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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
JHISELLE FEANNY	N/A
DIANE THOMAS	N/A
LEWIS KNAPP	N/A

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
N/A		

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document

TAR

Constitution
Trust
Elected by Trustees
March 2012

(eg. trust deed, constitution)

How the charity is constituted

(eg. trust, association, company)

Trustee selection methods

(eg. appointed by, elected by)

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The Charity have several policies and procedures that are regularly reviewed as and when required to ensure the wellbeing of staff, trustees, and clients remain paramount which are attached below. The policies are also applicable for the induction and training of trustees.

The charity Trustees are the founders of the Believe In Bee Foundation remain to be Diane Gobourne-Thomas, Lewis Knapp and Jhiselle Feanny. The charity Trustees founded the charity following the tragic passing of Bianca Thomas (Diane's daughter) following a succession of Domestically Abusive relationships. Lewis Knapp is husband to Jhiselle Feanny. Diane Gobourne-Thomas is Jhiselle Feanny's mother.

Please see staffing structure document

Charity Organisational Staff

Jhiselle Feanny is a qualified social worker and designated safeguarding lead.

Please see attached recruitment policy



Safer Recruitment
Policy Believe In Bee F

Please see additional documents



Safeguarding Policy
Believe In Bee Founda



Other internal Policies and Procedures



absence
reporting.pdf



Staff Handbook.pdf



Summary of Objects set out in attached governing document are below:

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

- Providing all necessary support to victims to enable them to improve their overall life outcomes;
- Providing education and training to service providers who provide support to victims so as to be fully equipped to meet the needs of their service users; and
- Educating and raising awareness of the public in all areas relating to domestic violence, abuse and exploitation'

Additional details of objectives and activities (Optional information)

Nothing in this constitution shall authorise an application of the property of the CIO for the purposes which are not charitable in accordance with [section 7 of the Charities and Religious Institutions (Northern Ireland) 2008]

Information on main activities offered, in addition to the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit).

• Work with disadvantages and difficulties of homelessness/ill health as a consequence of poor mental health and wellbeing/age/disability or other disadvantage arising from Abuse (physical, emotional, psychological, sexual), Exploitation (criminal and sexual), Post Trauma, Teen Domestic Violence during childhood/adolescence

Individuals within the Birmingham West Midlands area being able to manage day to day living, but also the impact of austerity and starting again following or during domestic abuse, Trauma, Teen Domestic Violence during childhood/adolescence

Our clients have left, or are attempting to leave domestically abusive situations and their perpetrators. Without the means of bespoke and specialist support from our foundation this can place clients at further risk of harm due to worry about their safety, living below the poverty line and having to be self-sufficient whilst managing their new lives, and in some instances the lives of their children

Enhance the clients emotional development, mental health wellbeing, socio economic

support to clients

• We will train mentors to deliver safe and bespoke 1:2-1 mentoring and group work

By providing bespoke support in line with our clients needs, clients will be educated to better manage, and have developed short term and long term solutions to sustain a lifestyle which promotes positive and safe change.

• We will deliver awareness and training workshops to staff, universities, colleges, schools, local community agencies, health and local authority organisations

• We will provide life skills support to clients that guides them in an informative manner about their options

Our charity aims alleviate barriers by supporting our clients aged 10-27 years to successfully meet their future life outcomes and best hopes through 1-2-1 mentorship. We educate children, young people and adults through mentoring activities, empowering clients to be economically and financially self sufficient.

We will improve educational attainment of clients and mentors by supporting them to access educational opportunities in line with the age, desires, and developmental needs

Our clients have left, or are attempting to leave domestically abusive situations and their perpetrators. Without the means of our support to leave this can place clients at further risk of harm whilst managing their new lives, and in some instances the lives of their children

Our clients have left, or are attempting to leave domestically abusive situations and their perpetrators. Without the means of our support to leave this can place clients at further risk of harm whilst managing their new lives, and in some instances the lives of their children

we understand not just the importance of individuals within the Birmingham West Midlands area being able to manage day to day living, but also the impact of austerity and starting again

Our mentors will have experience within this area (statutory and voluntary sector) and a successful track record of using motivational interviewing and strengths based approaches to empower clients through 1-2-1 mentoring sessions.

• We will support and advocate for the Human Rights, safety and wellbeing of our clients

Summary of the main activities undertaken for the public benefit in relation to

these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
 - policy programme related investment;
- contribution made by volunteers.

We continue to receive proceeds via fundraising platforms such as Facebook and Paypal.

Through the scholarship with Lloyd's Jhiselle will have access to a mentor who will support her with grant making, applications for bids on funding.

Section D Achievements and performance

Summary of the main achievements of the charity during the year

The charity continues to raise awareness on the impact of

communication platform.

We have additionally moved our services from mainly being face to face due to the Global Covid-19 Pandemic to offering clients services through face to face/ virtual sessions.

The charity continues to support the community by supporting up to 5 students a year from University of Birmingham to undertake a 40hr placement at the beginning of their university term (usually September).

The charity continues to work with parliamentary representation, and also the guardian to improve police investigations into Domestic Homicide and inform legislative reform.

Our services of support are advertised online and through social media platforms such as Twitter, Facebook, and Instagram. The website additionally works as a contact point for support.

The charity continues to recruit individuals to ensure our beneficiaries access support in line with our threshold criteria and their needs.

The charity is in the process of recruiting volunteers for a number of roles in order to meet the charity's purpose. Due to Covid -19 there have been delays in recruitment and sourcing the right candidates. The charity DOES however continue to support up to 5 placement students from the University Of Birmingham for 3 weeks during the year. There is an ongoing recruitment campaign for 2021/2022 to fill these vacancies.

Jhiselle and Diane continue to volunteer their time to support the needs and functionality of the charity.

Jhiselle has recently been awarded a scholarship for the Lloyds School of Entrepreneurs where she will access 1-2-1 support to ensure the charity reaches its potential.

Section E Financial review

Brief statement of the charity's policy on reserves

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
 - how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F Other optional information

Section G

Declaration

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

Full name(s)	Signature(s)	Date	Position (eg Secretary, Chair, etc.)

Accounts Payable

Date	Name	Invoice	Excl. VAT
January			
###	Post Office	£ 8.10	£ 1.62
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Device Payment	£ 20.55	£ 4.11
###	Transport	£ 35.05	£ 7.01
###	Transport	£ 18.30	£ 3.66
###	Sky Digital Sim Card	£ 5.00	£ 1.00
###	Stylo Print	£ 50.00	£ 10.00
###	NCP Parking	£ 6.00	£ 1.20
###	Amazon Prime	£ 7.99	£ 1.60
###	Device Plan	£ 40.67	£ 8.13
###	Air Time Plan	£ 32.86	£ 6.57
###	Air Time Plan	£ 9.24	£ 1.85
###	Air Time Plan	£ 9.24	£ 1.85
###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50
###	Invoice	£ 223.38	£ 44.68
	Total	£ 563.71	£ 112.74

February			
###	Cleaning Products	£ 36.69	£ 7.34
###	UK Bungee Club	£ 98.00	£ 19.60
###	UK Bungee Club	£ 98.00	£ 19.60
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Cleaning Products	£ 32.15	£ 6.43
###	Invoice	£ 2,233.80	£ 446.76
31 February 2020	Sky Digital Sim Card	£ 5.00	£ 1.00
31 February 2020	Amazon Prime	£ 7.99	£ 1.60
31 February 2020	Device Plan	£ 40.67	£ 8.13
31 February 2020	Air Time Plan	£ 32.86	£ 6.57
31 February 2020	Air Time Plan	£ 9.24	£ 1.85
31 February 2020	Air Time Plan	£ 9.24	£ 1.85
31 February 2020	Device Plan	£ 11.83	£ 2.37
31 February 2020	Device Plan	£ 11.83	£ 2.37
31 February 2020	Microsoft Office 365	£ 14.99	£ 3.00
31 February 2020	Cloud Storage	£ 7.99	£ 1.60
31 February 2020	Additional Storage	£ 2.49	£ 0.50
	Total	£ 2,700.97	£ 540.19

March

###	UK Ecom	£	76.95	£	15.39
###	Stay Birmingham	£	93.19	£	18.64
###	Taxi	£	4.25	£	0.85
###	VASW Social Worker Reg	£	24.10	£	4.82
###	VASW Social Worker Reg	£	24.10	£	4.82
###	O2	£	25.00	£	5.00
###	Amazon Prime	£	7.99	£	1.60
###	Device Plan	£	40.67	£	8.13
###	Air Time Plan	£	32.86	£	6.57
###	Air Time Plan	£	9.24	£	1.85
###	Air Time Plan	£	9.24	£	1.85
###	Device Plan	£	11.83	£	2.37
###	Device Plan	£	11.83	£	2.37
###	Microsoft Office 365	£	14.99	£	3.00
###	Cloud Storage	£	7.99	£	1.60
###	Additional Storage	£	2.49	£	0.50
###	Invoice	£	265.38	£	53.08
	Total	£	662.10	£	132.42

April

###	Printing	£	49.00	£	9.80
###	Printing	£	1.00	£	0.20
###	VASW Social Worker Reg	£	24.10	£	4.82
###	VASW Social Worker Reg	£	24.10	£	4.82
###	Cash and Carry	£	71.74	£	14.35
###	Amazon Prime	£	7.99	£	1.60
###	Device Plan	£	40.67	£	8.13
###	Air Time Plan	£	32.86	£	6.57
###	Air Time Plan	£	9.24	£	1.85
###	Air Time Plan	£	9.24	£	1.85
###	Device Plan	£	11.83	£	2.37
###	Device Plan	£	11.83	£	2.37
###	Microsoft Office 365	£	14.99	£	3.00
###	Cloud Storage	£	7.99	£	1.60
###	Additional Storage	£	2.49	£	0.50
###	Invoice	£	223.38	£	44.68
	Total	£	542.45	£	108.49

May

###	Social Work England	£	45.00	£	9.00
###	Google Storage	£	2.49	£	0.50
###	VASW Social Worker Reg	£	24.10	£	4.82
###	VASW Social Worker Reg	£	24.10	£	4.82
###	Office Supplies	£	34.35	£	6.87
###	Printing	£	180.00	£	36.00
###	HS Direct	£	420.00	£	84.00

###	IT Marketing	£	5.00	£	1.00
###	Office Decor - Paypal	£	58.05	£	11.61
###	Office Decor - Paypal	£	15.99	£	3.20
###	Office Decor - Paypal	£	15.86	£	3.17
###	Office Decor - Paypal	£	6.99	£	1.40
###	Office Decor - Paypal	£	4.70	£	0.94
###	Office Decor - Paypal	£	3.72	£	0.74
###	Office Decor - Paypal	£	1.99	£	0.40
###	Office Decor - Paypal	£	1.99	£	0.40
###	Office Decor - Paypal	£	1.99	£	0.40
###	Office Decor - Paypal	£	15.00	£	3.00
###	Office Decor - Paypal	£	135.04	£	27.01
###	Office Decor - Paypal	£	14.02	£	2.80
###	Office Decor - Paypal	£	34.99	£	7.00
###	Invoice	£	247.38	£	49.48
###	Office Decor - Paypal	£	26.97	£	5.39
###	Amazon Prime	£	7.99	£	1.60
###	Device Plan	£	40.67	£	8.13
###	Air Time Plan	£	32.86	£	6.57
###	Air Time Plan	£	9.24	£	1.85
###	Air Time Plan	£	9.24	£	1.85
###	Device Plan	£	11.83	£	2.37
###	Device Plan	£	11.83	£	2.37
###	Microsoft Office 365	£	14.99	£	3.00
###	Cloud Storage	£	7.99	£	1.60
###	Additional Storage	£	2.49	£	0.50
	Total		£ 1,468.85	£	293.77

June

###	Argos	£	30.00	£	6.00
###	Office Supplies	£	34.99	£	7.00
###	Pound Stretchers	£	7.09	£	1.42
###	Pound Stretchers	£	61.65	£	12.33
###	VASW Social Worker Reg	£	24.10	£	4.82
###	VASW Social Worker Reg	£	24.10	£	4.82
###	Employer Insurance HSD	£	19.99	£	4.00
###	Ikea	£	91.45	£	18.29
###	Office Supplies	£	18.59	£	3.72
###	Office Supplies	£	4.99	£	1.00
###	Office Supplies	£	2.61	£	0.52
###	Office Supplies	£	40.07	£	8.01
###	Amazon Prime	£	7.99	£	1.60
###	Device Plan	£	40.67	£	8.13
###	Air Time Plan	£	32.86	£	6.57
###	Air Time Plan	£	9.24	£	1.85
###	Air Time Plan	£	9.24	£	1.85

###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50
###	Invoice	£ 247.38	£ 49.48
	Total	<u>£ 756.14</u>	<u>£ 151.23</u>

July

###	Anglia Tv	£ 193.00	£ 38.60
###	Stationary	£ 34.05	£ 6.81
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Cleaning Products	£ 48.15	£ 9.63
###	Cleaning Products	£ 45.00	£ 9.00
###	Printing	£ 392.68	£ 78.54
###	Amazon Prime	£ 7.99	£ 1.60
###	Device Plan	£ 40.67	£ 8.13
###	Air Time Plan	£ 32.86	£ 6.57
###	Air Time Plan	£ 9.24	£ 1.85
###	Air Time Plan	£ 9.24	£ 1.85
###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50
###	Invoice	£ 244.38	£ 48.88
	Total	<u>£ 1,154.59</u>	<u>£ 230.92</u>

August

###	Ikea	£ 67.50	£ 13.50
###	Business Meeting	£ 39.60	£ 7.92
###	Office Supplies	£ 64.06	£ 12.81
###	Office Supplies	£ 60.70	£ 12.14
###	Taxi	£ 10.25	£ 2.05
###	Taxi	£ 9.20	£ 1.84
###	Taxi	£ 20.20	£ 4.04
###	Parking	£ 5.00	£ 1.00
###	Parking	£ 5.00	£ 1.00
###	Parking	£ 17.80	£ 3.56
###	Business Meeting	£ 90.52	£ 18.10
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Accommodation	£ 19.70	£ 3.94
###	Amazon Prime	£ 7.99	£ 1.60
###	Device Plan	£ 40.67	£ 8.13

###	Air Time Plan	£ 32.86	£ 6.57
###	Air Time Plan	£ 9.24	£ 1.85
###	Air Time Plan	£ 9.24	£ 1.85
###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50
###	Invoice	£ 244.38	£ 48.88
	Total	£ 851.24	£ 170.25

September

###	Fundraiser	£ 679.20	£ 135.84
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Business Meeting	£ 35.00	£ 7.00
###	Accommodation	£ 152.00	£ 30.40
###	Parking	£ 9.81	£ 1.96
###	Amazon Prime	£ 7.99	£ 1.60
###	Device Plan	£ 40.67	£ 8.13
###	Air Time Plan	£ 32.86	£ 6.57
###	Air Time Plan	£ 9.24	£ 1.85
###	Air Time Plan	£ 9.24	£ 1.85
###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50
###	Invoice	£ 244.38	£ 48.88
	Total	£ 1,317.72	£ 263.54

October

###	Social Work England	£ 45.00	£ 9.00
###	Cleaning Products	£ 65.77	£ 13.15
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	VASW Social Worker Reg	£ 24.10	£ 4.82
###	Amazon Prime	£ 7.99	£ 1.60
###	Device Plan	£ 40.67	£ 8.13
###	Air Time Plan	£ 32.86	£ 6.57
###	Air Time Plan	£ 9.24	£ 1.85
###	Air Time Plan	£ 9.24	£ 1.85
###	Device Plan	£ 11.83	£ 2.37
###	Device Plan	£ 11.83	£ 2.37
###	Microsoft Office 365	£ 14.99	£ 3.00
###	Cloud Storage	£ 7.99	£ 1.60
###	Additional Storage	£ 2.49	£ 0.50

###	Invoice	£ 286.60	£ 57.32
	Total	£ 594.70	£ 118.94

November

###	Flu Vaccinations	£ 48.00	£ 9.60
	Total	£ 48.00	£ 9.60

Total for the Year	###	£ 4,254.59
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Total Amount Paid

£	6.48
£	19.28
£	19.28
£	16.44
£	28.04
£	14.64
£	4.00
£	40.00
£	4.80
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	178.70
£	450.97

£	29.35
£	78.40
£	78.40
£	19.28
£	19.28
£	25.72
£	1,787.04
£	4.00
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	2,160.78

£	61.56
£	74.55
£	3.40
£	19.28
£	19.28
£	20.00
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	212.30
£	529.68

£	39.20
£	0.80
£	19.28
£	19.28
£	57.39
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	178.70
£	433.96

£	36.00
£	1.99
£	19.28
£	19.28
£	27.48
£	144.00
£	336.00

£	4.00
£	46.44
£	12.79
£	12.69
£	5.59
£	3.76
£	2.98
£	1.59
£	1.59
£	1.59
£	12.00
£	108.03
£	11.22
£	27.99
£	197.90
£	21.58
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	1,175.08

£	24.00
£	27.99
£	5.67
£	49.32
£	19.28
£	19.28
£	15.99
£	73.16
£	14.87
£	3.99
£	2.09
£	32.06
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39

£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	197.90
£	604.91

£	154.40
£	27.24
£	19.28
£	19.28
£	38.52
£	36.00
£	314.14
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	195.50
£	923.67

£	54.00
£	31.68
£	51.25
£	48.56
£	8.20
£	7.36
£	16.16
£	4.00
£	4.00
£	14.24
£	72.42
£	19.28
£	19.28
£	15.76
£	6.39
£	32.54

£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	195.50
£	680.99

£	543.36
£	19.28
£	19.28
£	28.00
£	121.60
£	7.85
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99
£	195.50
£	1,054.18

£	36.00
£	52.62
£	19.28
£	19.28
£	6.39
£	32.54
£	26.29
£	7.39
£	7.39
£	9.46
£	9.46
£	11.99
£	6.39
£	1.99

£	229.28
£	475.76

£	38.40
£	38.40

£	8,528.38
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