

Trustees' Annual Report for the period						
From	Period start date			To	Period end date	
	1	Sept	2023		31	August

Section A Reference and administration details

Charity name	One2One Mentoring Network		
Other names charity is known by			
Registered charity number (if any)	1191628		
Charity's principal address	8 Morris Close		
	Buckden, Saint Neots		
	Cambridgeshire		
	Postcode	PE19 5YW	

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Susan Ozer	Chair/CEO		
2	Ruth Amenu			
3	Uriana Boye	Treasurer		
4	Dorcas Owusu-Yianoma			
5	Hazel Owusu-Yianoma			
6	Samantha Prosser	Secretary		
7	Inyang Takon			
8				
9				
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18				
19				
20	Names of the trustees for the charity, if any, (for example, any custodian trustees)			

Name	Dates acted if not for whole year		

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document

CIO foundational model constitution (last amended on 2/10/2020)

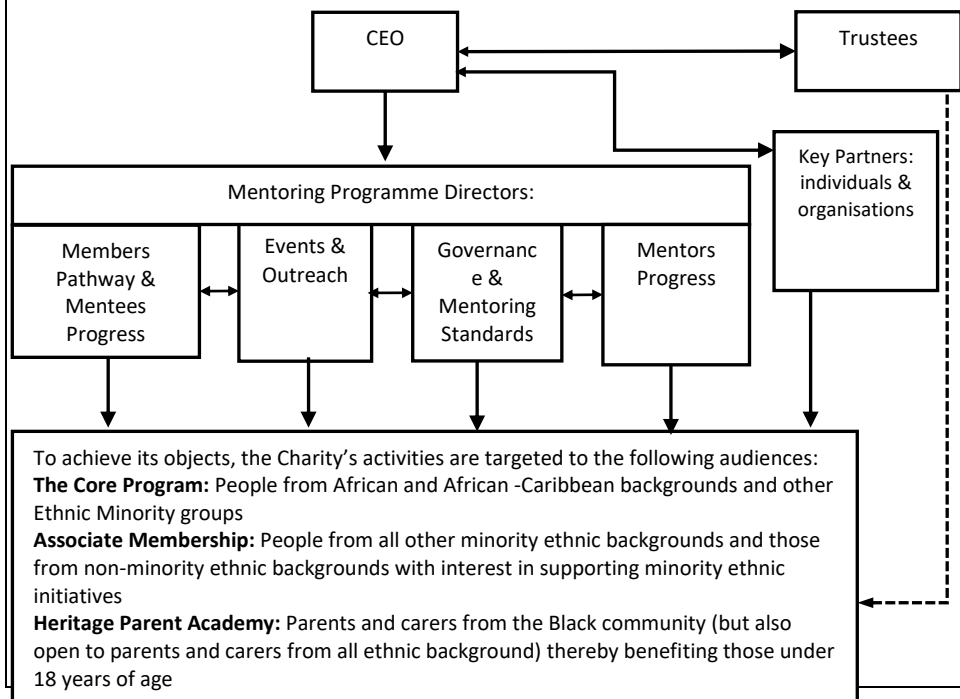
(eg. trust deed, constitution)	
How the charity is constituted (eg. trust, association, company)	Trust
Trustee selection methods (eg. appointed by, elected by)	Appointed by the Trustees

Additional governance issues (Optional information)

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

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;

All trustees are given a copy of the charity's governing document and the Charity Commission's publication on the role of a trustee and are required to have a clear understanding of One2One Mentoring Network's objects and their roles as trustees of the organisation. Mentoring is provided by a longer-serving trustee to the new trustee.



- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

One2one Mentoring Network regularly reviews and assesses risks to the organisation. The governance lead, CEO, directors, and trustees are responsible for its risk strategy, including how risks are identified, mitigated and managed. Risks are monitored and subject to an annual review. Any new emerging risks are escalated to the governance lead, the CEO and the trustees. The major risks faced by the organisation are presented in the table below:

Risk category	Content	Mitigation
Governance risks	Inappropriate organisational structure	The Charity was set up in accordance with the Charity Commission for England and Wales
	Trustee body and directors lacks relevant skills or commitment	Trustees are all qualified professionals skilled to undertake roles with an annual review of roles subject to performance 1:1 with the CEO for Directors
	Conflicts of interest	All trustees, key partners and external organisations that collaborate with One2One Mentoring Network are required to declare any conflicts of interest and a record is kept
	Lack of confidentiality	All mentors sign a confidentiality agreement. There is a data protection policy in place
Operational risks	Poor mentee / mentor uptake	Mentoring programme directors (and other programme directors) report to the CEO. Reports are presented to

	<p>Recruitment and training/ maintenance of skills</p> <p>Outdated policies</p> <p>Website failure & IT issues</p>	<p>the trustees at quarterly meetings(when applicable), and the trustees will be notified of plans to address any identified issues.</p> <p>An appraisal process (including mandatory training) for mentors) is in place. A refresher document on mentoring has been circulated to all mentors as part of their annual CPD.</p> <p>There are regular prescribed periods for reviewing policies, and every policy states the date when the next review is due.</p> <p>Members are to be informed of any inability to access a website. IT support in place</p>
External risks	poor public perception and loss of reputation	<p>The website is maintained to a professional standard by an IT professional</p> <p>Mentee and Mentor survey system to monitor the performance of the organisation and respond to feedback</p> <p>There are also complaints and whistleblower policies in place. There is a named adult safeguarding lead and an adult safeguarding policy in place</p> <p>There are governance and equality & diversity leads in place</p>
Compliance with law and regulation	Acting in breach of trust	One2One's operations are in line with the Charity Commission for England and Wales

	<p>Poor knowledge of the legal responsibilities of an employer</p> <p>Poor knowledge of regulatory requirements of particular activities (e.g. fund-raising)</p>	<p>All essential policies are available on the member site and can be easily accessed by all members.</p> <p>Knowledge possessed by the marketing and branding manager regarding fundraising is in line with the Charity Commission's guidance</p>
Financial	<p>Inaccurate or insufficient financial information</p> <p>Inadequate reserves and cash flow, dependency on limited income sources</p> <p>Inadequate investment</p>	<p>The Treasurer (Trustee) monitors and records the Charity's financial position and cash flow and provides regular financial reports to the trustees. A financial report is circulated to the Trustees.</p> <p>All posts in One 2One Mentoring Network are voluntary. One2One subscribes to the European Mentoring and Coaching Council's global code of ethics on equal opportunities and the Charity Commission's guidance.</p> <p>There is potential to raise funds where affiliated organisations would pay for services to be delivered by One2One that fall outside of One2One's defined activities. Regular monthly direct debit payments from donors are made to the Charity.</p>

	management policies	There is a fundraising policy and pack in place
	Insufficient insurance cover	The Charity has indemnity cover in place. Annual check by trustees to ensure insurance in place

Section C Objectives and activities

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

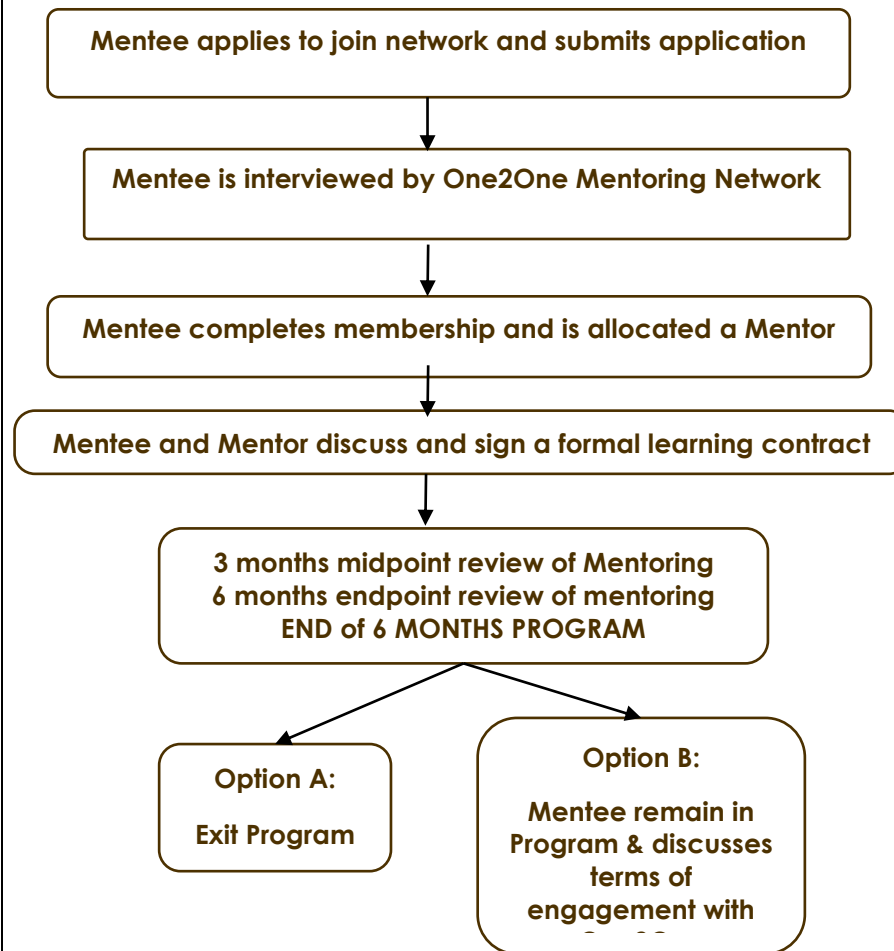
To promote equality and diversity in the workplace of women and men of Afro-Caribbean origin and other minority ethnic communities in England through:

- I. advancing education and raising awareness in equality and diversity and cultivating a sentiment in favour of the same
- II. promoting activities to foster understanding between people from diverse backgrounds
- III. nurturing talents to increase productivity and to eliminate discrimination on the grounds of race

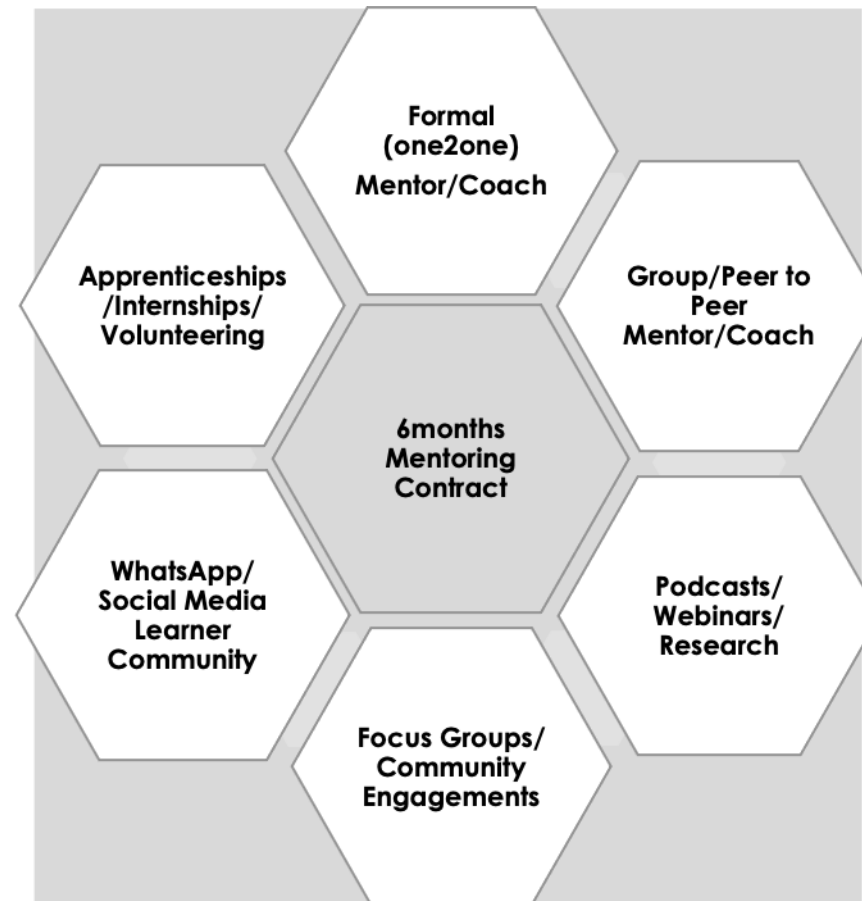
Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The following diagrams are:

i) a flow diagram showing the mentee's pathway through the core mentoring programme



ii) Mentee support/activities during the programme



Our community outreach activities are delivered mainly via radio presentations and discussions on topic such as:

- Benefits of mentoring and coaching
- Covid 19 related topics and the impact on Black and ethnic minority communities
- Careers: opportunities, choice, and development
- Financial literacy
- Health and wellness
- Mentoring and supporting parents/carers, including those with children who have additional needs

Additional details of objectives and activities (Optional information)

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

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

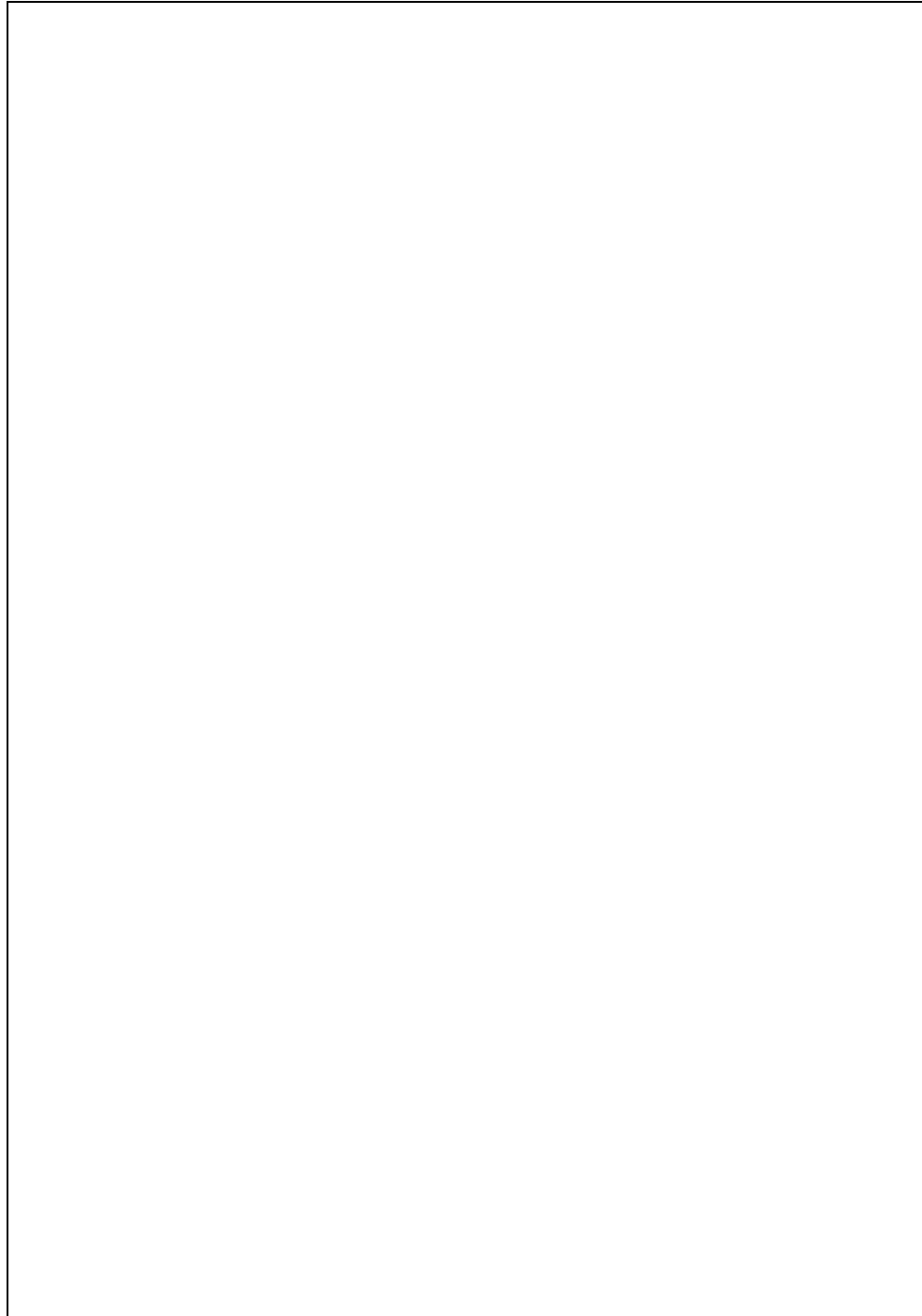
Volunteers have been involved in mentoring activities.
Volunteers have participated in radio talk shows that benefit ethnic minority communities.
Volunteers have been involved in webinar and podcast activities

Section D

Achievements and Performance

Summary of the main achievements of the charity during the year

1. The charity has continued to offer informal one-to-one mentoring.
2. The Charity continues collaborating with a radio provider, offering talks on various topics that benefit the Black and ethnic minority communities.
3. The Charity is in partnership with a CLC that supports young men of Afro-Caribbean origin. A workshop is planned for November
4. The Charity has been funded by members to produce a 6 -part podcast series on mentor and mentee career development, including overcoming career obstacles



Brief statement of the charity's policy on reserves	One2One Mentoring Network currently has no reserves available and has no reserves policy
Details of any funds materially in deficit	<p>One2One Mentoring Network donations (September 2023 - August 2024) Total amount (£2019.00). The Charity's expenditure has a deficit of £1813. This amount includes the still outstanding loan of £2845 that was required to enable the Charity to set up.</p> <p>The outstanding loan was cancelled in March 2025 and will be reflected in the 2024/2025 Charity's financial statement account</p>
Further financial review details (Optional information)	
<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> the charity's principal sources of funds (including any fundraising); how expenditure has supported the key objectives of the charity; investment policy and objectives, including any ethical investment policy 	<p>The principal sources of funds from September 2023 to September 2024 included regular monthly direct debit donations from members and key partners.</p> <p>Website Zoom licence Indemnity EMCC membership ICO</p>

adopted.

Section F Other optional information

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)	SOzer	Uriana Boye
Full name(s)	SUSAN OZER	URIANA BOYE
Position (eg Secretary, Chair, etc)	CHAIR	Treasurer
Date	20/09/2025	20/09/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
One2One Mentoring Network

No (if any)
1191628

CC16a

Receipts and payments accounts

For the period from	Period start date Sep-23	To	Period end date Aug-24
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations:	-	-	-	-	-
Retained from previous year end	1,280	-	-	1,280	-
Paypal	-	-	-	-	-
Direct into Bank Account	737	-	-	737	-
Other	2	-	-	2	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	2,019	-	-	2,019	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	2,019	-	-	2,019	-
A3 Payments					
IT:	-	-	-	-	-
Set up costs still owed and other	2,845	-	-	2,845	-
	-	-	-	-	-
Zoom licence	188	-	-	188	-
Canva Pro	132	-	-	132	-
Bank charges	99	-	-	99	-
EMCC membership	360	-	-	360	-
Idemnity & Legal cover	173	-	-	173	-
Information Commissioner Officer Reg	35	-	-	35	-
Sub total	3,832	-	-	3,832	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	3,832	-	-	3,832	-
Net of receipts/(payments)	- 1,813	-	-	- 1,813	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 1,813	-	-	- 1,813	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	In Bank Account	1,032	-	-
		-	-	-
		-	-	-
	Total cash funds	1,032	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities				
	Setup Loan	website	2,520	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Uriana Boye	URIANA BOYE	20/09/2025	