



# PARADIGM PROJECT ANNUAL REPORT

for year ending **December 2024**



[www.paradigmproject.co.uk](http://www.paradigmproject.co.uk)  
Registered Charity Number: **1191206**

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Paradigm Project  
**Annual Report 2024**  
for year ending **December 2024**

[www.paradigmproject.co.uk](http://www.paradigmproject.co.uk)  
**Registered Charity Number: 1191206**  
The Stephen Lawrence Centre, 39 Brookmill Road  
Lewisham, London, SE8 4HU



# 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](http://www.paradigmproject.co.uk)

**Email**

[info@paradigmproject.co.uk](mailto: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,



A stylized, handwritten signature in black ink that reads "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. Together, 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)



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# 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,



**Joel Dawes**

Founding trustee of Paradigm Project



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# 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,



A stylized, handwritten signature in black ink that reads "J. A. Dunn".

**Joel Dunn**

Founder & CEO of Paradigm Project



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# 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**



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# 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**



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# 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**



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# 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.

### My Next Steps - Theory Of Change

#### WE BELIEVE THAT...

The transition from primary to secondary school is a critical yet challenging period in a child's educational journey. Many children experience anxiety, social dislocation, and a lack of preparedness, leading to poor academic and emotional outcomes.

The situation is particularly concerning for children from disadvantaged backgrounds, those with Special Educational Needs and Disabilities (SEND), Social, Emotional, and Mental Health (SEMH) needs, and care-experienced children.

Current transition practices in UK schools lack consistency, continuity, and tailored support, leaving many vulnerable children without the resources they need to succeed. Additionally, there is insufficient collaboration between schools, parents, statutory services, and the wider community, further exacerbating these issues.

#### TO CHANGE THIS WE NEED...

- Financial Resources
- Strategic Partnerships
- Dedicated Team
- Knowledge and Resources
- Evaluation frameworks
- Community Engagement

#### SO WE CAN CARRY OUT THESE ACTIVITIES...

- My Next Steps Programme Delivery
- Child Empowerment Initiatives
- Parental Engagement Workshops
- Training and CPD for Educators
- Collaborative Networks
- Monitoring and Evaluation

#### THE OUTCOMES OF THIS WORK ARE...

##### For Students:

- Short-Term: Students demonstrate improved social-emotional skills, reduced anxiety, and a sense of belonging during the transition to secondary school.
- Medium-Term: Vulnerable and disadvantaged students show improved academic performance, higher levels of engagement, and better peer relationships in secondary school.

##### For Parents:

- Short-Term: Parents feel more confident and empowered to support their child during the transition, attending workshops and engaging in school activities.
- Medium-Term: Increased parental involvement in children's education leads to better emotional and academic outcomes for children, particularly those from disadvantaged backgrounds.

##### For School Staff:

- Short-Term: Teachers and school staff feel more equipped to support the social, emotional, and academic needs of transitioning students, particularly those with SEND and SEMH needs.
- Medium-Term: Schools adopt consistent, effective transition practices across both primary and secondary levels, leading to smoother transitions for all students.

#### HELPING US TO ACHIEVE OUR LONG TERM VISION...

- The My Next Steps programme contributes to **systemic change** in the UK's education system, where transition support is standardised and tailored for all students, regardless of background.
- Policy Change:** Our research and programme delivery lead to policy recommendations that are adopted nationally, ensuring that transition support becomes a core component of every school's structure.
- Equitable Education System:** By tackling educational inequalities early on, we aim to create an education system where every child has the opportunity to succeed, fostering equity, inclusivity, and diversity across the UK.
- Holistic Support Networks:** Schools, parents, statutory services, and community organisations work together in collaborative ecosystems to support every child through their educational journey, particularly those from disadvantaged or high-risk backgrounds.
- Long-term Student Success:** Students from all backgrounds are better prepared for secondary school and beyond, showing improved emotional wellbeing, academic performance, and social integration.





# 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

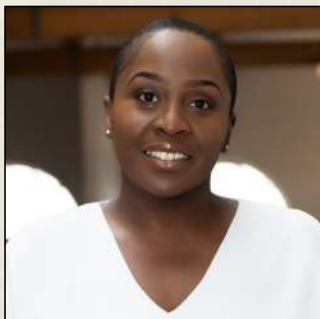
I've worked at board level across both the commercial and charity sectors. I originally qualified in Chemical Engineering and began my career in large international corporations. I later moved into a niche consulting firm focused on strategy and organisational effectiveness, working with a range of clients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

*N Kippax*

# 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

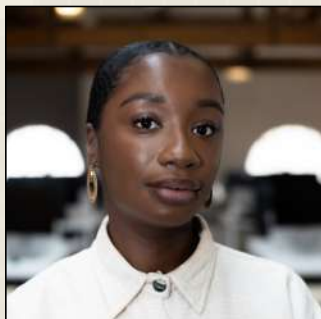
As a qualified architect with over 20 years' experience in the built environment sector and practice management I bring extensive organisational skills to the board, along with people, operational and strategic management skills. My role as ESG lead in practice also means that I am familiar with aligning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



**VRU**

MAYOR OF LONDON  
VIOLENCE REDUCTION UNIT

Impact  
on **Urban**  
**Health**



Paradigm Project  
**Annual Report 2024**  
for year ending **December 2024**

[www.paradigmproject.co.uk](http://www.paradigmproject.co.uk)  
**Registered Charity Number: 1191206**  
The Stephen Lawrence Centre, 39 Brookmill Road  
Lewisham, London, SE8 4HU



# 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.

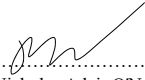
Law applicable to the charities in England & Wales requires the trustees to prepare financial statements for each financial year which give true and fair view of the state of affairs of the charity and of surplus or deficit of the charity period. In preparing those financial statements the trustees have:

- 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

**28th July 2025**  
Date: .....

**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 .....

*Gemi Ajala*

Y Ajala

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



**Paradigm Project**

**Statement of Financial Activities**  
**(Incorporating income and expenditure account)**

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

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

**Paradigm Project**

**Balance Sheet**  
**31 December 2024**

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

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 £
<b>COST</b>	
At 01 January 2024	-
Additions	-
At 31 December 2024	-
<b>DEPRECIATION</b>	
At 01 January 2024	-
Charge for period	-
At 31 December 2024	-
<b>NET BOOK VALUE</b>	
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	
	£	£
<b>Income</b>		
Charitable activities	82,437	82,437
<b>Expenditure</b>		
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
<b>NET INCOME/EXPENDITURE</b>		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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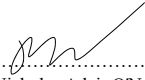
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Date: .....

**Paradigm Project**

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

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

**Paradigm Project**

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**(Incorporating income and expenditure account)**

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Administrative costs		68,628
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**Paradigm Project**

**Balance Sheet**  
**31 December 2024**

			2024	
	Notes	£		£
<b>FIXED ASSETS</b>				
Tangible assets	2			-
<b>CURRENT ASSETS</b>				
Debtors	3		167	
Cash at bank			13,459	
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<b>CURRENT LIABILITIES</b>				
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<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>				<u>13,626</u>
<b>CHARITY RESERVES</b>				
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Retained Surplus			-	183
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**Paradigm Project**

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Other Fixed Assets	~ 25% reducing balance

**2. TANGIBLE FIXED ASSETS**

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

**3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>£</b>
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Credit card	-
Loan	-
Social securities and other taxes	-
Other creditors	-

**5. CHARITY RESERVES**

	<b>2024</b>
	<b>£</b>
At 01 January 2024	-
Suplus for the period	13,809
At 31 December 2024	13,809

**Paradigm Project**

**Statement of Financial Activities**  
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**for the Period 01 January 2024 to 31 December 2024**

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