1 April 2021	20,685	-
Net Incoming Funds	15,072	20,685
At 31 March 2022	35,757	20,685

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2022.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2022

5 Income and Expenditure Account

	2022	2021
	Total Fund	Total Fund
	£	£
5.1 Incoming Resources		
Grant	21,438	22,000
Donation	702	5,404
Workshop	5,337	850
Total Incoming Resources	27,477	28,254
Outgoing Resources		
5.2 Services Provision		
Online Application Support System		135
Online Mentoring System	441	1,377
Psychological Therapy Sessions	5,525	5,610
Digital marketing	33	
Materials	352	
Interactive presentation software	87	
Virtual Meeting Software	279	
	6,718	7,122
5.3 Management and Administration of Charity		
Accounting Software	105	6
Email	152	56
Video Conferencing		91
Website	173	163
Accountancy Fees	250	250
Charity	1,075	200
Volunteers	281	-
Venue hire	1,000	-
Staffing	540	-
Catering	1,029	-
Event speaker	375	-
Professional Service	707	-
	5,687	766

Melanin Medics

INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 MARCH 2022

I report on the financial statements of Melanin Medics for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and

requirements

of the Act have not been met; or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
Tunji Ogedengbe 22nd Nov 2022

36 Daffodil Close

Hatfield

AL10 9FF

MELANIN MEDICS

England & Wales - Charity number 1188982

Accounts

Melanin Medics

Charity no: 1188982

For the year 31 March 2021

CHARITABLE OBJECTIVE

The promotion of equality and diversity within healthcare for the public benefit by: (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion; (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.

OUR VISION AND MISSION

Our mission is to promote diversity in Medicine, widen aspirations and aid career progression through educational programmes, social empowerment, and valuable resources. Our vision is to create a future where diversity in Medicine thrives, and every person can fulfil their maximum potential irrespective of their race and socioeconomic background.

We are committed to ensuring that the medical workforce represents the diverse society that we live in. By promoting an environment in which diversity in medicine thrives, our current and future medical workforce can be their authentic selves in an environment that truly supports them and values their contributions, positively impacting patient care and medicine as a profession.

CHAIRPERSONS REPORT

This has been a pivotal year for Melanin Medics. With many disruptions, changes and sacrifices, this year birthed innovation. As we celebrated 3 years of our organisation, this year Melanin Medics garnered more support than ever before. With a world spotlight on racial inequality, we stood firmly in our mission to promote diversity in medicine, widen aspirations and aid career progression for Africans and Caribbeans in medicine.

This year, we were fully exposed to the state of the world we live in. For the first time, we have seen our world in colour. The intense pressures in which our healthcare system has been forced to endure. The damning reality of the pandemic and the tragedies that have followed. The unendurable manifestations of racial inequality in our society. Now, more than ever before, we have recognised the need for both change and togetherness.

This year we have learned that our work is imperative. We must continue to redefine what it means to be a Black African or Caribbean doctor and medical student in the United Kingdom. We must push to continually support individuals who have been negatively impacted by racial inequality in medicine. We must advocate for the medical profession to be a place where the black doctor and medical student can thrive without fear of discriminatory treatment.

We end this year stronger than we started. We are grateful to know that our position places us to impact many more people than we could have hoped. We have not done this alone and we know that we cannot continue to do it alone. We extend our heartfelt thanks to you all for your support.

TRUSTEES REPORT

The last year has been a momentous year for Melanin Medics. The COVID-19 pandemic transformed life as we know it and triggered a period of adaptation and innovation to meet the growing needs of those we serve.

In 2020, we transitioned to virtual events and saw an increase in our reach. We obtained our registered charity status and expanded our team of volunteers. We formally launched our equality and diversity workshops and have delivered several sessions to students in medical schools across the UK. Our social media reach more than doubled, we saw great growth in our Network members and launched our annual Black History Month essay competition. We also developed 2 new mentoring programmes and saw a great increase in funding through donations and successful grants.

The unprecedented impact of COVID-19 on medical education, Black African and Caribbean community groups and mental wellbeing of both medical students and doctors was of great concern. With the disproportionate impact of COVID-19 on ethnic minority communities and the recognition of systemic racism on health inequalities, we believed that there was great need for BAME medical students and doctors to be supported during this time.

For many, the Black Lives Matter movement, which coincided with the COVID-19 pandemic, triggered a flurry of negative emotions and previous experiences of racism that they had encountered on their medical journeys resurfaced. As an organisation committed to promoting diversity in Medicine, taking a clear stand against racial inequality during this time was paramount. Whilst this had been a core element of our organisational activities since our establishment, we were committed to extending this message to as wide an audience as possible.

We developed the Mind Us Project, a series of initiatives focused on supporting the mental wellbeing of Black African and Caribbean medical students and doctors. We were pleased to gain the support of the British Medical Association for this project. The project aimed to: (1) To support the mental wellbeing of Black African and Caribbean medical students and doctors who have been adversely affected by COVID-19. (2) To provide access to supportive therapy services to those who have been personally affected by COVID-19. (3) To decrease the impact of COVID-19 on career progression by increasing the awareness of opportunities and activities for academic success. (4) To develop long-lasting professional relations and increase social support.

The Mind Us Enrichment Programme is a fully funded development programme designed to help final year medical students succeed. Participants are carefully matched with a mentor, receive guided information through educational career webinars and receive access to supportive therapy through the Wellbeing Fund.

Through the education component of the Mins Us project, we will be delivering a series of educational webinars and wellbeing webinars to help reduce career-related anxiety, support wellbeing and provide practical career guidance and support for medical students and doctors. Through the Mind Us Wellbeing Fund, we aimed to provide FREE culturally competent mental wellbeing support to medical students and doctors from a Black African or Caribbean background, including those of mixed-race heritage who have been adversely impacted by COVID-19. This consisted of a single online supportive therapy session.

We delivered 9 online events to more than 650 attendees, including doctors, medical students, and aspiring medics. Our online events included Linked in As A Medic, Medical Emergencies, Career Breaks, Medical School Insights, Mind Us Project Launch, Preparing for the Situational Judgement Test, The Prescribing Assessment Crash Course, Breaking into Medical Research and Managing anxiety.

We launched a 15-month programme designed for year 12 students of Black African and Caribbean heritage, including students of mixed-race heritage who aspire to study Medicine in the UK. At Melanin Medics, we have always supported our large network of over 300 aspiring medics in securing a place at Medical School since 2018. With our breadth of experience engaging with aspiring medics along with a success rate of 90% of helping students secure a place at medical school, we decided that we were well positioned to make an even bigger impact and launch the Envision Med Programme.

The Envision Med Programme was launched as a free pilot programme to specifically address the challenges that Black African and Caribbean students face when applying to Medical School. It has been designed to tackle three main barriers: (1) Low levels of ongoing support or mentoring for aspiring medical students applying to top institutions. (2) A lack of information and resources available about the range of options surrounding UK Medical Schools (3) A shortage of opportunities to interactively engage with the wider science and academic aspects of medicine. This pilot programme started with 25 Year 12 UK students, incorporating a combination of one-to-one mentoring sessions, super-curricular academic seminars, soft-skills training sessions, application guidance and support, events/workshops, and work experience. We are delighted that the programme is being supported by Lucy Cavendish College at the University of Cambridge and Medic Mind.

Research forms an essential component of medicine to understand present day realities and enable future advancements. We want to ensure that opportunities to participate in research are made available to all, irrespective of their race or background. To combat unequal access to research opportunities that presently exist, in 2021 we launched the Melanin Medics Research Network. The goal of this network is to improve research engagement and attainment amongst medical students and doctors of African and Caribbean heritage. Not only would this increase black representation in medical research, but it could also improve patient outcomes, including those from deprived populations and ethnic minorities. Through the Research Network, we will endeavour to facilitate collaborative studies, enable research participation for all, develop research skills for members through workshops and seminars as well as provide information on research opportunities, prizes and grants for members.

We held 8 equality, diversity, and inclusion workshops to more than 560 attendees, including doctors and medical students from diverse backgrounds. We believe African and Caribbean medics are most likely to thrive when their colleagues, employers and community understand their needs, and educational institutions know how to support them to help them thrive in higher education. We tackle this through our Equality and Diversity workshops on 'Allyship and Advocacy' to enable medical students and doctors to better understand and support colleagues and patients from diverse backgrounds. We deliver our workshops to UK medical schools, health organisations and NHS trusts. The charity also functions as a representative body liaising with key stakeholders such as the British Medical Association and General Medical Council to promote diversity in Medicine.

Throughout the year, we have had several engagements and worked with many different organisations. As one of our core missions is to promote diversity in Medicine, we recognise the importance of working and engaging with other groups to further our cause and bring to light the issues currently affecting our target demographic. The nature of our engagements greatly varied and included delivering a workshop at the 2020 BMA Junior Members Forum Conference. Melanin Medics was also featured in the British Medical Journal 'Racism in Medicine' special edition. Our Director of Programmes and Trustee, Khadija Owusu featured on Channel 5 News discussing discrimination in Medical Schools following the release of the BMA Racial harassment charter for medical schools which we contributed to as a stakeholder group. We also had a series of press engagement highlighting the impact of COVID-19 on black and ethnic minority healthcare workers and communities. Following the resurgence of the Black Lives Matter movement, we contributed to a BMA webinar focused on 'Racism in Medicine'. We were delighted to hold a HLA Live discussion focused on African and Caribbean Influences on the NHS in partnership with the Healthcare

Leadership Academy. Our team also participated on several panel discussions and as event speakers for a series of different events.

We would like to thank our individual donors as well as groups who chose to fundraise for our charity over the course of the year. Our heartfelt thanks to our volunteers, mentors, event speakers and supporters.

Melanin Medics will continue to keep those that we serve at the centre of all we do. We are increasingly driven to find more ways to amplify the work and voices of the incredible people we represent and support and give back to them through distribution of resources. We are very grateful for those who support our work, and we are set on ensuring that Melanin Medics is around for years to come.

Chairperson - Olamide Dada

1st November 2021

Charity no: 1188982

**Melanin Medics
CIO FOUNDATION**

Annual Report and Accounts

For the year 31 March 2021

Prepared by DTT Consultancy Ltd

Melanin Medics

Contents	Page
Company Information	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Accounts	4-5

Melanin Medics

Company Information

Trustees

Olamide Dada	Chair person
Khadija Owusu	Trustee
Nadia Ibrahim	Trustee

Registered office

Arundel House
66-80 Arundel Road
Unit 5-6
Luton

Registered number

1188982

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

Melanin Medics

Statement of Financial Activities

For the year ended 31 March 2021

	Notes	Unrestricted £	Restricted £	2021 Total Funds £
Incoming Resources				
Grant	5.1	22,000		22,000
Donation		5,404	-	5,404
Workshop		850	-	850
Total incoming resources		28,254	-	28,254
Resources Expended				
Services Provision	5.2	7,122	-	7,122
Management and administration	5.3	766	-	766
Total resources expended		7,889	-	7,889
Net incoming/(outgoing) resources		20,365	-	20,365
Net Movements in Funds		20,365	-	20,365
Fund balances brought forward		319	-	319
Fund balances carried forward		20,685	-	20,685

Melanin Medics

Balance Sheet as at 31st March 2021

	Notes	2021 Total Funds £
Fixed Assets		
Tangible assets		-
Current Assets		
Cash at bank and in hand		20,935
Total Assets		<u>20,935</u>
Creditors		
Amounts falling due within one year	2	(250)
Net Current Assets/(Liabilities)		<u>20,685</u>
Total Assets less Current Liabilities		<u><u>20,685</u></u>
Unrestricted Funds		
Funds b/fwd		-
Income and Expenditure		20,685
Total Funds	3	<u><u>20,685</u></u>
		-

Olamide Dada

Approved by the board virtually on 13th October 2021

Melanin Medics

Notes to the Accounts

For the year ended 31 March 2021

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts falling due within one year

	2021
	£
Trade creditors	250

3. Profit and loss account

	2021
	£
At 1 April 2020	319
Prior year adjustments	-
At 31 March 2021	20,685
Profit for the year	20,365

Restricted Funds	Unrestricted	Restricted	2021 £
At 1 April 2020	-	-	-
Net Incoming Funds	-	20,685	20,685
At 31 March 2021	-	20,685	20,685

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2021.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2021.

Melanin Medics

Notes to the accounts - continued

For the year ended 31 March 2021

5 Income and Expenditure Account

	2021		
	Unrestricted	Restricted	Total Fund
	£	£	£
5.1 Incoming Resources			
Grant	22,000	-	22,000
Donation	5,404	-	5,404
Workshop	850	-	850
Total Incoming Resources	28,254	-	28,254
Outgoing Resources			
5.2 Services Provision			
Online Application Support System	135	-	135
Online Mentoring System	1,377	-	1,377
Psychological Therapy Sessions	5,610	-	5,610
	7,122	-	7,122
5.3 Management and Administration of Charity			
Accounting Software	6	-	6
Email	56	-	56
Video Conferencing	91	-	91
Website	163	-	163
Accountancy Fees	250	-	250
Charity	200	-	200
	766	-	766