

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 Brompton 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

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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 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