

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 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.

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

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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.

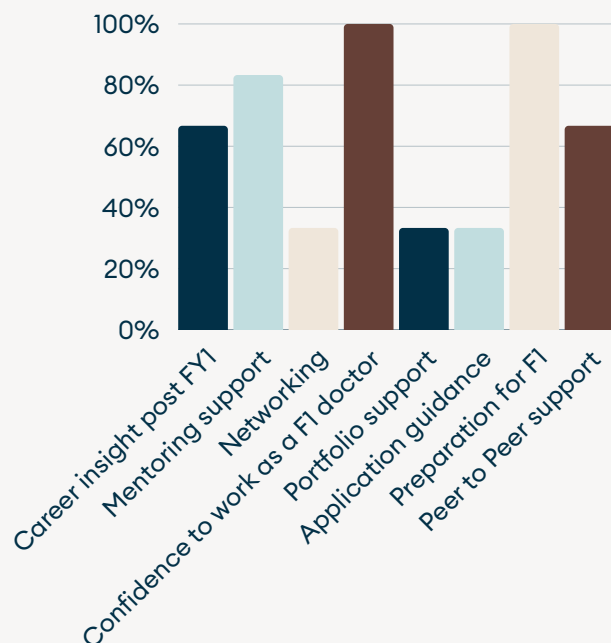
83.3% of participant respondents strongly agreed that the Enrichment programme was valuable to them

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 FY1. 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

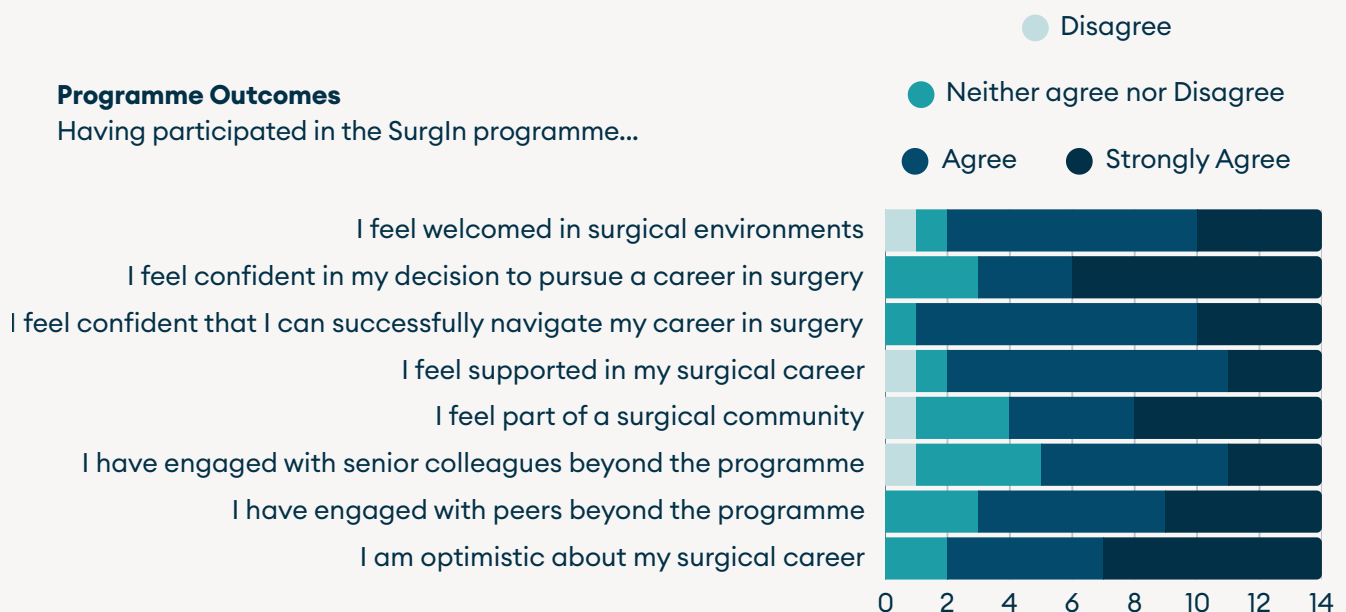
Participants reported successful outcomes such as passing their surgical exams (MRCS), publications and successfully entering surgical training..

“

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
17 FEBRUARY 1728
DIED
16 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 Michaela 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 Michaela 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

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Website
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Charity no: 1188982

Melanin Medics
CIO FOUNDATION

Annual Report and Accounts
For the year 31 March 2025

Prepared by DTT Consultancy Ltd

Melanin Medics

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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	250

3. Profit and loss account

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

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

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	2024
	Total Fund	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