

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 ill 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

Melanin Medics

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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