

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 (REMEDI-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

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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 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 Total Funds £	2022 Total Funds £
Fixed Assets	Notes		
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 falling due within one year

	2023
	£
Trade creditors	250

3. Profit and loss account

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

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

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