PARADIGM PROJECT

England & Wales · Charity number 1191206

Details

Status	Registered
Legal form	CIO
Registered	2020-09-09
Register	View on the Charity Commission register

Contact

Address	Stephen Lawrence Centre 39 Brookmill Road London SE8 4HU
Phone	07395777566
Email	info@paradigmproject.co.uk
Website	www.paradigmproject.co.uk

Activities

Objects: THE OBJECT OF THE CIO IS TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE THROUGH THE PROVISION OF MENTORING, SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS.

Activities: Paradigm Project conducts research and delivers training and consultancy to prevent children falling through the cracks of education and safeguarding systems. We develop evidence-based frameworks, deliver CPD to schools and local authorities, and run public campaigns to shift safeguarding practice toward preventative, relational approaches for vulnerable children.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

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Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£82,437	£68,628	-	-
2023-12-31	£61,207	£61,565	-	-
2022-12-31	£171,205	£175,011	-	-
2021-12-31	£48,090	£44,108	-	-

Trustees

Name	Role	Appointed
Dr Niquita Pilgrim	Chair	2024-09-28
Joel Raymond Dawes		2020-09-09
Judith Topley		2025-01-01
Matthew Geer		2024-09-28
Zainab Asunramu		2024-09-28

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PARADIGM PROJECT

England & Wales - Charity number 1191206

Accounts



PARADIGM PROJECT
ANNUAL REPORT

for year ending **December 2024**

PARADIGM PROJECT

www.paradignmproject.co.uk
Registered Charity Number: **1191206**

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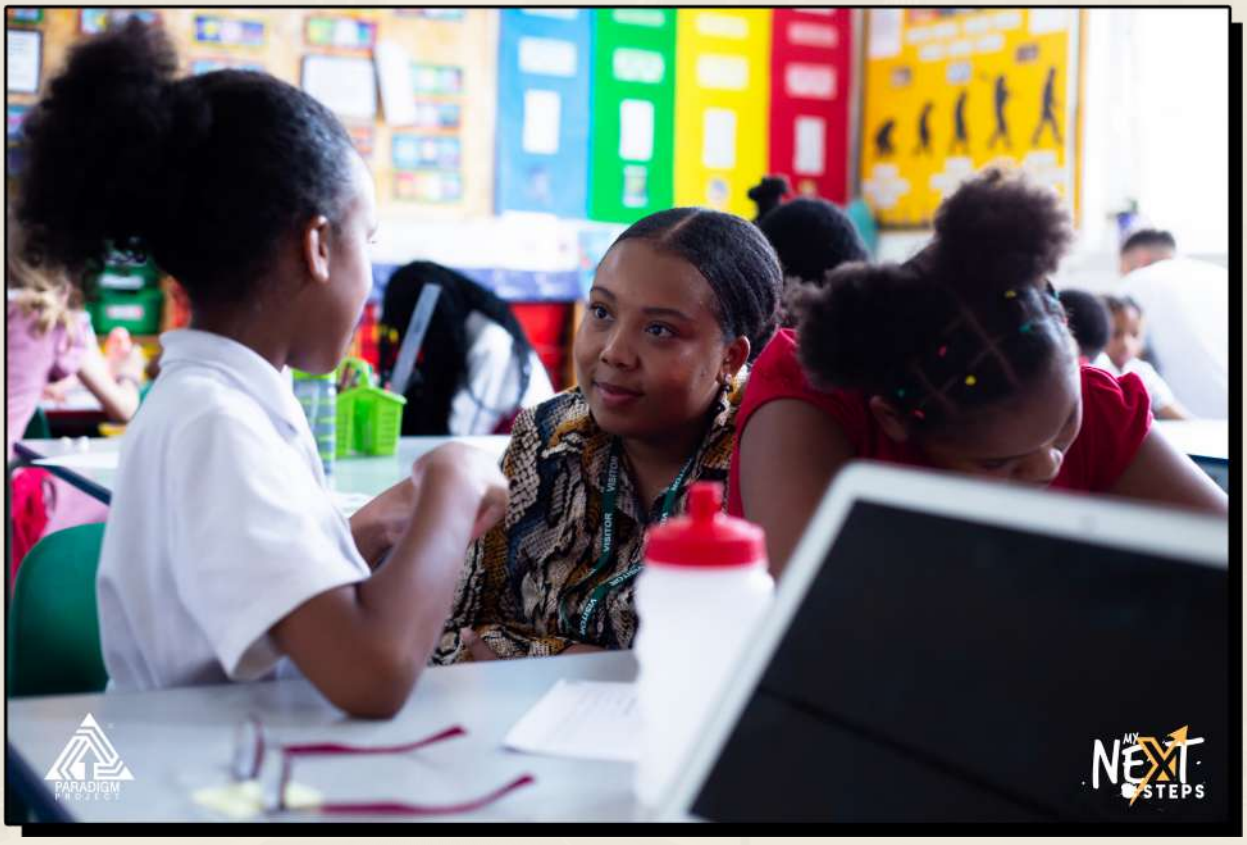
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Reference & Administrative Details

Registered Office:

The Stephen Lawrence Centre,
39 Brookmill Road,
Lewisham,
London,
SE8 4HU

Charity registration number:

1191206

Website

www.paradigmproject.co.uk

Email

info@paradigmproject.co.uk

Trustees

Co-Chairs: Aisha Sanusi and Nigel Kippax

Vice Chair: Matt Geer

Treasurer: Justin O'Neill

Secretary: Judith Topley

Board Members: Joel Dawes, Dr Niquita Pilgrim and Zainab Asunramu

Chief Executive (CEO) & Founder

Joel Dunn

Charity Secretary

Judith Topley

Accountants

1st Class Accounts,
320 City Road,
London, EC1V 2NZ

Trustees Annual Report

The Trustees present their annual report, along with the financial statements for Paradigm Project for the year ending 31st December 2024. The trustees confirm that the annual report and financial statements comply with statutory requirements and the provisions of the Statement of Recommended Practice (SORP), Financial Reporting Standard FRS102.

The charity has no current debts or liabilities. Our funding is received exclusively to support our programmes. We are working towards developing a reserves strategy to support our ambitions for growth and sustainability.



Message from the Trustees

Message from Michelle Edwards (Outgoing Chair)

Dear Friends and Partners,

As my tenure as Chair of the Board of Trustees for Paradigm Project comes to a close, I want to take this opportunity to express my deep gratitude for the time I have spent with this incredible organisation. Serving as Chair has been a greatly rewarding experience. Over the years, I have witnessed the tremendous impact Paradigm Project has had on the lives of children and young people, particularly those facing educational disadvantages.

While my time on the board has come to an end, I remain fully committed to supporting and championing the work of Paradigm Project. I am confident that the new team, led by Aisha and Nigel and supported by the talented trustees, have the strength, skills, and experience to take the organisation to the next level. Their dedication to the mission and their collective expertise will ensure Paradigm Project continues to thrive and expand its reach, making a lasting difference in the lives of many.

I look forward to continuing to support the organisation in other ways and to seeing the amazing work that will unfold in the years to come.

Thank you to everyone who has been part of this journey. The future of Paradigm Project is bright, and I am excited to see what lies ahead.

Sincerely,



M. Edwards

Michelle Edwards
Chair of the board of trustees Paradigm Project
Head of Youth offending, Safety & Resilience, London Borough of Newham

Message from the Trustees

Message from Aisha Sanusi (Incoming Chair)

Dear Friends and Partners,

I am incredibly excited and honoured to join Paradigm Project as Co-Chair of the Board of Trustees. As someone who is deeply passionate about creating early intervention opportunities for young people, the mission of Paradigm Project resonates with my values and approach in profound ways.

The need to go further upstream in education, safeguarding, and supporting children and families at an earlier stage is something I firmly believe in. My work as Director of the African Caribbean Education Network (ACEN) has provided me with extensive experience in the education sector, where I have had the privilege of working to empower and uplift young people, especially from underserved communities. This experience, coupled with my commitment to equity and systemic change, will allow me to contribute meaningfully to Paradigm Project's mission.

I am fortunate to join an exceptional team of trustees, each bringing specialist skills and understanding to the table. TÍogether, we will support Joel and the rest of the team in building and growing Paradigm Project. With our collective expertise and passion for making a difference, I am confident that we will continue to expand the impact of this remarkable organisation. I look forward to working with everyone as we take Paradigm Project to new heights and make a deeper, more lasting impact on the lives of the children and communities we serve.

Sincerely,



Aisha Sanusi
Chair of the board of trustees Paradigm Project
Director of the African Caribbean Education Network (ACEN)

Message from the Trustees

Message from Joel Dawes (Founding Trustee)

Dear Friends and Partners,

As one of the founding trustees of Paradigm Project, I am proud to reaffirm my commitment to the board in 2024. This organisation holds a special place in my heart, and it has been a privilege to help shape and guide its development over the years.

In my role, I was closely involved in overseeing the recruitment process for new trustees, ensuring that the board is diverse, skilled, and fully aligned with the strategic direction of the organisation. I am thrilled to welcome the new trustees and believe that their expertise will add tremendous value to our mission.

As part of this transition, I will be stepping down from my role as Secretary to focus more on my work as a youth exploitation specialist. This shift will allow me to dedicate more time to providing the necessary context and underpinning for all the work we do, ensuring that our efforts are rooted in the realities of the challenges faced by young people today.

I would like to express my gratitude to the outgoing trustees for their contributions and wish them all the best in their future endeavours. With the new additions to our board, I feel confident that Paradigm Project is in a strong position to continue its vital work and make an even greater impact on the lives of young people and their communities.

I am excited to see what the future holds for Paradigm Project and look forward to supporting the team in any way I can.

Sincerely,



J. Dawes

Joel Dawes
Founding trustee of Paradigm Project

Message from the Founder & CEO

Dear Friends and Partners,

As we reflect on 2024, I am filled with immense gratitude for another year of growth and impact for Paradigm Project. This year has been particularly significant as much of our work has centred around research, which has been deeply influenced by my studies at the University of Cambridge. My research topic, "Dismantling the School-to-Prison Pipeline," has not only enriched my understanding but also externally validated the approach we have long championed here at Paradigm Project.

Our focus on addressing complex youth issues from their root causes, and through a systemic lens, has never been more relevant. The growing evidence base and insights from these research projects will help us continue to develop and refine our programmes and training.

2024 has also been a fantastic year for collaboration. We have had the privilege of working alongside some truly inspiring partners and organisations on multiple projects, allowing us to expand our reach and deepen our impact. These collaborations have not only strengthened our programmes but have also enriched our understanding of the complex challenges we seek to address.

As we welcome new trustees to the board, I would like to take a moment to send my heartfelt thanks and well wishes to Michelle, James, and Amanda, who have been instrumental in our growth and success. Their dedication and expertise have helped shape Paradigm Project into what it is today. I also want to extend a warm welcome to our new trustees. I am excited about the skills and experience they bring to the team, and I look forward to collaborating with them as we continue to drive forward our mission.

Thank you once again to all our supporters, partners, and team members. Together, we are building the foundation for a more equitable and transformative future for young people.

Sincerely,





Joel Dunn
Founder & CEO of Paradigm Project

Vision, Mission & Values

OUR VISION

To be a transformative force in the UK educational landscape, shaping a future where every institution embodies equity, inclusivity, and diversity. We envision a world where every child, regardless of their background, has access to quality education and proactive support to thrive, fostering a society that values and uplifts each individual's potential.

OUR MISSION

We are dedicated to creating a more equitable education system in the UK through research, programme design and delivery, training, and professional development for educators and parents. Our mission is to use evidence-based, preventive, and upstream approaches to drive systemic and policy changes, ensuring every child is supported, resourced, and given opportunities to succeed in their unique way.



Vision, Mission & Values

Our Values

Our work is guided by a Four-Pillars Framework that embodies the core values and approaches driving our mission. Each pillar focuses on complementary aspects of safeguarding, inclusion, innovation, wellbeing, and opportunity. Together, these pillars reflect our commitment to supporting every child's unique needs and ensuring they thrive.

1. Safeguarding and Environment



Paired Focuses: Protection & Voice | Rights & Agency

Why It Matters: Safeguarding ensures children's safety while giving them a voice and agency in their own journey. Shifting from a deficit-based to a strength-based approach helps build resilience and long-term security.

How It Drives Impact: Early intervention and safeguarding reduce crisis costs and prevent future issues, while embedding empowerment ensures children have the tools to thrive and become active agents in their futures.

2. Play & Creativity



Paired Focuses: Joy & Exploration | Expression & Belonging

Why It Matters: Play and creativity are essential for child development, fostering learning, wellbeing, and a sense of belonging. Creating inclusive spaces helps every child express themselves authentically.

How It Drives Impact: Our arts-based and creative approaches in research and programme design surface authentic insights and strengthen community ownership, ensuring that every child's voice is heard and celebrated.

Vision, Mission & Values

Our Values

3. Mental Health & Resilience



Paired Focuses: Wellbeing & Support | Coping & Growth

Why It Matters: As young people face increasing mental health challenges, providing robust support builds their capacity to cope and grow through life's challenges. Addressing mental health needs early sets children up for success.

How It Drives Impact: We embed trauma-informed practices in schools and services, equipping educators, parents, and children with resilience tools to reduce exclusions and prevent future mental health crises.

4. Transitions & Opportunities



Paired Focuses: Continuity & Connection | Aspiration & Access

Why It Matters: Children face critical vulnerability during transitions, especially in early years and key educational stages. Ensuring continuity and connection during these transitions links them to future life opportunities.

How It Drives Impact: We focus on transition "pressure points" through our Local Authority Prevention Partnership (LAPP) research, mapping local services to fill gaps and ensuring children can access strategic learning pathways, fostering long-term success and opportunity.

This framework underpins all aspects of our work at Paradigm Project, guiding our approach to creating inclusive, preventative, and empowering educational environments for children across the UK. By focusing on these four interconnected pillars, we aim to drive systemic change that ensures every child has the chance to thrive, regardless of their background or circumstances.

Strategic Goals for 2025

As Paradigm Project celebrates its 5th anniversary in 2025, we are setting the stage for the next decade of impact. We are committed to building on our achievements and expanding our reach, ensuring that every child has access to the support they need to thrive. The following strategic goals outline our vision for the coming year, as we develop a ten-year vision and five-year strategy to guide our work into the future:

1. Develop a Ten Year Vision and Five-Year Strategy

Goal: As we mark our 5th anniversary, we will develop a ten-year vision and five-year strategic plan to ensure the long-term sustainability and growth of Paradigm Project.

Why It Matters: Celebrating our 5th year is a pivotal moment in our journey. A clear long-term vision will help guide our efforts, align our team, and communicate our goals to funders, partners, and the wider community.

How It Drives Impact: This forward-looking plan will create a roadmap for the next decade, providing a foundation for scaling our impact, strengthening our internal capacity, and developing new initiatives that reflect both our mission and the needs of the communities we serve.

2. Build Infrastructure and Systems to Support our Ambitions

Goal: Strengthen our organisational infrastructure and systems to support our growing ambitions, enabling us to scale efficiently and deliver high-quality programmes at greater reach.

Why It Matters: As we expand, it is crucial to have the right systems in place to sustain growth. This includes enhancing our operational capacity, streamlining processes, improving data management, and ensuring that our digital platforms are scalable.

How It Drives Impact: Solid infrastructure allows us to focus on what matters most: delivering impactful programmes and research. By building robust systems, we can maintain programmatic excellence, improve efficiency, and better measure our outcomes, which will also support our long-term sustainability.

Strategic Goals for 2025

3. Strengthen Key Relationships with Funders

Goal: Build and strengthen relationships with funders who are aligned with our mission, particularly those focused on preventing school exclusions, race equity, and inclusive learning practices.

Why It Matters: Securing sustainable funding from like-minded organisations will enable us to expand our reach, scale existing programmes, and further solidify our position as a leader in the field of educational equity.

How It Drives Impact: Engaging with funders who understand and support our mission will not only provide the necessary financial backing but also enhance our ability to advocate for systemic change. These relationships will allow us to expand our work, particularly around issues of racial equity and inclusion, ensuring that more children benefit from our programmes.

4. Showcase our Research Projects Creatively

Goal: Creatively showcase our research projects, ensuring that the voices and lived experiences of the people who matter most, children, parents, and educators are at the forefront of our work.

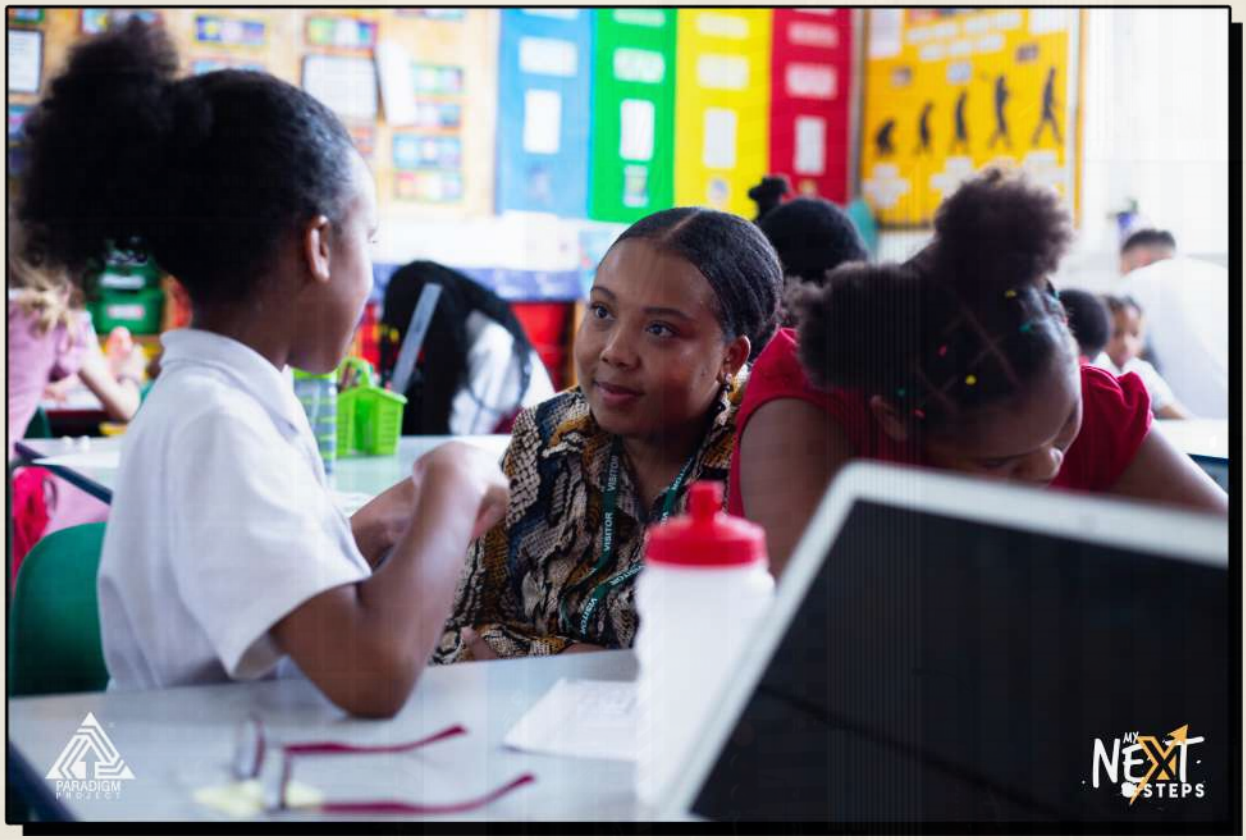
Why It Matters: Our research is powerful because it is driven by the lived experiences of those most impacted by the challenges we address. By amplifying these voices, we bring authenticity, depth, and relevance to our work, ensuring that it resonates with communities, stakeholders, and policymakers.

How It Drives Impact: Showcasing our research in creative, accessible ways, such as through multimedia projects, storytelling, and public engagements, will elevate the voices of those often overlooked. This approach will engage a broader audience, drive action on key issues like school exclusion and racial equity and help us influence policy and practice on a larger scale.

Strategic Goals for 2025

The strategic goals for 2025 are ambitious, but they are grounded in our belief that we can create systemic change through evidence-based, upstream interventions in education and youth justice. As we enter our 5th year, we are positioning Paradigm Project for greater impact, ensuring that we build on our successes and continue to make a lasting difference in the lives of young people, educators, and families across the UK.

Through careful planning, strengthened relationships, and innovative approaches to research and community engagement, we are excited about the possibilities ahead and the long-term changes we will contribute to in education and beyond.



Impact and Outcomes

In 2024, Paradigm Project has made significant strides in advancing research that directly informs our approach to reducing school exclusions, fostering race equity, and enhancing inclusive education. We are currently working on three key research projects that align with our mission and vision, all of which aim to address critical issues in education with a focus on systemic change and lived experiences.

1. A Cultural Humility Approach to Reducing School Exclusions

This research project, funded through King's College London in partnership with Impact on Urban Health, focuses on the experience of Black girls who have been excluded from school. We are using a mixed-methods approach to explore this theme, combining interviews, surveys, focus groups, and creative methods to gather insights from key stakeholders.

Our collaboration with Milk Honey Bees, a Lambeth-based organisation with extensive experience in researching the experiences of Black girls, ensures that this project is deeply informed by those with lived experience. The aim is to engage with over 100 parents, educators, and children to produce a Cultural Humility Toolkit. This toolkit will equip educators with strategies to enhance their cultural understanding and address the systemic barriers faced by Black girls in schools.

This project is not only significant in providing practical tools for educators but also in ensuring that the voices of the most marginalised are at the centre of educational reform. The Cultural Humility Toolkit will be a resource aimed at fostering cultural understanding in schools, making it a vital contribution to race equity in education.

"We are grateful for the opportunity to build on our research into the experiences of Black girls in schools. Paradigm Project has become a valued ally in this work, and our shared vision and values mean that together, we go further and create deeper impact. I'm excited to explore what this piece of research will uncover and the possibilities it holds for lasting change."

Ebinehita Iyere – Founder, Milk Honey Bees

Project Timeline:
Due for completion in Summer 2025



Impact and Outcomes

2. Race Equity Education Group

The Race Equity Education Group project is a collaboration between Theatre Peckham, Paradigm Project, and UDA, funded through The Black Systemic Safety Fund. This project explores the experience of racism in schools and evaluates the effectiveness of anti-racism policies, frameworks, and charters that have been implemented across educational settings. A central goal is to understand how we can shift these efforts from being tokenistic or performative to becoming actionable, meaningful, and sustainable.

Through this consortium, we aim to give communities greater agency and ownership over the policies and practices that affect them. The project will engage with a broad range of stakeholders, including educators, students, and community members, to explore their experiences and gather feedback on how to improve anti-racist education.

A key aspect of this work is a large-scale roundtable event planned for early 2025, which will bring together policymakers, educators, and community leaders to discuss and refine the framework for systemic change. In addition, the project will involve a series of smaller events, interviews, and surveys to deepen our understanding of the practicalities and barriers to effective implementation. A short film will also be produced to document the process, capturing the experiences of those most affected by these issues and showcasing the collaborative efforts being made to drive change.

This project is vital in ensuring that race equity is not just a theoretical concept but something that is lived, understood, and actively pursued in schools.

Project Background - The Black Systemic Safety Fund

The Black Systemic Safety Fund was an 18-month, participatory social-lab initiative (July 2022–December 2023) led by The Ubele Initiative in partnership with Reos Partners and Impact on Urban Health, aimed at exploring funding, participatory grant-making, and safety in Black and racially minoritised communities in Lambeth and Southwark Over six workshops with learning journeys, creative prototyping, reflective interviews, and compensation for participants, it directly invested £500k into community-co-designed innovations tackling systemic safety challenges. One standout outcome was the formation of the Race Equity Education Group addressing racial injustice in schools, a key pilot that seeded deeper work on educational equity.

Project Timeline:
Due for completion in July 2025



Impact and Outcomes

3. Development of the My Next Steps Programme

In 2024, we conducted a community consultation to unpack the learning from the last three years of delivering the My Next Steps programme. This consultation was instrumental in refining and enhancing the programme as we move towards our ambition of creating the most comprehensive and inclusive primary to secondary transition programme available in the UK.

The insights gathered from children, parents, and educators provided rich, qualitative data that allowed us to explore how the programme has impacted participants, what has worked well, and where we can improve. The feedback was invaluable in shaping the future direction of the programme, and we are now focused on ensuring that My Next Steps provides the support and resources necessary for every child to succeed in their transition from primary to secondary school.

Supporting us in this process, and in the development of a pilot of the new programme across four London boroughs, is London's Violence Reduction Unit (VRU). Their involvement ensures that we are integrating community-driven insights and solutions that prioritise safety, well-being, and empowerment.

The community consultation has provided us with a clearer, evidence-based understanding of the challenges children face during transitions, as well as the specific needs of families and educators. We are excited to move forward with these findings and look forward to expanding the programme's impact across the UK.

You can read the full report on the My Next Steps Community Consultation on our website.

Project Timeline:
Ongoing, with the pilot scheduled for 2025



Impact and Outcomes

3. Development of the My Next Steps Programme

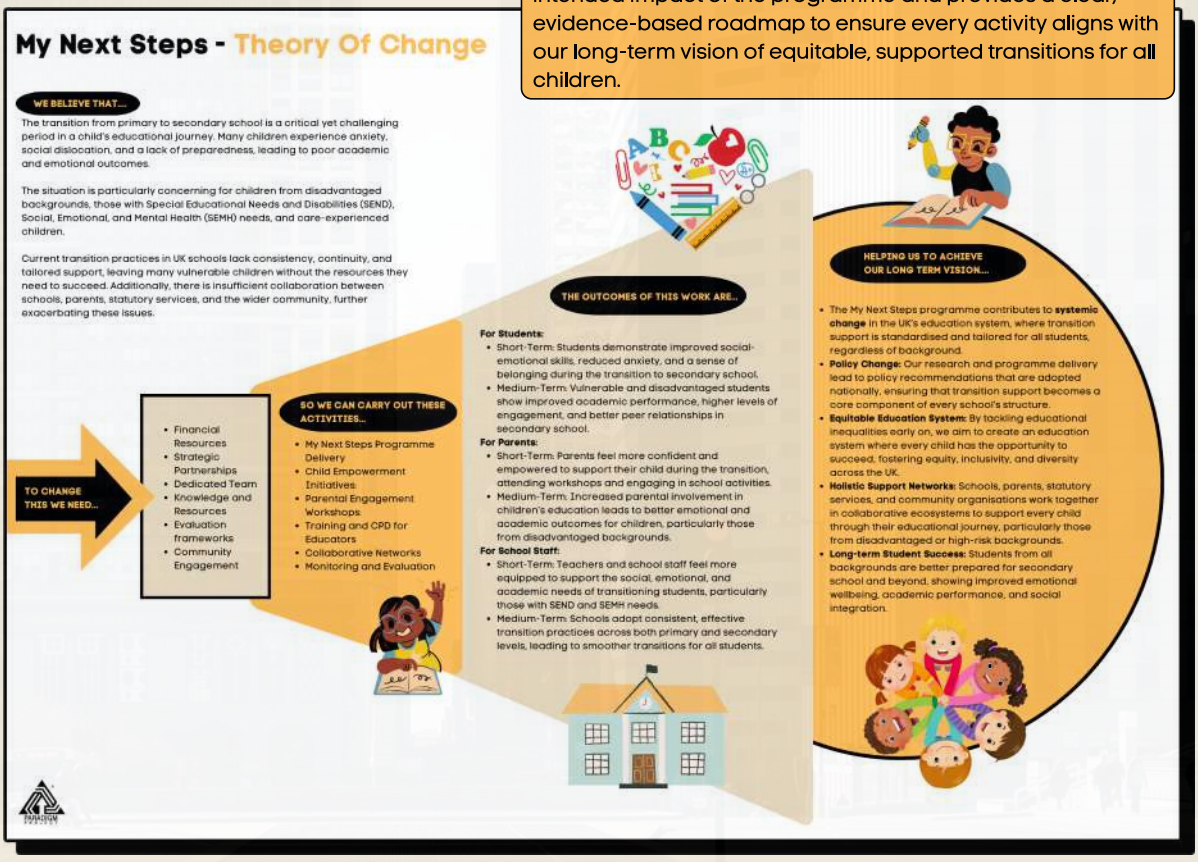
"It's so powerful to know that our voices as parents have been centred in developing the My Next Steps programme. We all know how important the transition from primary to secondary school is and how overwhelming it can be. Parents need to be equipped with the right tools and support to help our children navigate this change confidently. Being able to contribute to this important piece of work felt meaningful, and I know it will make a real difference for families like mine."

Quote from Parent

"I did the My Next Steps programme before I started secondary school, and it really helped me feel ready. I liked how we got to explore things in creative and fun ways, which made it easier to understand and talk about our feelings. It was great to be part of the conversations to help develop the programme so other children can feel supported like I was."

Quote from Child

Through the community consultation process, one of the key outcomes was the development of a Theory of Change for the My Next Steps programme. This framework sets out the intended impact of the programme and provides a clear, evidence-based roadmap to ensure every activity aligns with our long-term vision of equitable, supported transitions for all children.



Impact and Outcomes

The Impact of Our Research

These research projects are not just academic exercises but are designed to create real-world impact by empowering educators, parents, and students to engage with and challenge the systems that perpetuate educational inequity. By focusing on lived experiences and community-driven solutions, these projects ensure that our findings will be both relevant and actionable.

The Cultural Humility Toolkit will provide educators with practical tools to better support Black girls, thus reducing exclusions and fostering a more inclusive school environment.

The Race Equity Education Group aims to transform anti-racist policies from being tokenistic to truly impactful, empowering communities to take ownership of the change they want to see in their schools.

The My Next Steps Programme will become a more inclusive and comprehensive offering that supports vulnerable children during their critical transition from primary to secondary school, ensuring they are equipped to succeed in their education and beyond.

These projects, along with our continued work across the education sector, are an integral part of Paradigm Project's commitment to making education more equitable and inclusive for all young people.



Financial Overview

In 2024, the majority of our funding has been directed towards supporting the research projects we are currently undertaking. These projects are crucial not only for understanding the systemic issues we are addressing but also for strengthening the evidence base of our programmes. By aligning our research with the real-world needs we uncover, we can dynamically respond to gaps in services and adapt our programmes accordingly.

While we are proud of the progress we have made, a key priority for Paradigm Project is ensuring financial sustainability. To reduce our reliance on potentially unreliable grants, we have been exploring various models to generate income through our programmes. This is essential for building a more resilient and adaptable organisation, one that is not dependent on unpredictable funding streams.

As we continue to expand and improve our offerings, we recognise the importance of developing infrastructure and supporting core costs. To this end, we are actively seeking a fundraising specialist to help diversify our income streams. We see donations and corporate partnerships as key untapped areas that hold significant potential for the future. By exploring these avenues further, we aim to build a more stable financial foundation for the long-term growth of Paradigm Project.

A full financial report is available as an addendum to this document, providing a detailed breakdown of our finances for the year.

Governance & Trustee Recruitment

2024 has been a significant year for the development and restructuring of our board. This year, we have welcomed new trustees who bring a wealth of expertise, skills, and experience to Paradigm Project. Their contributions are vital as we continue to strengthen our governance and work towards our strategic goals for the future.

In the coming years, we are committed to ensuring that our board remains diverse, dynamic, and capable of supporting the ambitious plans we have in place. With this in mind, we have carefully selected trustees who align with our mission and bring specialist knowledge in key areas such as education, racial equity, fundraising, and governance.

Meet our new trustees and learn a little more about them below:



Nigel Kippax

Co-Chair

Focus Area: Charity leadership, Trustee board development, Governance

I've worked at board level across both the commercial and charity sectors. I originally qualified in Chemical Engineering and began my career in large international corporations. I later moved into a niche consulting firm focused on strategy and organisational effectiveness, working with a range of clients across the UK, Europe and Asia.

In recent years, my work has centred on the charity sector, where I've served as a Chair of Trustees, CEO and Board Consultant. This has included working alongside many inspirational charity and community leaders in and around Lewisham, supporting them to maximise the impact of their work.

I bring to Paradigm an understanding of charity governance, strategy and board operations, along with a passion for solving problems at their root through innovation, collaboration and a willingness to challenge assumptions.



Governance & Trustee Recruitment



Aisha Sanusi

Co-Chair

Focus Area: Strategic development, Education specialist

I'm the Co-Founder and CEO of the African Caribbean Education Network (ACEN), a national organisation connecting over 8,000 Black parents, students, educators, and professionals who are committed to addressing inequity and advancing racial justice by improving access and experiences in education and workplaces where young Black people are underrepresented.

Through both qualitative and quantitative data gathered from our members and partner institutions, ACEN delivers a wide range of racial equity events, training, and consultancy services. To date, we've trained over 20,000 students, teachers, and professionals in areas such as the case for racial inclusion, strategic anti-racism approaches, understanding institutional and structural racism, racial literacy, and cultural competency.

I also serve on the Education Advisory Board of the Black Equity Organisation (BEO), a national civil rights group working to end anti-Black racism in the UK, and I'm a Church of England Racial Justice Challenge Partner, collaborating to dismantle racial disparities across its institutions. In addition, I serve as a Magistrate, am a Trustee of the Dunraven Educational Multi Academy Trust, and previously served as the Lead EDI Governor for St Paul's School. My work is deeply rooted in a commitment to tackling structural inequalities and building accountable, inclusive systems within education and beyond.

Governance & Trustee Recruitment



Matt Geer
Vice-Chair

Focus Area: Communications, marketing and public affairs

I'm an experienced communications professional with a background in journalism and a Member of the Chartered Institute of Public Relations. Over the past 12 years, I've led communications, marketing and public affairs teams across the private, public and charity sectors. I'm passionate about connecting people to messages that drive social change, and I've led campaigns focused on children's social care, special educational needs and disabilities, poverty and social housing.

I grew up in South London and have worked in the education sector, both in schools and within education charities. I'm committed to impacting change through the work of Paradigm Project and supporting the charity to thrive in empowering young people to reach their full potential.

Governance & Trustee Recruitment



Judith Topley

Secretary

Focus Area: Operations, Organisation, Strategic Management

As a qualified architect with over 20 years' experience in the built environment sector and practice management I bring extensive organisational skills to the board, along with people, operational and strategic management skills. My role as ESG lead in practice also means that I am familiar with aligning the needs of collaborators and other stakeholders to deliver positive impact.

I have a deep passion for equity, inclusion and social mobility this has led to involvement with various action groups; the RIBA EDI Action Leaders Group – Equitable Work Experience Subgroup and the Architecture Race Forum Leadership Group to create much needed connections between business and schools to strengthen career provision, especially in underrepresented communities.

My commitment to championing equity and inclusion aligns deeply with the mission of Paradigm Project and so I am delighted to be part of the Board.

Governance & Trustee Recruitment



Dr. Niquita Pilgrim

Focus Area: Finance, Sales, IT

As a Chartered Psychologist and Co-Director of The Cultural Connection, I bring over a decade of frontline experience in mental health safeguarding, and systems-focused practice - with a focus on addressing racial inequities through community-centred and evidence-based approaches. I currently serve as an NHS Associate Hospital Manager, ensuring the rights and dignity of individuals detained under the Mental Health Act are upheld.

My experience spans designing and evaluating culturally responsive, trauma-informed programmes delivered in NHS, education, and third sector settings. This includes services that improve mental health outcomes, reduce exclusions, and build more equitable systems of care for Black and racially minoritised communities.

Paradigm Project's mission to drive upstream, preventative change in education reflects the kind of transformation I believe is possible when we centre children's rights, identity, and wellbeing in every decision. I'm honoured to contribute my expertise in research, safeguarding, and strategy to help strengthen the systems that shape young people's lives.

Governance & Trustee Recruitment



Zainab Asunramu

Focus Area: Research, Advocacy/Public Affairs, Stakeholder Management

With over a decade's experience in human rights and politics, I've worked with international NGOs and UK Parliament. I'm passionate about human rights, politics, and encouraging political participation, especially among under-represented communities. In senior parliamentary advocacy roles, I've shaped policies advancing gender and racial equality.

As a Councillor for Thamesmead East, I address local constituents' concerns and scrutinize council administration. I'm currently Deputy Leader of Bexley Labour and Shadow Cabinet Member for Children's Services and Education.

I'm passionate about Paradigm Project's work because I believe in young people reaching their full potential, regardless of their start in life. I'm committed to advocating for disadvantaged youth facing social inequality. I look forward to contributing my skills and working closely with Joel and the board.

Governance & Trustee Recruitment



Joel Dawes

Focus Area: Youth Exploitation Specialist

I have worked in the youth justice system for the last 15 year, working in custodial settings and the community. For the last two years I have been managing projects in the Early Help space for children who are at risk of serious youth violence and exploitation. I have a passion for working with children who are affected by exploitation and supporting them to achieve positive outcomes. The work of the Paradigm Project is important to me as it aligns with my beliefs as professional. Due to my current work I see the impact which preventative work has, and I am proud to be aligned with a charity that supports children through the difficult transition periods in their lives.

These new trustees, alongside our existing board members, will play a crucial role in ensuring that Paradigm Project continues to grow and succeed. We are excited about the future and look forward to the contributions they will make as we work together to drive forward our mission.

Acknowledgements

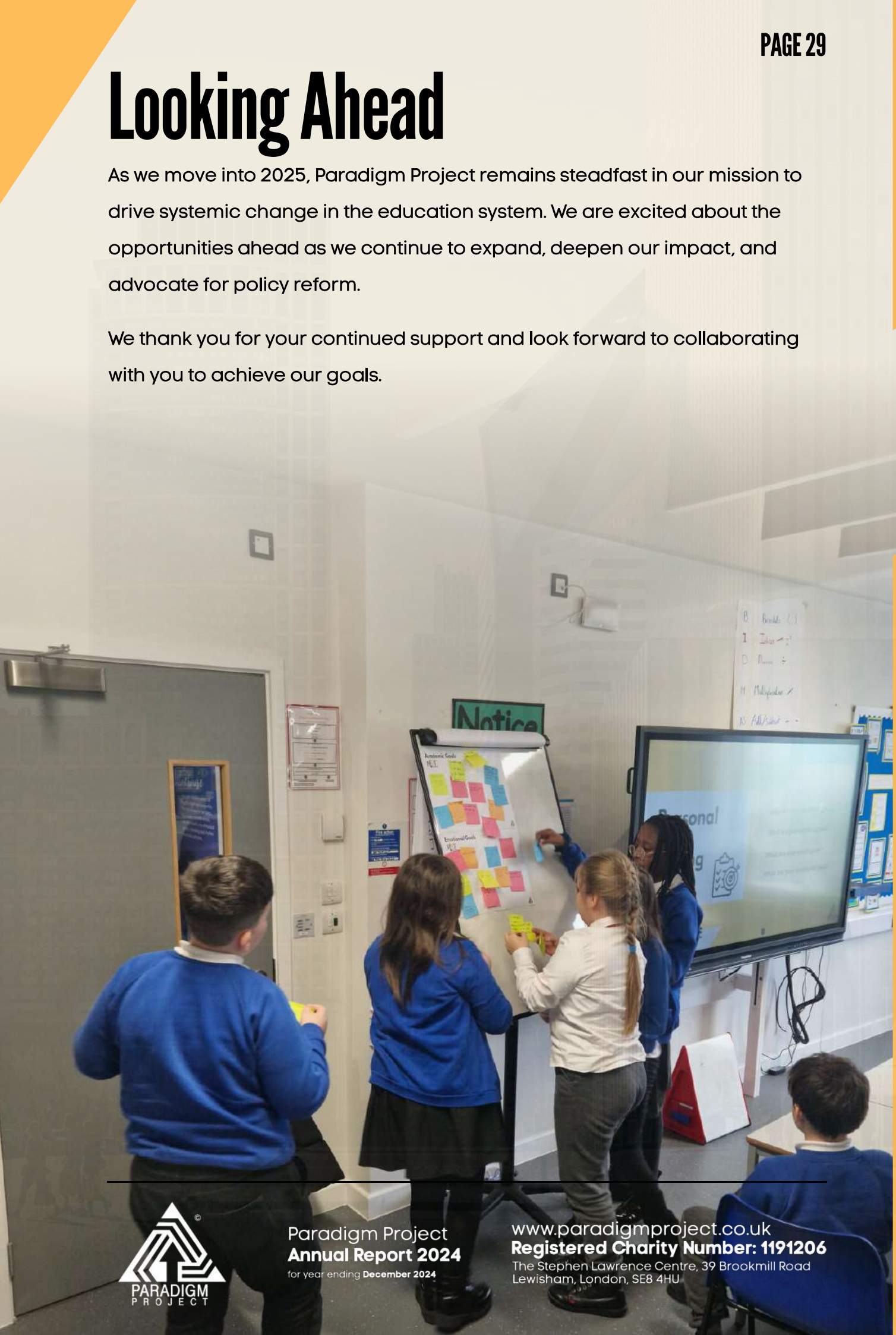
We would like to thank our dedicated trustees, staff, volunteers, and partners for their continued support and contributions. Special thanks to our funders, including Zing!, VRU, Impact on Urban Health and other key supporters, who make our work possible.



Looking Ahead

As we move into 2025, Paradigm Project remains steadfast in our mission to drive systemic change in the education system. We are excited about the opportunities ahead as we continue to expand, deepen our impact, and advocate for policy reform.

We thank you for your continued support and look forward to collaborating with you to achieve our goals.



Trustees Report and Financial Statements for the Period 01 January 2024 to 31 December 2024
for

Paradigm Project

Paradigm Project

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for the Period 01 January 2024 to 31 December 2024

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Paradigm Project

References & administrative details of the charity, its trustees and advisers for the Period 01 January 2024 to 31 December 2024

TRUSTEES:	Nigel Kippax - Co-Chair - Trustee Aisha Sanusi - Co-Chair - Trustee Matt Geer - Vice Chair - Trustee Judith Topley - Secretary - Trustee Justin O'Neill - Treasurer - Trustee Dr Niquita Pilgrim - Board Member - Trustee Joel Dawes - Board Member - Trustee Zainab Asanramu - Board Member - Trustee
REGISTERED OFFICE:	Stephen Lawrence Centre 39 Brookmill Road LONDON SE8 4HU
CHARITY REGISTERED NUMBER:	1191206 (England and Wales)
ACCOUNTANTS:	Starbridge 320 City Road London EC1V 2NZ

Paradigm Project

Trustee Report for the Period 01 January 2024 to 31 December 2024

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2024. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution
The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees
The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities
The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

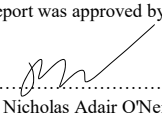
Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state if affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

The report was approved by the trustees on 28th July 2025 and signed on its behalf by:



Justin Nicholas Adair O'Neill - Trustee

Date: 28th July 2025

Paradigm Project

Accountants' Report for the Period 01 January 2024 to 31 December 2024

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS
Report on the trustees/members for the period ended 31 December 2024 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER
As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act)):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:
- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed ..... Yemi Ajala .....

Y Ajala

Date: 28-07-2025 .....

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

	Notes	2024 £
INCOME		82,437
Administrative costs		68,628
NET INCOME/EXPENDITURE		13,809

The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2024

	Notes	2024 £	£
FIXED ASSETS			
Tangible assets	2		-
CURRENT ASSETS			
Debtors	3	167	
Cash at bank		13,459	
		13,626	
CURRENT LIABILITIES			
Amounts falling due within one year	4	-	
NET CURRENT LIABILITIES			13,626
TOTAL ASSETS LESS CURRENT LIABILITIES			13,626
CHARITY RESERVES			
Surplus	5		13,809
Retained Surplus			- 183
TOTAL FUNDS			13,626

The financial statements were approved by the director on ……..…… and were signed by:

……..
Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Instruments & Equipment	~ 25% reducing balance
Furniture & Fittings	~ 25% reducing balance
Other Fixed Assets	~ 25% reducing balance

2. TANGIBLE FIXED ASSETS

	2024 £
COST	
At 01 January 2024	-
Additions	-
At 31 December 2024	-
DEPRECIATION	
At 01 January 2024	-
Charge for period	-
At 31 December 2024	-
NET BOOK VALUE	
At 01 January 2024	-
At 31 December 2024	-

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Other debtors	167

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-
	-

5. CHARITY RESERVES

	2024 £
At 01 January 2024	-
Suplus for the period	13,809
At 31 December 2024	13,809

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2024 to 31 December 2024

	2024	
	£	£
Income		
Charitable activities	82,437	
		82,437
Expenditure		
Advertising/Promotional	75	
Accounting Fees	1,020	
Charitable Activity Expenditure	1,198	
Contractor Costs	2,925	
Insurances		
Mentor Payment	250	
Office Rent	2,537	
Office/General Administrative Expenses	97	
Professional Services Fees	56,680	
Website Expenses	3,846	
		68,628
NET INCOME/EXPENDITURE		13,809

Trustees Report and Financial Statements for the Period 01 January 2024 to 31 December 2024
for

Paradigm Project

Paradigm Project

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Paradigm Project

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Paradigm Project

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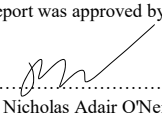
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The report was approved by the trustees on 28th July 2025 and signed on its behalf by:



Justin Nicholas Adair O'Neill - Trustee

Date: 28th July 2025

Paradigm Project

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Signed ..... Yemi Ajala .....

Y Ajala

Date: 28-07-2025 .....

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

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Paradigm Project

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31 December 2024

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CHARITY RESERVES			
Surplus	5		13,809
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Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

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At 31 December 2024	-
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At 01 January 2024	-
Charge for period	-
At 31 December 2024	-
NET BOOK VALUE	
At 01 January 2024	-
At 31 December 2024	-

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	£
Other debtors	167

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-
	-

5. CHARITY RESERVES

	2024 £
At 01 January 2024	-
Suplus for the period	13,809
At 31 December 2024	13,809

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2024 to 31 December 2024

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Website Expenses	3,846	
		68,628
NET INCOME/EXPENDITURE		13,809

PARADIGM PROJECT

England & Wales - Charity number 1191206

Accounts

PARADIGM PROJECT
ANNUAL REPORT

for year ending December 2023



PARADIGM PROJECT

www.paradigmproject.co.uk
Registered charity number: 1191206

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Page 6 - Message from the founder
Page 7 - About Us
Page 9 - 2023 overview
Page 11 - Trustee recruitment and annual report info

Reference and administrative details of the charity, it's trustees and advisers

Trustees:
Chair - Michelle Edwards
Treasurer - Justin O'Neill
Secretary - Joel Dawes
Board member - James Noble
Board member - Amanda Ashley

Charity registration number:
1191206

Registered office:
The Stephen Lawrence Centre
39 Brookmill Road
Lewisham
London
SE8 4HU

Website:
www.paradigmproject.co.uk

Email contact:
info@paradigmproject.co.uk

CEO and founder:
Joel Dunn

Charity secretary:
Joel Dawes

Accountants:
1st Class Accounts
320 City Road
London
EC1V 2NZ

Trustees annual report

The Trustees present their annual report, together with the financial statements, for Paradigm Project for the year 1st January to 31st December 2023. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.



Message from the chair

Dear Friends and Partners,

As Chair of Trustees, I am proud to reflect on the resilience and strategic growth of Paradigm Project during 2023. This year has undoubtedly been challenging, but it has also been a period of essential development and focus.

The transition to a sustainable business model and the continued demand for our programmes underscore the importance of our work. The support from Zing! and the ongoing development of the My Next Steps programme demonstrate our capacity to innovate and adapt in the face of adversity.

Our collaboration with academic institutions and the launch of new research projects are paving the way for impactful changes in education policy and practice. Joel Dunn's achievements and his studies at Cambridge highlight the strength and potential of our leadership.

Looking ahead, we are enthusiastic about the opportunities that 2024 holds. We remain dedicated to our vision of an equitable education system and are grateful for your unwavering support.

Sincerely,

M. Edwards

Michelle Edwards

- Chair of the board of trustees Paradigm Project
- Head of Youth offending, Safety & Resilience London Borough of Newham



Message from the founder

Dear Supporters,

2023 has been a year of profound reflection and strategic realignment for Paradigm Project. Despite the financial challenges we faced, our commitment to fostering equity in education has only grown stronger. The end of COVID-specific funding cycles presented significant hurdles, but also an opportunity to focus on building a sustainable business model that will support our mission in the long term.

Our flagship programme, My Next Steps, is being developed into a licensing model, allowing us to reach more schools and children across the UK. The grant from Zing! has been instrumental in advancing our technological capabilities and launching new initiatives like our podcast, "Thrive! The Equity in Education Podcast."

Personally, beginning my studies at the University of Cambridge has been a transformative experience. The research and knowledge gained will enhance our approach and validate our work. We are excited about the future and the potential impact of our upcoming projects.

Thank you for your continued support and belief in our mission.

Warm regards,



Joel Dunn

- CEO and Founder of Paradigm Project



About Us

Vision Statement
To be a transformative force in the UK educational landscape, shaping a future where every institution embodies equity, inclusivity, and diversity. We envision a world where every child, regardless of their background, has access to quality education and proactive support to thrive, fostering a society that values and uplifts each individual's potential.

Mission Statement
We are dedicated to creating a more equitable education system in the UK through research, programme design and delivery, training, and professional development for educators and parents. Our mission is to use evidence-based, preventive, and upstream approaches to drive systemic and policy changes, ensuring every child is supported, resourced, and given opportunities to succeed in their unique way.

Who We Are
Paradigm Project is a pioneering organisation committed to transforming the educational landscape in the UK. We focus on preventing youth issues by addressing educational disparities and providing early, proactive support to every child, especially those from disadvantaged and high-risk backgrounds.

What We Do
We design and deliver innovative programmes, conduct cutting-edge research, and provide training and professional development for educators and parents. Our flagship initiative, "My Next Steps," supports children during critical educational transitions, ensuring they receive the necessary preventive support to succeed.

Why We Do It
We believe that early intervention and preventive measures are key to ensuring every child can thrive. By tackling complex youth issues at their roots, we aim to prevent problems before they arise, creating lasting positive impacts in the lives of young people and their communities.

About Us

How We Do It

- Research: Conducting extensive studies to understand and address educational inequalities and identify upstream solutions.
- Programme Design and Delivery: Implementing targeted, preventive support programmes like "My Next Steps" to assist high-risk children.
- Training and Professional Development: Offering CPD training for educators and workshops for parents to equip them with the skills to provide early and proactive support to their children.
- Advocacy: Using evidence and insights from our work to influence policy and drive systemic change towards preventive and upstream approaches.

Commitment to Safety and Inclusion

We ensure the safety and well-being of children through rigorous safeguarding policies and continuous staff training. Our inclusive approach involves children and young people in decision-making processes, ensuring their voices shape our programmes and initiatives.



'There comes a point where we need to stop just pulling people out of the river. We need to go upstream and find out why they're falling in.'

Bishop Desmond Tutu

2023 Review

Introduction
2023 has been a pivotal year for Paradigm Project, marked by significant challenges and opportunities. Following exponential growth in 2022, we faced the end of COVID-specific funding cycles which required us to scale back and refocus on sustainability and business model development. Despite these hurdles, our commitment to creating an equitable education system remains unwavering.

Overview of 2023

Challenges and Strategic Shifts
After experiencing exponential growth in 2022, 2023 brought new challenges, primarily due to the end of COVID-specific funding. This shift necessitated a strategic refocus towards building sustainability and refining our business model to ensure long-term viability. Demand from schools remained high, but the financial constraints required us to scale back our operations and prioritize strategic development.

Technology and Content Development
We were fortunate to receive a grant from Zing!, which significantly contributed to our ongoing technology developments. This included system upgrades, website development, and content creation, as well as the launch of our new podcast, "Thrive! The Equity in Education Podcast." This podcast aims to further our mission by providing a platform to discuss critical issues in education equity.

My Next Steps Programme
Our flagship programme, My Next Steps, has been the central focus of our efforts this year. We have been developing this programme into a licensing model delivered through a digital learning platform. This model aims to sell licenses to local authorities, allowing them to provide schools with access to our comprehensive support programme throughout the academic year. This approach not only helps build sustainability and predictability into our business model but also extends our reach beyond specific London boroughs, aligning with our ambitions for systemic and policy change across the UK.

2023 Review

Community Consultation and Future Development
In 2024, we plan to conduct a community consultation to further develop the My Next Steps Programme. We are actively seeking funders to support the build and pilot of the new version of the programme. This community-driven approach ensures that our programmes remain relevant and effective in addressing the needs of our beneficiaries.

Research Projects
We have also applied for several research-focused projects aligned with our vision of creating a more equitable education system. These projects include studies on the exclusion of Black girls from schools, anti-racist practices in education, and disrupting the school-to-prison pipeline. These research initiatives will provide valuable insights and evidence to support our advocacy for systemic change.

Reflection and Personal Wins
Despite the financial challenges, 2023 allowed us to strip back to the basics and refine our model, ensuring alignment with our long-term goals. A significant personal achievement for our founder and CEO, Joel Dunn, was the commencement of his studies at the University of Cambridge. His research on the school-to-prison pipeline, combined with the learning and networking opportunities at Cambridge, will significantly benefit both his personal development and the strategic direction of Paradigm Project.

Trustee recruitment and annual report info

Trustees

The trustee board are the original five members selected before registration with the charity commission. As per our governing document trustees length of appointment is staggered between one or two year periods. Upon completion of time in the post trustees must indicate whether they wish to stay and new terms have to be agreed by a majority of the board.

We seek to strengthen our trustee board by bringing in experienced trustees and those who represent specific specialist skills that will support our vision and expansion through our next phase of work.

To recruit new trustees we will publicly advertise the position and follow the interview and voting process as per our governing document.

Debts and reserves policy

Paradigm Project have no current debts, credit or liabilities.

We have so far only received funding to deliver our programmes as we expand and increase our fundraising streams we plan to develop a reserves strategy to support our ambitions for growth

Financial information and accounts

Our annual accounts for the year ending December 2023 have been checked and prepared by:

1st Class Accounts
320 City Road
London
EC1V 2NZ

An addendum to this document completes the annual report and gives an overview for our year one financial accounts.

Trustees Report and Financial Statements for the Period 01 January 2023 to 31 December 2023
for

Paradigm Project

Paradigm Project

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Paradigm Project

References & administrative details of the charity, its trustees and advisers for the Period 01 January 2023 to 31 December 2023

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REGISTERED OFFICE:	Stephen Lawrence Centre 39 Brookmill Road LONDON SE8 4HU
CHARITY REGISTERED NUMBER:	1191206 (England and Wales)
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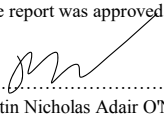
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The report was approved by the trustees on 03/07/2024 and signed on its behalf by:



Justin Nicholas Adair O'Neill - Trustee

Date: 04/07/2024

Paradigm Project

Accountants' Report for the Period 01 January 2023 to 31 December 2023

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS
Report on the trustees/members for the period ended 31 December 2023 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER
As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act)):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:
- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed ……Y. Ajala……

Y Ajala

Date: 30-06-2024

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

	Notes	2023 £
INCOME		61,207
Administrative costs		61,565
NET INCOME/EXPENDITURE		- 358

The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2023

	Notes	£	£	2023 £
FIXED ASSETS				
Tangible assets	2			-
CURRENT ASSETS				
Debtors	3		167	
Cash at bank			- 350	
			- 183	
CURRENT LIABILITIES				
Amounts falling due within one year	4		-	
NET CURRENT LIABILITIES				- 183
TOTAL ASSETS LESS CURRENT LIABILITIES				- 183
CHARITY RESERVES				
Surplus	5			- 358
Retained Surplus				175
TOTAL FUNDS				- 183

The financial statements were approved by the director on 03/07/2024 and were signed by:



……..
Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Instruments & Equipment	~ 25% reducing balance
Furniture & Fittings	~ 25% reducing balance
Other Fixed Assets	~ 25% reducing balance

2. TANGIBLE FIXED ASSETS

	2023 £
COST	
At 01 January 2023	-
Additions	-
At 31 December 2023	-
DEPRECIATION	
At 01 January 2023	-
Charge for period	-
At 31 December 2023	-
NET BOOK VALUE	
At 01 January 2023	-
At 31 December 2023	-

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Other debtors	167

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-
	-

5. CHARITY RESERVES

		2023 £
At 01 January 2023		-
Suplus for the period	-	358
At 31 December 2023	-	358

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2023 to 31 December 2023

	2023	
	£	£
Income		
Charitable activities	61,207	
		61,207
Expenditure		
Advertising/Promotional	125	
Accounting Fees	750	
Contractor Costs	2,975	
Insurances	393	
Mentor Payment	900	
Office Rent	2,750	
Office/General Administrative Expenses	158	
Other Professional Services	52,636	
Website Expenses	878	
		61,565
NET INCOME/EXPENDITURE		- 358

Trustees Report and Financial Statements for the Period 01 January 2023 to 31 December 2023
for

Paradigm Project

Paradigm Project

Contents
for the Period 01 January 2023 to 31 December 2023

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Trustees report	4
Accountants reports	5
Statement of financial activities	6
Balance Sheet	7
Notes to the financial statements	8

Paradigm Project

References & administrative details of the charity, its trustees and advisers for the Period 01 January 2023 to 31 December 2023

TRUSTEES:	Michelle Edwards Joel Raymond Dawes Amanda Elizabeth Ashley James Noble Justin Nicholas Adair O'Neill
REGISTERED OFFICE:	Stephen Lawrence Centre 39 Brookmill Road LONDON SE8 4HU
CHARITY REGISTERED NUMBER:	1191206 (England and Wales)
ACCOUNTANTS:	1st Class Accounts 320 City Road London EC1V 2NZ

Paradigm Project

Trustee Report for the Period 01 January 2023 to 31 December 2023

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2023. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution
The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees
The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities
The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

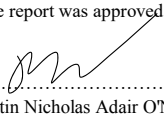
Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state if affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

The report was approved by the trustees on 03/07/2024 and signed on its behalf by:



Justin Nicholas Adair O'Neill - Trustee

Date: 04/07/2024

Paradigm Project

Accountants' Report for the Period 01 January 2023 to 31 December 2023

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Y Ajala

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Paradigm Project

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Paradigm Project

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Paradigm Project

Notes to the Financial Statements

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Paradigm Project

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Other Professional Services	52,636	
Website Expenses	878	
		61,565
NET INCOME/EXPENDITURE		- 358

PARADIGM PROJECT

England & Wales - Charity number 1191206

Accounts

PARADIGM PROJECT
ANNUAL REPORT

for year ending December 2022



PARADIGM PROJECT

www.paradigmproject.co.uk
Registered charity number: 1191206

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Page 15 - 2022 review, a message from the founder
Page 16 - Trustee recruitment and annual report info
Page 17 - Contact



Reference & Administrative Details Of The Charity, It's Trustees & Advisers

Trustees:
Chair - Michelle Edwards
Treasurer - Justin O'Neill
Secretary - Joel Dawes
Board member - James Noble
Board member - Amanda Ashley

Charity registration number:
1191206

Registered office:
The Stephen Lawrence Centre
39 Brookmill Road
Lewisham
London
SE8 4HU

Website:
www.paradigmproject.co.uk

Email contact:
info@paradigmproject.co.uk

CEO and founder:
Joel Dunn

Charity secretary:
Joel Dawes

Accountants:
1st Class Accounts
320 City Road
London
EC1V 2NZ



Trustees Annual Report

The Trustees present their annual report, together with the financial statements, for Paradigm Project for the year 1st January 2022 to 31st December 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.



Message From The Chair

This year has been a year of exciting development and growth. We have continued to expand our main programme while also developing new areas. We have formed important relationships and collaborated with others, which has aided our development. We have exceeded our progress expectations in only our second year, which makes us even more excited about what is to come.

The Newham Pathfinder Project, funded by the Youth Justice Board, was responsible for a large portion of the work completed in 2022. In addition to delivering the My Next Steps programme in schools, we have also provided Cultural Humility training to borough frontline staff and managers, including teachers, social workers, and the Metropolitan Police.

The Pathfinder Project's success at delivery demonstrates the value of partnerships and collaborations. As a new organisation, we have lofty goals of making a long-term difference in the lives of some of the community's most vulnerable members. It is critical that we not only grow in terms of the number of people we reach, but also in terms of the quality of our relationships with those who stand beside us.

As the chair of Paradigm Project, it is critical to me that this way of working remains central to our approach, allowing us to effectively serve the communities with which we collaborate. It's been encouraging to see how our reputation has grown organically, and now we have the data and feedback to back it up.

As we wrap up a successful second year and prepare for a third, I'm encouraged by the journey thus far and grateful to everyone who has been a part of it. Most importantly, it's an honour to be a part of an organisation dedicated to making a difference in the lives of children and young people, and it's an honour to have collaborated with so many wonderful organisations this year.

M. Edwards

Michelle Edwards

- Chair of the board of trustees Paradigm Project
- Head of Youth offending, Safety & Resilience London Borough of Newham



About Us

Paradigm Project was founded in response to a lack of services aimed at addressing the effects of social inequality on youth development. Our programmes provide young people with the skills and tools they need to overcome the barriers that persist as a result of systemic social inequality.

As active agents of social change, we believe that in order to achieve long-term change, we must address children in the various contexts in which they exist. As a result as well as our direct programmes for children and young people, we also offer training and strategy development to practitioners and those who work directly with children and young people.

One of our long-term objectives is to advocate for primary education reform and see system and policy change aiding in the identification of risk and vulnerability at the earliest opportunity. We believe from early childhood through to the primary to secondary school transition there are key intervention opportunities that can help all children to thrive both academically and socially.

We recognised as an organisation the need for professionals who work with children and young people to have a better understanding of the intersectional relationship between social justice and diversity, equity, and inclusion. As a result, we have successfully implemented a cultural humility approach in our work and provided cultural humility training to both the public and private sectors.

Who we've worked with:

Meet Our Team

At Paradigm Project, everything we do revolves around the voice of the child; we have assembled a team with diverse backgrounds who are able to harness the voice of the child and have a deep understanding of the communities we serve.



Jade Ecobichon-Gray

Strategic Lead & Project Manager

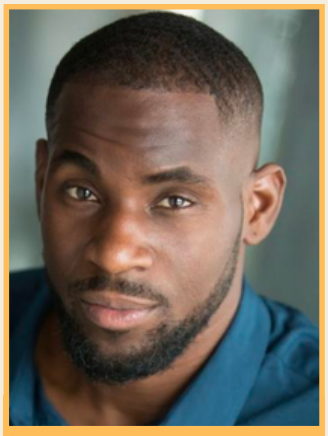
Jade has over ten years of experience working and consulting in the field of diversity and inclusion. She works to ensure that our programmes are socioculturally focused and address the racial and economic disparities reflected in exclusions and the youth justice system.



Dr Marvin Iroegbu

Clinical Psychologist

Dr. Marvin's clinical expertise has aided in the direction of our research and programme structure. In 2021, he led a team that assisted us in producing the Bridge The Gap Report, which assessed the impact of the pandemic on the transition from primary to secondary school.



Kayode Akinyemi

Creative Director

Kayode is a professional actor as well as an experienced workshop facilitator. He has collaborated with drama therapists to expand the use of role play in our programme, and he is in charge of all creative aspects of My Next Steps.

Our Programmes

My Next Steps

My Next Steps is our flagship programme, and it is designed to support the transition from primary to secondary school. We use a creative arts approach to explore key themes and issues that children face during this critical transition period.



Key Themes

We explore the following themes throughout the delivery of the programme: Identity, friendships, bullying, emotional intelligence, practical support and tips, creating a vision.

Creative Arts Approach

We explore the themes through a variety of creative mediums. The use of role play is one of the aspects of the programme that students enjoy the most. The students also really enjoy making friendship soup!

Lasting Impact

The program's main goal is to increase students' confidence and make them feel more prepared for the transition to secondary school. We also collaborate with the school to identify critical support needs and make referrals as needed.

Our Programmes

Cultural Humility Training

To meet a young person where they are calls for social care practitioners to understand and recognise the impact of their own cultural identity, privileges, and assumptions, in relation to the intersectionality of another's identities and culture. Coupled with a keen understanding of the lived experience impact of the range of socio-economic inequalities that may be present in the lives of young people.

Our Cultural Humility Training was expertly designed to take Newham Council colleagues beyond the limitations of cultural competence as a skill, and towards cultural humility as a continuous practice and process-orientated approach to building and sustaining authentic and empowering relationships that seek to challenge and change power balances and create a more equitable future for all.

The evolution from competence to humility requires critical self-awareness and scrutiny, active listening, informed curiosity, continuous reflection on action, and a growth mindset. Over the course of 1-day our workshop sought to

- Introduce concepts of culture, identity, and intersectionality and how they are related to early help and preventing child exploitation and harm
- Introduce the principles and differences between cultural competency and cultural humility and how we can move towards a blended approach
- Discuss the ways in which bias, power, privilege, and stereotypes affect interventions and therapeutic relationships
- Identify strategies to enhance cultural capability in assessment, case work and decision making

Our 3-step training process included

- Dynamic facilitation to introduce key concepts, poses questions, challenges ideas, and welcomes honest discussion to allow for attendee insights, reflections, and questions.
- Creating space for attendees to relate to one another and share valuable knowledge and life experiences to help each other to learn. Facilitators also shared personal and professional insights including lived experience as individuals from racially diverse backgrounds.
- Drawing topics to a close by summarising key learnings and insights from shared experiences and activities. Identifying additional resources to encourage and empower participants to engage in continued learning and development.

My Next Steps Key Findings

The Key findings detailed below are taken from the evaluation of the My Next Steps delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

46%

The biggest worry identified by students was losing old friends with 46% of students scoring this a 9 or 10.

13%

What is interesting to note is that there was a significant gender difference in student concerns related to being bullied. The overall percentage for this concern was 13%, however when broken down by gender, 22% of girls scored this issue a 10 compared to only 3% of boys, suggesting that bullying is of far greater concern to female students transitioning to secondary school.

77% 69% 65% 69%

- 77% of students enjoyed the topics covered in the programme
- 69% of students strongly enjoyed working with the session instructors
- 65% of students felt more confident about transitioning to secondary school after the delivery of the programme
- 69% of students felt more prepared about transitioning to secondary school after the delivery of the programme

The results from the Teacher's survey were unanimously positive across all 5 questions, with each statement scoring the maximum of 5 by all teachers who participated. This is an incredibly positive endorsement of not only the content of the program but also the skill of the facilitators and the impact on students.

100%

My Next Steps Feedback

Student Feedback

- “I liked the charades and role play activities and making the friendship soup, that was so much fun”
- “I think it was very fun and helped me to feel more confident I think the only thing I'm still worried about is losing my old friends.”
- “I would just like to say how much this has helped me feel ready for secondary school and I've enjoyed all the fun activities.”
- “I thought the instructors were amazing, thank you for making today so much fun!”

Staff and Teacher Feedback

- “The programme was well planned, and the instructors were excellent, just the right balance of fun and ‘business’. Joel and Kay dealt excellently to some challenging questions about Andrew Tate and handled it in a fair, thoughtful and clear way. The children were enthused by the experience, and I believe felt a real benefit. Thank you!”
- “The instructors engaged well with the children ensuring they were all joining in and contributing. The children enjoyed the session and gave great feedback. The instructors took the time to address the individual needs and worries identified in the class, taking the time to draw attention to certain issues for the benefit of the class, you can tell the children enjoyed engaging in dialogue around topics that aren't usually discussed in the classroom."
- “The session was both fun and engaging, the creative arts approach was an excellent way to explore some really tricky and relevant topics for the year sixes. They specifically responded really well to the role play element of the delivery which was interesting to observe. The programme is really well thought out and much needed to support our kids at this critical phase of their journeys.”

Cultural Humility Key Findings

The findings detailed below are taken from the evaluation of the Cultural Humility Training delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

Key Findings Newham Council

- Participants self-reported scores of practice related to cultural humility increased from 3.99 to 4.16 in pre-to-post measures. The largest improvement was seen in participants' confidence in engaging young people from marginalised communities, which was a key outcome for the training.

- The largest positive difference related to knowledge and practice was found in recent joiners who had been with the organisation for less than a year, with an increase from 4.18 to 4.57. This suggests that the cultural humility practice of new staff can be greatly improved through access to training in the first 12 months of service.

- Over 80% of participants agreed that they were satisfied with the training, with 48% expressing strong agreement with this statement. Further, 85% of participants would recommend this training to a colleague, with 64% in strong agreement

- Staff highlighted the opportunity to network and engage in shared discussions, and learning with staff from other departments as a significant positive aspec of the training. This feedback highlights the importance of supporting staff to participate in face-to-face training which allows for different perspectives and ways of working to be shared amongst colleagues.

- Nearly 80% of participants expressed that their ability to practice cultural humility with colleagues and service users had improved as a result of the training, with over 90% agreeing that lessons and reflections from the training will support them in reviewing their own practice.

- Participants were asked to rate their organisation from cultural destructiveness to cultural proficiency. Participants moved from a score of 4.24 to 4.35 in pre-to-post analysis placing the organisation in the cultural pre-competence stage which is defined as
    - "There is an increasing awareness of strengths and areas for growth with culturally/linguistically diverse populations."

"For me personally I would've loved more time, it left me wanting more but in the best way possible. A 2-day course would be great."

Cultural Humility Key Findings

The findings detailed below are taken from the evaluation of the Cultural Humility Training delivery funded by the Youth Justice Board in partnership with the Newham Pathfinder Project

Key Findings Metropolitan Police

- A total of 6 officers out of a possible 44 completed both pre-and-post cultural humility surveys, with 8 officers completing the general post-training. Due to such low numbers, detailed data analysis could not be performed. The below findings are therefore a high-level capture of self-reported changes to cultural humility, and general training feedback.

- Officers came into the training with high self-reported confidence in cultural humility practice. Particularly high self- scores were observed for avoidance of generalising behaviours and attitudes of individuals and/or groups, and not participating in derogatory jokes.

- Participants identified workload and performance expectations as the biggest barriers to the practice of cultural humility. This is worthy of further exploration regarding the role of continuing professional development and how it can be incorporated for front line officers, who may feel that much of their focus is centered on doing, as opposed to learning.

- Scores related to not participating in derogatory jokes and not making assumptions about a person or group went down in the post-training survey for this cohort. This may be a result of participants over-estimating cultural humility practice prior to the training, with stage 2 responses providing a more accurate representation.

- 49% of participants agreed that they were satisfied with the training, with 51% neutral or disagreeing. Whilst 50% of participants would recommend the training to a colleague.

- Participants moved from an average score of 5.67 to 5.50 in pre-to-post analysis placing the organisation in the cultural competence stage.
  - "Demonstrates acceptance and respect by using increased awareness to take action."

- It was disappointing to note that some attendees felt assumptions and judgements were being made about the police, particularly when the training is evidence-based and informed by official statistics and policing reports.

"It was very interactive and the trainers explained everything in a clear way that was easy to understand."

Cultural Humility Feedback

- "The whole training and personal experience of the trainers made it realistic, interactive and engaging which provided a safe space for staff to share views and experiences."
- "The fact that it was a face-to-face interactive session. The ice-breaker question I found very useful in getting the conversation going within the group and everyone had an opportunity to interact with multiple delegates."
- "[I enjoyed] The open dialogue and safety to bring peoples narrative of their journey and history to the space, which on reflection isn't something we do as a norm in our daily practice."
- "It is always interesting to hear different perspectives and life experiences. Both presenters were engaging, personable, and were clearly interested in the topic."
- "The type of activities we did really birthed insightful and deep discussion - I learned a lot"
- "The personal examples used, the interaction with the whole group, and the space to reflect on own practice."
- "The type of activities we did really birthed insightful and deep discussion - I learned a lot."
- "The personal examples used, the interaction with the whole group, and the space to reflect on own practice."
- "There was a lot of difficult questions I had not thought of before, so it felt challenging but in a very good way."
- "Anti-racism training is always challenging and should be.I felt it was managed in a sensitive environment where effort was taken to secure safety."
- "I had to acknowledge that I might not be as unbiased &/or culturally correct as I thought I was."
- "In a good way: There were instances were I had to challenge unconscious biases and feelings of defensiveness."
- "There were times when I realised that I had some repressed emotions that I had to let out."

Message From The Founder

2022 Review

It's hard to believe we're already at the end of our second year; we came out of year one riding a wave of momentum fueled by the release of our Bridge the Gap Report and the launch of our school programme, My Next Steps. This year has been a year of tremendous growth, but it has also been a time to refine and craft our offering.

I'm grateful to everyone who has been a part of our journey thus far. Everyone who has believed in us, supported, partnered, and collaborated with us has helped us get this far. Although we are still small, we have built an internal team that is committed, passionate, and continues to drive us forward.

As the founder of Paradigm Project, I set out with a clear vision in mind: to address the effects of social inequality on children and young people through prevention. This year, our flagship programme, My Next Steps, has assisted hundreds of young people from disadvantaged communities in becoming equipped and prepared for secondary school. It's incredible to see how the programme has evolved and all of the wonderful feedback we've received from students and faculty.

The strength of our programme at the end of our second year encourages me that we are on the right track, and with the plans we have for future development, I am confident that we will be able to produce one of the most comprehensive school transition programmes available in the UK.

The success of My Next Steps coincides with the introduction of our Cultural Humility Training for professionals who work with vulnerable children and young people. It was fantastic to add this to our portfolio and expand our work in boroughs where we already have a presence. I'm proud of everything we've accomplished, and I'm looking forward to what comes next.



Joel Dunn

- CEO and Founder of Paradigm Project



Trustee recruitment and annual report info

Trustees

The trustee board are the original five member selected before registration with the charity commission. As per our governing document trustees length of appointment is staggered between one or two year periods. Upon completion of time in the post trustees must indicate whether they wish to stay and new terms have to be agreed by a majority of the board.

We seek to strengthen our trustee board by bringing in experienced trustees and those who represent specific specialist skills that will support our vision and expansion through our next phase of work.

To recruit new trustees we will publicly advertise the position and follow the interview and voting process as per our governing document.

Debts and reserves policy

Paradigm Project have no current debts, credit or liabilities.

We have so far only received funding to deliver our programmes as we expand and increase our fundraising streams we plan to develop a reserves strategy to support our ambitions for growth

Financial information and accounts

Our annual accounts for the year ending December 2022 have been checked and prepared by:

1st Class Accounts
320 City Road
London
EC1V 2NZ

An addendum to this document completes the annual report and gives an overview for our year one financial accounts.

Contact Us

www.paradigmproject.co.uk

info@paradigmproject.co.uk

07568 705 370



Trustees Report and Financial Statements for the Period 01 January 2022 to 31 December 2022
for

Paradigm Project

Paradigm Project

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for the Period 01 January 2022 to 31 December 2022

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Paradigm Project

References & administrative details of the charity, its trustees and advisers for the Period 01 January 2022 to 31 December 2022

TRUSTEES:	Michelle Edwards Joel Raymond Dawes Amanda Elizabeth Ashley James Noble Justin Nicholas Adair O'Neill
REGISTERED OFFICE:	Stephen Lawrence Centre 39 Brookmill Road LONDON SE8 4HU
CHARITY REGISTERED NUMBER:	1191206 (England and Wales)
ACCOUNTANTS:	1st Class Accounts 320 City Road London EC1V 2NZ

Paradigm Project

Trustee Report for the Period 01 January 2022 to 31 December 2022

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2022. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution
The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees
The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities
The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state if affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

The report was approved by the trustees on 9th May 2023 and signed on its behalf by:

.....
Justin Nicholas Adair O'Neill - Trustee

Date: 09/05/2023

Paradigm Project

Accountants' Report for the Period 01 January 2022 to 31 December 2022

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS

Report on the trustees/members for the period ended 31 December 2022 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act)):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:
- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed .....

Y Ajala

Date: 09-05-2023

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

	Notes	2022 £
INCOME		171,205
Administrative costs		175,011
NET INCOME		- 3,805

The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2022

	Notes	£	2022 £
FIXED ASSETS			
Tangible assets	2		-
CURRENT ASSETS			
Debtors	3	167	
Cash at bank		8	
		175	
CURRENT LIABILITIES			
Amounts falling due within one year	4	-	
NET CURRENT LIABILITIES			175
TOTAL ASSETS LESS CURRENT LIABILITIES			175
CHARITY RESERVES			
Surplus	5		175
TOTAL FUNDS			175

The financial statements were approved by the director on 9th May 2023 and were signed by:



Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Instruments & Equipment	~ 25% reducing balance
Furniture & Fittings	~ 25% reducing balance
Other Fixed Assets	~ 25% reducing balance

2. TANGIBLE FIXED ASSETS

	2022 £
COST	
At 01 January 2022	-
Additions	-
At 31 December 2022	-
DEPRECIATION	
At 01 January 2022	-
Charge for period	-
At 31 December 2022	-
NET BOOK VALUE	
At 01 January 2022	-
At 31 December 2022	-

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Other debtors	167

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-
	-

5. CHARITY RESERVES

	2022 £
At 01 January 2022	3,980
Suplus for the period	- 3,805
At 31 December 2022	175

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 01 January 2022 to 31 December 2022

		2022	
		£	£
Income			
Charitable activities	-	865	
Commissioned work		111,477	
Donations and legacies		46	
Grant		60,400	
Other income		148	
			171,205
Expenditure			
Advertising/Promotional		25	
Computer Costs		-	
Contractor Costs		116,311	
Insurances		388	
Mentor Payment		4,574	
Office/General Administrative Expenses		2,743	
Other Professional Services		43,505	
Program Commissioned Work		4,227	
Rent		1,000	
Staffing Cost		-	
Travel and Accommodation		940	
Website Expenses		1,298	
			175,011
NET INCOME			- 3,806

Trustees Report and Financial Statements for the Period 01 January 2022 to 31 December 2022
for

Paradigm Project

Paradigm Project

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Paradigm Project

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Paradigm Project

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Paradigm Project

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PARADIGM PROJECT

England & Wales - Charity number 1191206

Accounts

PARADIGM PROJECT
ANNUAL REPORT

for year ending December 2021



PARADIGM PROJECT

Registered charity number: 1191206

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Page 18 - Bridge the Gap Report review
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Page 21 - Trustee recruitment and annual report info

Reference and administrative details of the charity, it's trustees and advisers

Trustees:
Chair - Michelle Edwards
Treasurer - Justin O'Neill
Secretary - Joel Dawes
Board member - James Noble
Board member - Amanda Ashley

Charity registration number:
1191206

Registered office:
The Stephen Lawrence Centre
39 Brookmill Road
Lewisham
London
SE8 4HU

Website:
www.paradigmproject.co.uk

Email contact:
info@paradigmproject.co.uk

CEO and founder:
Joel Dunn

Charity secretary:
Joel Dawes

Accountants:
1st Class Accounts
320 City Road
London
EC1V 2NZ



Trustees annual report

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2020 to 31st March 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.



Message from the chair

Starting a charity and operating in the midst of a pandemic was not without it's challenges. Now, a year on from the date we were officially constituted I am proud of the mark Paradigm Project has made.

Adapting to Covid-19 and the impact that had on schools meant some of our original plans to roll out our programmes had to be revisited. We ended up forming key relationships that would help us to produce Bridge the Gap Report, which measured the impact of the pandemic on the primary to secondary school transition.

Producing this comprehensive and insightful report in our first year, has already helped establish us as emerging thought leaders in the sector.

In my day to day job, I work with young people who are often entrenched or at point of crisis in relation to youth violence. When I see the pain, destruction and tragedy thats far too common at this end of the spectrum I know even more the work we are doing at Paradigm Project is so important.

We have built important relationships both in the statutory and voluntary sector and continue to work with key stakeholders as we grow. We have been commissioned work and generated income through grant awards. As well as producing the report, in our first year we also put on an event, developed our website and undertook trustee development training.

Joel's passion to make a difference in young peoples lives is matched by his leadership and vision for the future. I'm proud of everything we've been able to achieve in just one year and I'm excited to be apart of the journey as we continue to grow.

M. Edwards

Michelle Edwards

- Chair of the board of trustees Paradigm Project
- Head of Youth offending, Safety & Resilience London Borough of Newham



Message from the founder

I am passionate about young people and addressing the social inequality that can lead to unfair access to success and opportunity. I saw a lack of provision in services at the preventative level, and I was inspired to do something about it.

Our first year has been about testing elements of our flagship programme, My Next Steps, and building key relationships professionally and in the community. Undoubtedly Covid-19 dominated our first year of operation but highlighted the need for services that reach the most vulnerable and disadvantaged in our communities.

Our response to the pandemic was producing the Bridge The Gap Report. We worked alongside Blueprint for All and their corporate partner, Deloitte, to create a report to measure the impact of the pandemic on the transition from primary to secondary school. I'm immensely proud of this work, the important findings we collected, and the impact of the report.

Producing this report helped us in our longer-term aims to be recognised as an emerging thought leader in the sector. The report recommended safeguarding and protecting young people as a response to the disadvantages caused by the pandemic. It also suggests measures to prioritise teachers' mental health.

With the allies, we've formed and the relationships we've built, I'm confident we can use the momentum of this first year to increase our reach and impact going into year 2. Through our programmes, I know we will be able to continue reaching young people who are most in need.



Joel Dunn

- CEO and Founder of Paradigm Project



Who we are



Paradigm Project was formed in response to the lack of services designed to tackle the impact of social inequality on youth development. We believe that all young people should be empowered with equal access to academic and social opportunities. Our programmes equip young people with the necessary skills and tools to overcome the range of barriers resulting from continued systemic social inequality.

Reports show an increasing number of children presenting with complex needs, ranging from mental ill-health, unstable or unsafe family environments, lack of education and exclusion, and undiagnosed learning needs. Without adequate, targeted, and proactive interventions, many of these young people will shockingly go on to cost the state an extra £2.1 billion in education, health, benefits, and criminal justice costs (Gill K, 2017) Our founder Joel Dunn is passionate about providing holistic, community-based early interventions to actively disrupt the so-called school to prison pipeline.

Paradigm project is an active agent of social change and an example of the power of prevention. We address the needs of young people through a sociocultural lens which includes the participation of teachers, parents, and caregivers. At Paradigm Project, we wholeheartedly believe that it really does take a village to raise a child.

Who we work with



At Paradigm Project, our work with young people is underpinned by two main principles, prevention, and empowerment. With our focus on reducing the harmful impact that social inequality can have on young people's later life outcomes, we are dedicated to making a difference at the earliest possible stage. We also believe it is essential to address children's and young people's needs across multiple contexts, working with them directly and with the adults who impact and influence their spaces.

Beneficiary profile

- **Children and young people aged 0 - 11**
- **Children and young people aged 11 - 18**
- **Staff and professionals who work with young people. Teachers, healthcare, police etc.**
- **Parents and carers of children and young people within our target cohort**

Our programmes

My Next Steps:

My Next Steps is our flagship programme focusing on the transition between primary and secondary school. The programme is delivered in three elements; students, teachers, and parents.

Every student participating in the My Next Step's programme coproduces a student profile that includes; a vision statement, goals, and support needs. However, the main objective of all three delivery areas is to identify those students who need additional support. Those who need further help receive one-to-one mentoring during their first term in year seven.

Studies show that the transition between primary and secondary school is critical in a child's development. The new environment added responsibilities, and physiological changes at this age make this period difficult for all young people to navigate. We specifically focus on those who may have experienced disadvantages that can further complicate this transitional phase.

Identifying risk at this early stage means giving young people fair access to opportunities they deserve and equipping them with the tools they need to flourish in this next phase of life, both socially and academically.

Early help support offer:

Our Early Help support offer is our most comprehensive programme and includes one-to-one, group mentoring, and professional training delivered over 12 months. Many young people who were not previously known to services but now find themselves on the radar due to covid-19 are at risk of social exclusion. One of the main perceived risks for socially excluded young people is youth offending, an area of particular interest for Paradigm Project.

Our Early Help support offers a preventative solution to tackling issues around youth violence. Our approach fits within the public health model successfully used to decrease youth violence in other countries.

Holistic mentoring:

Our holistic mentoring offer is a minimum of 16 weeks of specialist one-to-one mentoring support. This offer can be used in conjunction with our other programmes, for example, as a follow-up to group sessions or when referrals are made for additional support.

Our programmes continued

Staff and professionals training:

This is an important area of our work and an essential part of our vision of creating a fairer society for disadvantaged young people. As we grow and develop as an organisation, we will expand this offer to provide more programmes to staff and professionals who work with young people.

We know that some of our communities most disadvantaged young people come from minority ethnic backgrounds. Subsequently, one of our key objectives is to ensure we deliver all our programmes through a cultural humility lens. We are committed to ensuring our staff understand and empathise with the communities they seek to serve.

With this in mind, we are working alongside Jade Ecobichon-Gray, the CEO and founder of Mindset Matters, a social wellness consultancy. We aim to develop a cultural humility workshop that can be delivered to those who work with vulnerable young people. Our target audience for this programme transcends beyond the school setting and into areas like policing, social care, healthcare, and other professions that engage with young people at critical life stages.

Group mentoring:

Our group mentoring offer is a fully bespoke group session offer to be delivered within the primary or secondary school setting. As part of this offer, we have developed multiple programmes to suit the needs of our partners through commissioned work.

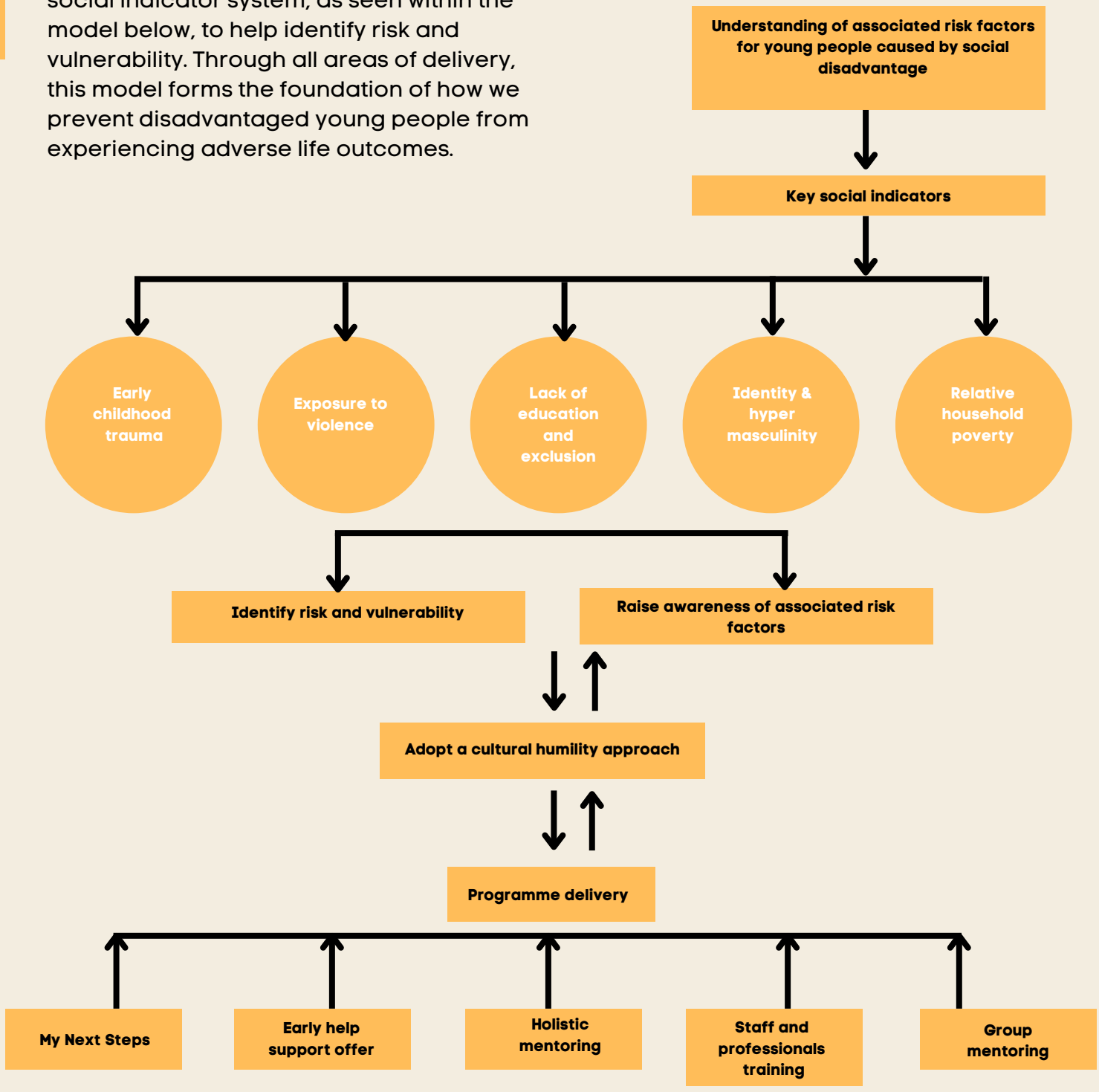
We designed and delivered a programme for year ten students at risk of exclusion. We also had group sessions around the risks associated with gang culture and county lines. One of the group sessions we developed ready for delivery in year two is a spoken word workshop that encourages young black men to express themselves through the creative mediums of poetry and spoken word.

Group sessions are a great way of engaging specific groups within the wider school setting on focused topics or themes. During our first year, we have seen fantastic breakthrough moments collectively and for individuals within the group. We will continue to develop this area of our delivery to have a more comprehensive offer by the end of phase one.

Our approach

Our approach identifies risk and vulnerability in a young person's life at the earliest opportunity. We worked with a clinical psychologist during the development stage of our organisation to analyse research on the social indicators that commonly harm young people. We then created the key social indicator system, as seen within the model below, to help identify risk and vulnerability. Through all areas of delivery, this model forms the foundation of how we prevent disadvantaged young people from experiencing adverse life outcomes.

PARADIGM PROJECT HARMFUL OUTCOMES PREVENTION MODEL



Youth empowerment

Once we have identified risk and vulnerability, the next important step is to equip and empower young people with the tools and skills they need to flourish in life. Our youth empowerment approach gives the equal access to opportunity that all young people deserve. We have adopted the Six C's model which was originally developed with 5 components by Karen Pittman. She says, "effective youth engagement is not just about fixing behaviour problems. It's about building and nurturing all the beliefs, behaviours, knowledge, attributes and skills that result in a healthy and productive adolescence and adulthood."

The six c's of youth empowerment

Connection

A feeling of safety, structure, and belonging; positive bonds with people and social institutions.

Confidence

A sense of self-worth and mastery; having a belief in one's capacity to succeed.

Competence

The ability to act effectively in school, in social situations, and at work.

Character

Taking responsibility; a sense of independence and individuality; connection to principles and values.

Contribution

Active participation and leadership in a variety of settings; making a difference.

Caring

Sympathy and empathy for others; commitment to social justice



Year one timeline

September 2020
Charity registration
09.09.2020

October 2020
Trustee meeting and strategy development

November 2020
Begin working alongside Blueprint for all, and deliver the first pilot of My Next Steps

December 2020
Introduced to Deloitte through Blueprint for All. Decide to produce Bridge The Gap report in response to school closures.

January 2021
We begin to collect data from hundreds of students and teachers for our report.

February 2021
Continued work on the report, liaising with Deloittes survey team based in India. Trustees plan report launch.

March 2021
Applications begin for funding to support My Next Steps delivery.

April 2021
Promo campaign for report launch begins.

May 2021
First successful funding bids for My Next Steps Programme are awarded.

June 2021
Bridge The Gap Report launch and launch event

July 2021
We contribute to and present at the launch of Newhams adolescent strategy.

August 2021
Begin partnership and commissioned work with Newham through the Pathfinder Project and match funding.

September 2021
Commissioned by Safer London to be evaluation partners on mental health youth violence project.

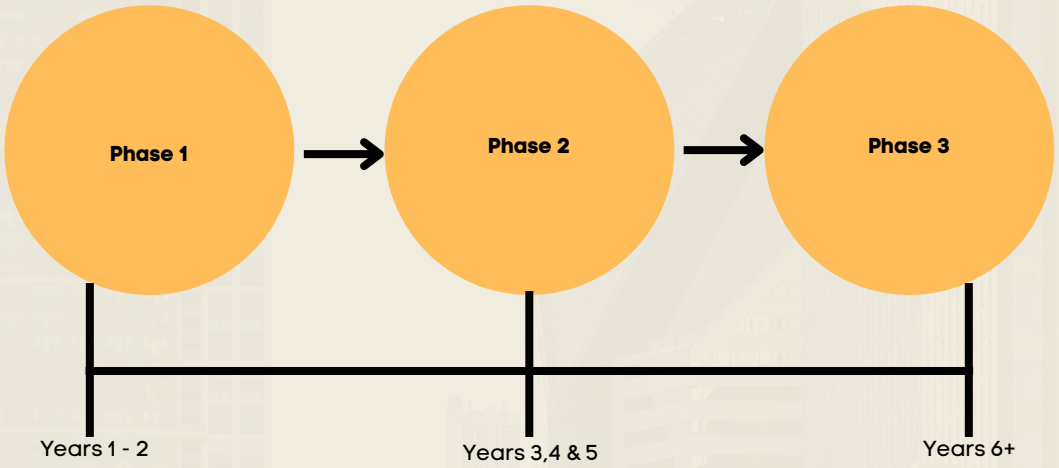
October 2021
Begin collaborative work with Blueprint for All, delivering in schools as part of their At Risk programme.

November 2021
Delivery of My Next Steps pilot. We deliver training to Blueprint For Alls programme team.

December 2021
Completion of My Next Steps pilot. SLT strategy review for year 2.

Year one overview

Our first year is the first half of phase one. This period covers our first two years of operation. During this phase, we aim to test and evaluate the pilot of our flagship programme, My Next Steps, across multiple London boroughs. Build key relationships within the community and professionally and explore other delivery avenues to expand our reach.



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The main planned focus for delivery in year one was through My Next Steps. We delivered the programme to four cohorts of students across three schools. Our initial delivery target of 10 schools had to be scaled back due to school closures during the Covid-19 lockdown periods.

The subsequent shift of focus caused by school closures meant that the majority of our engagement in year one was through Bridge The Gap Report. We also worked alongside Blueprint For All, a partner charity, to deliver a programme to at-risk students across five secondary schools.

Year one overview continued

The graphic below shows how many people we worked with in year one across our different areas of delivery.

My Next Steps

120
Children and young people

40
Teachers, staff and professionals

60
Parents

Bridge the Gap Report

400
Children and young people

250
Teachers, staff and professionals

100
Parents

Other delivery

120
Children and young people

Totals:
Children and young people = 640
Teachers, staff & professionals = 290
Parents = 160

Total number of people engaged in year one = 1090



My Next Steps review

120
Children and young people delivered to through the programme.

84%
Of participants said the programme made them feel more prepared for secondary school.

92%
Of participants said they enjoyed the My Next Steps programme.

78%
Of participants said the activities helped them understand themes they haven't discussed before.

My Next Steps is our flagship programme and is central to our overall objective of addressing children's needs at critical life stages. Through our research and engagement with schools, we know the primary to secondary transition is critical in a child's life and needs better support to meet the needs of the most vulnerable in our communities.

We were excited to test out the different elements of the programme during the first year. We use creative methods to engage the children on complex themes such as emotional intelligence, bullying, identity, and friendships.

One aspect the children specifically enjoyed was using role-play in the sessions. One of our senior mentors is a professional actor and has helped us to use this medium to explore the programme themes in a fun and effective way.

We make all the sessions for the children interactive, and they engage in several group activities throughout the programme. As we move into our second year, we seek to engage with drama therapists who can enhance the role-play elements of our delivery.

We delivered the programme to various groups in two boroughs, Lewisham and Newham. The groups' demographics were significantly different, with a mixture of learning abilities, behavioural issues, cultural backgrounds, and support needs. We aim to keep delivering in various spaces that allow us to test the different elements of the programme over the next year.



"I was really worried about going to secondary school because lots of people in my class have older brothers or sisters so they know what it's like and I don't.

I haven't really spoke to anyone before about how I feel about it all, but the My Next Steps programme really helped me. I especially enjoyed the role play and the fun activities and it's made me feel a lot better and excited to go into year 7."

Kofi, Year 6
My Next Steps participant

My Next Steps teachers and parents delivery

The teachers and staff sessions are an essential element of the programme. They are much more beneficial and impactful when we engage at the level as well as teachers and support staff. One of the key learnings from this first year is that we need senior leadership team buy-in to these staff sessions. We walk through our key social indicator model and explore how these issues affect the children we are working with. This session is also used to identify which children need additional support.

The parent sessions have provided a safe space for parents to discuss their worries and concerns. This helps us gather information and feedback for our evaluation of the programme. Parents have also shared their support for the programme and spoken positively about how it has impacted their children.

As we move into our second year, we want to develop the parent element of the programme by partnering with other voluntary sector organisations to support some of the most pressing needs we've observed from our target cohort. These needs include target areas of financial support/literacy and online safety.

Teacher and parent feedback:

"As a parent you worry about secondary school because there are so many unknowns.

Theres a lot of changes in their responsibilities like travelling to school alone and homework. I don't want to put my worries on X so having a space where I can talk about these things with the programmes team and other parents have been really helpful to me and helped me feel a lot better about the whole thing." (Year 6 Parent My Next Steps participant)

"My favourite session delivered by the Paradigm Project team was the session they did around friendship. Each group used arts and crafts to make friendship soup and a recipe card with all the elements they thought made up a healthy friendship. They then shared this with the group.

I enjoyed witnessing the creativity of the group and the breakthrough moments that came through the group feedback. This was our first time working with Paradigm Project and I look forward to welcoming them back next year." (Shannel Duncan, Tollgate Primary School, Designated Safeguarding Lead)





Bridge The Gap Report

The world as we know it changed in March 2020 as the government enforced national lockdown measures. We journeyed through the various phases of the pandemic, from complete lockdown and school closures to tier systems and localised restrictions. The human cost of Covid-19 was devastating, and while we all got used to the rising daily death tolls on the news, there are many long-lasting effects of the pandemic we are yet to understand.

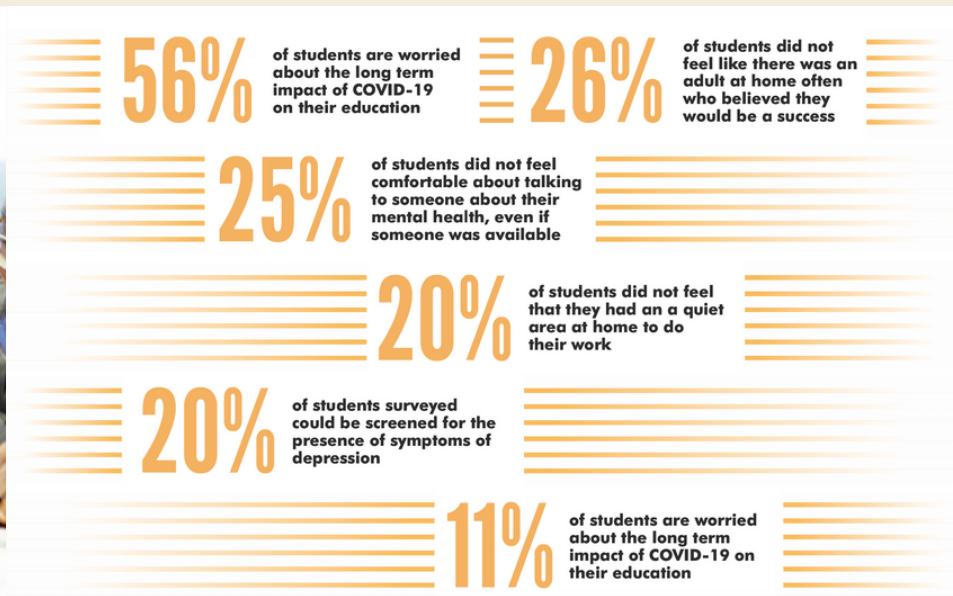
Bridge The Gap Report was born out of the desire to protect vulnerable young people from experiencing the pandemic's potential long-term harmful effects. We wanted to measure how the pandemic impacted children making the primary to secondary transition. Also, importantly, we wanted to find out how the pandemic had affected teachers.

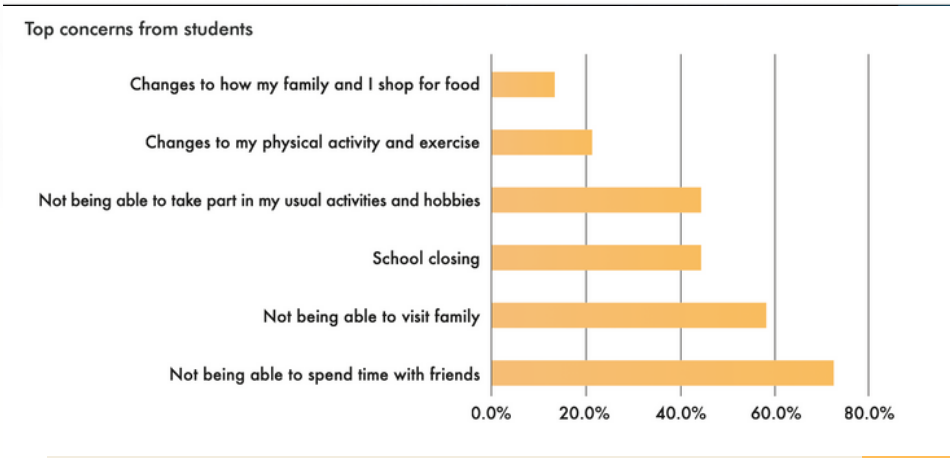
The impact of the pandemic has exacerbated circumstances that can cause a child to become disadvantaged. Within every new cohort of year sevens, some children are already disadvantaged compared to their peers. Yet, we need to adequately understand these emerging themes and their effect on existing vulnerabilities to give young people fair access to the opportunities they deserve.

Producing this report was part of our dynamic response to what was happening as a result of the pandemic. We provided essential and timely insight into the pandemic's impact on both students and teachers.

The infographic below shows some of the key findings from the report.







Bridge The Gap Report

To launch the report, we hosted an event celebrating the efforts of teachers who worked tirelessly and made tremendous sacrifices throughout the pandemic. We acknowledged and celebrated some examples where teachers and school staff had gone above and beyond to keep children learning throughout the pandemic. We had a fantastic evening and created a great buzz around the report launch.

One of the critical aspects of the report writing process was not just to create something about children's experience of the pandemic but something that involved them and would reach the eyes and ears of those the report sought to serve. To accomplish this, we commissioned Kay Rufai, a spoken word artist, to create a visual piece that would tell the story of the youth experience.

Dr. Marvin Iroegbu, a clinical psychologist, led the team in producing the report. He initially connected with Joel, our founder, via LinkedIn. His passion for social justice and concern for the mental health impact of the pandemic made him perfectly aligned with Joel's vision for the report. We are grateful for the level of expertise we could pull together to make this report a reality.

The report would not have been possible without the support of Deloitte, who worked with us closely and gave us access to their resources throughout the process. The introduction to Deloitte from Blueprint for All has been an integral part of our success in the first year.

(left to right, Chelsea Way, Strategic Director - Blueprint for All, Fatima Johnson, Director - Deloitte, Sonia Watson, CEO - Blueprint for All, Richard Williams, Senior Tax Partner - Deloitte)







Key relationships and partnerships

Our relationship with Blueprint for All continues to be one of the most important. We initially affiliated with them by renting an office in their co-working space. The relationship has continued to be incredibly fruitful, and we continue to expand how we work together.

As a small grassroots organisation, the opportunity to work with a company with the stature of Deloitte has been a game-changer. We have significantly benefited from their expertise, time, input, and resources. We are particularly grateful for their contribution to producing Bridge the Gap report, which shaped a large part of our first year.

We have a great relationship with the London borough of Newham, where we are regarded as emerging thought leaders in the space. They invited us to contribute and be a part of their adolescent strategy launch, with our founder Joel talking at multiple launch events. We are working with them to discuss how we can expand our offer in the borough.

Jade Ecobichon-Gray is the CEO & founder of Mindset Matters, a social wellness consultancy. She has become an important ally of Paradigm Project, as well as contributing to Bridge the Gap Report, she also offers pro-bono support to help develop our organisation's strategic plan.



Kay Rufai is the CEO and Founder of the S.M.I.L.E-ing Boys project; he is also an important ally of Paradigm Project and has been involved with the organisation from the outset. Joel and Kay have worked closely together on multiple projects and continue to find ways in which their work can enhance each other and widen their reach and impact.

Trustee recruitment and annual report info

Trustees

The trustee board are the original five member selected before registration with the charity commission. As per our governing document trustees length of appointment is staggered between one or two year periods. Upon completion of time in the post trustees must indicate whether they wish to stay and new terms have to be agreed by a majority of the board.

We seek to strengthen our trustee board by bringing in experienced trustees and those who represent specific specialist skills that will support our vision and expansion through our next phase of work.

To recruit new trustees we will publicly advertise the position and follow the interview and voting process as per our governing document.

Debts and reserves policy

Paradigm Project have no current debts, credit or liabilities.

We have so far only received funding to deliver our programmes as we expand and increase our fundraising streams we plan to develop a reserves strategy to support our ambitions for growth

Financial information and accounts

Our annual accounts for the year ending December 2021 have been checked and prepared by:

1st Class Accounts
320 City Road
London
EC1V 2NZ

A separate addendum to this document completes the annual report and gives an overview for our year one accounts.

Trustees Report and Financial Statements for the Period 09 September 2020 to 31 December 2021
for

Paradigm Project

Paradigm Project

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for the Period 09 September 2020 to 31 December 2021

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Paradigm Project

References & administrative details of the charity, its trustees and advisers for the Period 09 September 2020 to 31 December 2021

TRUSTEES:	Michelle Edwards Joel Raymond Dawes Amanda Elizabeth Ashley James Noble Justin Nicholas Adair O'Neill
REGISTERED OFFICE:	Stephen Lawrence Centre 39 Brookmill Road LONDON SE8 4HU
CHARITY REGISTERED NUMBER:	1191206 (England and Wales)
ACCOUNTANTS:	1st Class Accounts 320 City Road London EC1V 2NZ

Paradigm Project

Trustee Report for the Period 09 September 2020 to 31 December 2021

The trustees submit the financial statements of the Paradigm Project (the charity) for the period ended 31 December 2021. The trustees confirm the annual report and financial statements of the charity statutory requirements of the charity's governing documents and the provision of the statement recommend practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

a. Constitution
The principle objective of the charity is to advance in life and help young people through the provision of mentoring, support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

b. Method of appointment or election of Trustees
The management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed.

Trustees' responsibilities
The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and United Kingdom Generally Accepted Accounting Practice applicable law and United Kingdom Generally Accepted Accounting Practice applicable to smaller charities.

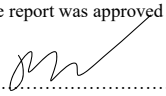
Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state if affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- selected suitable accounting policies and applied them consistently
- made judgements and estimates that are reasonable and prudent
- prepared the financial statements on the going concern basis (unless it is inappropriate to presume that the charity will continue in operating)

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Acts 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The trustees are responsible for keeping the maintenance and integrity of the corporate financial information included on the Charities Commission website. Legislation in the United Kingdom governing the preparation dissemination of financial statements may differ from legislation in order of jurisdictions.

The report was approved by the trustees on 28/10/2022 and signed on its behalf by:



……..
Justin Nicholas Adair O'Neill - Trustee

Date: 28/10/2022

Paradigm Project

Accountants' Report for the Period 09 September 2020 to 31 December 2021

INDEPENDENT EXMINER'S REPORT ON THE ACCOUNTS
Report on the trustees/members for the period ended 31 December 2021 on the accounts set out on page 6 to 9.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER
As described on page 4 the trustees are responsible for the preparation of the accounts and they consider that an audit is not required for the preparation of the accounts and they consider that an audit is not required for the year (under section 43 (2) of the Charities Act 1993 (the Act)) and that an independent examination is needed. It is my responsibility to:

- examine the accounts (under section 43 (2) (a) of the Act)):
- follow the procedure laid down in the General Directions given by the Charity Commission (under section 43 (7) (b) of Act)) and
- state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINERS' STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which give me reasonable cause to be believe that in any material respect the requirements:
- keep accounting record in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met;

or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed ..... yemi ajala .....

Y Ajala

Date: 28-10-2022 .....

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)

	Notes	2021 £
INCOME		48,090
Administrative costs		44,110
NET INCOME		3,980

The Statement of Financial Activities includes all gains and losses recognised in the year.

Paradigm Project

Balance Sheet
31 December 2021

	Notes	£	2021 £
FIXED ASSETS			
Tangible assets	2		-
CURRENT ASSETS			
Debtors	3	167	
Cash at bank		3,813	
		3,980	
CURRENT LIABILITIES			
Amounts falling due within one year	4	-	
NET CURRENT LIABILITIES			3,980
TOTAL ASSETS LESS CURRENT LIABILITIES			3,980
CHARITY RESERVES			
Surplus	5		3,980
TOTAL FUNDS			3,980

The financial statements were approved by the director on ……28/10/2022……..…… and were signed by:

……..
Justin Nicholas Adair O'Neill - Trustee

The notes form part of these financial statements

Paradigm Project

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention and in accordance with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for smaller Entities (effective January 2007). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting Charities" published in March 2005 and applicable accounting standards.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Instruments & Equipment	~ 25% reducing balance
Furniture & Fittings	~ 25% reducing balance
Other Fixed Assets	~ 25% reducing balance

2. TANGIBLE FIXED ASSETS

	2021 £
COST	
At 09 September 2020	-
Additions	-
At 31 December 2021	-
DEPRECIATION	
At 09 September 2020	-
Charge for period	-
At 31 December 2021	-
NET BOOK VALUE	
At 09 September 2020	-
At 31 December 2021	-

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Other debtors	167

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-
	-

5. CHARITY RESERVES

	2021 £
At 09 September 2020	-
Suplus for the period	3,980
At 31 December 2021	3,980

Paradigm Project

Statement of Financial Activities
(Incorporating income and expenditure account)
for the Period 09 September 2020 to 31 December 2021

	2021	
	£	£
Income		
Charitable activities	48,090	
		48,090
Expenditure		
Advertising/Promotional	374	
Computer Costs	47	
Contractor Costs	2,205	
Office/General Administrative Expenses	400	
Other Professional Services	22,832	
Staffing Cost	17,295	
Website Expenses	958	
		44,110
NET INCOME		3,980

Trustees Report and Financial Statements for the Period 09 September 2020 to 31 December 2021
for

Paradigm Project

Paradigm Project

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Paradigm Project

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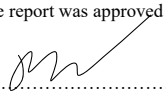
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The report was approved by the trustees on 28/10/2022 and signed on its behalf by:



……..
Justin Nicholas Adair O'Neill - Trustee

Date: 28/10/2022

Paradigm Project

Accountants' Report for the Period 09 September 2020 to 31 December 2021

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Signed ..... yemi ajala .....

Y Ajala

Date: 28-10-2022 .....

Paradigm Project

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(Incorporating income and expenditure account)

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Loan	-
Social securities and other taxes	-
Other creditors	-
	-

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Paradigm Project

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