

# UMA

England & Wales · Charity number 1195753

## Details

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Other names	SOUTH WALES EDUCATION AND TRAINING PROGRAM, SOUTH-WALES EDUCATION AND TRAINING PROGRAM (STEP)
Status	Registered
Legal form	CIO
Registered	2021-09-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	33 Charles street South Glamorgan Cf10 2GA
Phone	07922954749
Email	<a href="mailto:kh3991@hotmail.com">kh3991@hotmail.com</a>
Website	<a href="https://www.stepscharity.com/">https://www.stepscharity.com/</a>

## Activities

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**Objects:** THE PROMOTION OF RACIAL HARMONY FOR THE PUBLIC BENEFIT IN WALES BY: PROMOTING INDIVIDUAL AND COLLECTIVE KNOWLEDGE AND UNDERSTANDING OF RACE AND CULTURE FOR THE PUBLIC BENEFIT, BY WORKING WITH EDUCATORS AND EDUCATIONAL INSTITUTIONS IN WALES, TO ADDRESS BIASED AND UNBIASED RACISM IN EDUCATION TO ENSURE THAT BLACK AND MINORITY ETHNICITY (BAME) STUDENTS ARE NOT ADVERSELY AFFECTED IN THEIR EDUCATIONAL DEVELOPMENT AND ACCORDINGLY TO PARTICIPATE AND INTEGRATE INTO MAINSTREAM SOCIETY; PROVIDING ANTI-RACISM INFORMATION, ADVICE, AND EDUCATION TO REDUCE BIASED AND UNBIASED RACISM IN EDUCATIONAL INSTITUTIONS, TO IMPROVE EDUCATIONAL OUTCOMES FOR BAME STUDENTS; PROVIDING MENTORING FOR CHILDREN ON SELF-ADVOCACY, ANTI-RACISM, DEALING WITH THE HARMS OF RACISM, DISCRIMINATION, AND COMPARATIVE CULTURAL COMPETENCY; PROVIDING ADVICE, EDUCATION, AND TRAINING TO SUPPORT MARGINALISED BAME YOUNG PEOPLE AND THEIR FAMILIES WHO HAVE REJECTED OR BEEN REJECTED BY MAINSTREAM EDUCATION SYSTEMS; PROMOTING, COLLATING AND CARRYING OUT OR ASSIST IN PROMOTING, COLLATING, AND CARRYING OUT RESEARCH AND SURVEYS ON ANTI-RACISM, RACISM, CULTURAL COMPETENCY, AND DISCRIMINATION AND PUBLISH RESULTS THEREOF; PROMOTING PARTNERSHIP WORKING WITH EDUCATIONAL INSTITUTIONS, FOSTERING INFORMATION, TRAINING SESSIONS, AND SUPPORT TO EDUCATORS; RAISING PUBLIC AWARENESS OF RACISM ISSUES AFFECTING BAME COMMUNITIES IN EDUCATIONAL ENVIRONMENTS BY PLANNING AND DELIVERING EDUCATIONAL PROGRAMS, TRAINING SESSIONS, WORKSHOPS, SEMINARS AND FORUMS FOR EDUCATORS AND EDUCATIONAL INSTITUTIONS IN WALES; COORDINATE OPPORTUNITIES FOR BAME COMMUNITIES TO ENGAGE WITH EDUCATORS AND EDUCATIONAL INSTITUTIONS TO ENABLE THOSE PROVIDERS TO ADAPT SERVICES AND TO PROMOTE EQUALITY OF OPPORTUNITIES TO BETTER MEET THE NEEDS OF THE BAME COMMUNITIES.

**Activities:** We provide services to school, pupils, parents and the community. Our workshops explain school procedures and policies, how to advocate for yourself and how to support the children. Help schools construct policies and practices with anti-racism and cultural competency in mind. This will help schools consider how policies, procedures and curricula construct racism and how this affects children.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

## Geography

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- Throughout Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-12	£15,000	£14,119	-	-
2024-04-12	£0	£0	-	-
2023-04-12	£500	£2,460	-	-
2022-04-12	£2,460	£500	-	-

## Trustees

Name	Role	Appointed
Natalie hodgkinson	Chair	2021-04-12
Anoushka cullen		2021-04-12
joanne small		2021-04-12

**UMA**

England & Wales - Charity number 1195753

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# Accounts

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## Trustees' Annual Report for UMA

**Charity Name:** UMA

**Charity Registration Number:** 1195753

**Principal Address:** Cardiff, Wales

### Trustees:

- Anoushka Cullen
- Joanna Small
- Natalie Hodgkinson

**Director:** Khadra Hersi

## 2. Structure, Governance, and Management

**Governing Document:** The charity operates under the Foundation Model Constitution, last amended on 22/12/2020.

**Organisational Structure:** STEPs is overseen by a board of trustees responsible for managing its activities and furthering its objectives. There are no formal committees at this time, and decisions are made collectively by trustees in accordance with the governing document.

**Trustee Appointment:** Trustees are appointed by resolution at a meeting of the charity trustees for a term of three years, ensuring that they have the necessary skills and experience for the charity's effective administration.

There were no changes to governance, trustee composition, or organisational structure during this reporting period.

## 3. Objectives and Activities

**Charitable Objectives:** STEPs aims to promote individual and collective knowledge and understanding of race and culture for public benefit, specifically within educational and community contexts. The charity seeks to address both explicit and implicit forms of racism and improve inclusive practice across organisations.

### Main Activities:

During this reporting period, STEPs delivered a programme of anti-racism workshops and developed practical resources to support organisations in embedding anti-racist practice.

Key activities included:

- Delivery of anti-racism workshops to non-profit organisations and community participants
- Engagement with over 50 participants across the programme
- Development of 13 detailed anti-racism toolkits designed to support organisations in implementing change
- Translation and production of all 13 toolkits in Welsh, increasing accessibility and reach
- Creation of resources and materials designed for ongoing use beyond the life of the project

**Public Benefit:** The charity's work benefits the public by increasing organisational capacity to address racism, improve inclusivity, and better serve diverse communities. By equipping organisations with practical tools and knowledge, STEPs supports more equitable service delivery and community engagement.

## 4. Achievements and Performance

### Key Achievements:

- Successful delivery of workshops engaging over 50 participants
- Production of a comprehensive suite of 13 anti-racism toolkits, available in both English and Welsh
- Increased accessibility of anti-racism resources for organisations facing financial constraints
- Strong participant engagement and demand for continued learning and support

### Impact:

The project significantly strengthened the confidence and capacity of participating organisations to engage with anti-racism in a practical and meaningful way.

Participants reported increased confidence in addressing racism within their organisations, alongside a clearer understanding of key concepts and practical strategies they could apply in their day-to-day work. Feedback highlighted that the sessions were highly useful, providing practical solutions to real challenges.

Importantly, the project removed financial barriers to accessing this type of training. Many organisations stated they would not have been able to access anti-racism training without this funding, particularly in the context of ongoing financial pressures.

The project has laid the foundations for longer-term change by equipping organisations with both the understanding and tools needed to begin embedding anti-racist practice. There is clear demand for continued support, with participants expressing a strong interest in follow-up sessions and further development opportunities.

## 5. Financial Review

**Income and Expenditure Summary:** For the period 13/04/2024 – 12/04/2025

The charity received £15,000 in grant funding from The National Lottery Community Fund to deliver the CORE project. This was the organisation's sole source of income during the reporting period.

Total expenditure for the period was £14,119.33, resulting in a surplus of £880.67.

### Expenditure Overview:

Funds were used to support:

- Workshop facilitation
- Project coordination
- Development of toolkits and materials
- Marketing and outreach
- Administration and operational costs
- Travel and delivery expenses

Lower-than-expected costs in travel and printing contributed to the year-end surplus.

**Reserves Policy:** The charity continues to operate with limited reserves. The small surplus will be reinvested into follow-up activity to extend the impact of the project, in line with funder guidance.

## 6. Future Plans

## Planned Initiatives:

- Delivery of follow-up workshops to support organisations in applying learning
- Continued development and dissemination of anti-racism resources
- Expansion of training and support to reach additional organisations and communities

## Long-Term Goals:

STEPs aims to build on the success of this programme by developing sustainable training models and expanding access to anti-racism education and resources across Wales and beyond.

## 7. Governance and Risk Management

**Risk Management:** Key risks include limited funding, capacity constraints, and safeguarding considerations during programme delivery. These are managed through careful planning, partnership working, and adherence to safeguarding and operational policies.

**Internal Controls:** Financial activities and programme delivery are monitored by trustees to ensure alignment with the charity's objectives and effective use of resources.

## 8. Trustees' Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and Charity Commission regulations.

## 9. Independent Examiner's Report

The charity's income remains below the threshold requiring an independent examination; therefore, this is not applicable for this period.

## 10. Additional Disclosures

**Related Parties:** No transactions or financial benefits were provided to trustees or connected persons during this period.

**Funds Held as Custodian Trustees:** The charity does not hold funds on behalf of other entities.

### Trustees' Declaration

The trustees declare that they have approved this report.

Name: Anoushka Cullen

Position: Chair of Trustees

Signature:

A Cullen

Date: 15/04/2026

**UMA**

England & Wales - Charity number 1195753

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# Accounts

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# Trustees' Annual Report for STEPs

## 1. Charity Overview

- **Charity Name:** South-Wales Education and Training Program (STEP)
- **Charity Registration Number:**

1195753

- **Principal Address:** Cardiff, Wales
- **Trustees:**
  - Anoushka Cullen
  - Joanna Small
  - Natalie Hodgkinson

Director: Khadra Hersi

## 2. Structure, Governance, and Management

- **Governing Document:** The charity operates under the Foundation Model Constitution, last amended on 22/12/2020.
- **Organisational Structure:** STEPs is overseen by a board of trustees responsible for managing its activities and furthering its objectives. There are no formal committees at this time, and decisions are made collectively by trustees in accordance with the governing document.
- **Trustee Appointment:** Trustees are appointed by resolution at a meeting of the charity trustees for a term of three years, ensuring that they have the necessary skills and experience for the charity's effective administration.

## 3. Objectives and Activities

- **Charitable Objectives:** STEPs aims to promote individual and collective knowledge and understanding of race and culture for public benefit, specifically within educational contexts. The charity seeks to address both explicit and

implicit forms of racism in education to improve outcomes for Black and Minority Ethnic (BAME) students.

- **Main Activities:**

- **Anti-Racism Workshops:** Delivered to schools across South Wales, these workshops reached students, teaching critical thinking skills through the lens of anti-racism.
- **Podcasting Workshop:** Students engaged in researching racism in media, developing scripts, and recording podcasts to discuss racism's impact on British media. This workshop equipped students with critical thinking, public speaking, and technical skills in audio editing and media production.
- **Public Benefit:** STEP's work benefits the public by fostering an inclusive, anti-racist educational environment and empowering BAME students to navigate and challenge racial biases. This directly supports STEP's objectives of reducing educational barriers and encouraging full societal participation.

#### 4. Achievements and Performance

- **Key Achievements:**

- Successful engagement with multiple schools across South Wales, building students' skills in critical thinking, communication, and teamwork.
- Creation of student-led podcasts that empower students to discuss and challenge racial issues confidently.
- **Impact:** These activities have positively impacted students' self-esteem, leadership, and collaborative abilities, aligning with STEP's mission to improve educational outcomes for BAME youth.

#### 5. Financial Review

- **Income and Expenditure Summary:**

For the period 13/04/2023 - 12/04/2024

STEP's received a no money, to support operational activities. The organisation relies mainly on volunteer contributions.

- **Funding Sources:** No primary income this year.

- **Expenditure:** Expenses were primarily travel-related for staff facilitating workshops, as covered directly by schools or other host organisations.

**Reserves Policy:** Due to limited income, STEP operates on a lean budget without a formal reserves policy, maintaining flexibility in workshop delivery based on available resources.

## 6. Future Plans

- **Planned Initiatives:**
  - **Workshop Expansion:** Continue anti-racism workshops across additional schools and regions.
  - **QR Code Project:** Develop QR codes linking to historical Black Welsh sites, enhancing local heritage engagement (currently unfunded).
  - **Support Group for Parents:** Establish support networks for parents to advocate for themselves and address racial issues in educational settings.
- **Long-Term Goals:** Enhance self-sustaining student-led projects and provide broader anti-racism resources across schools in Wales.

## 7. Governance and Risk Management

- **Risk Management:** Key risks include limited funding, volunteer availability, and safeguarding during workshops. STEP manages these risks by leveraging partnerships with schools and operating on minimal budgets.
- **Internal Controls:** Financial activities and workshop processes are monitored by trustees to ensure alignment with STEP's objectives and effective use of resources.

## 8. Trustees' Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and the Charity Commission regulations.

## 9. Independent Examiner's or Auditor's Report (if required)

- **Exemption Confirmation:** STEP is below the income threshold that requires an independent examination, so this report is not applicable for this period.

## 10. Additional Disclosures

- **Related Parties:** No transactions or financial benefits were provided to trustees or connected persons during this period.
- **Funds Held as Custodian Trustees:** STEP does not hold funds on behalf of other entities.

The trustees declare that they have approved the trustees' report:

Name: Anoushka Cullen

Position: Chair of Trustees

Signature:

A handwritten signature in black ink that reads "A Cullen". The letter "A" is large and stylized, with a loop at the top. The name "Cullen" is written in a cursive, flowing script.

**UMA**

England & Wales - Charity number 1195753

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# Accounts

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# Trustees' Annual Report for South-Wales Education and Training Program (STEP)

## 1. Charity Overview

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1195753

- **Principal Address:** Cardiff, Wales
- **Trustees:**
  - Anoushka Cullen
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  - Natalie Hodgkinson

Director: Khadra Hersi

## 2. Structure, Governance, and Management

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## 3. Objectives and Activities

- **Charitable Objectives:** STEP aims to promote individual and collective knowledge and understanding of race and culture for public benefit, specifically within educational contexts. The charity seeks to address both explicit and

implicit forms of racism in education to improve outcomes for Black and Minority Ethnic (BAME) students.

- **Main Activities:**

- **Anti-Racism Workshops:** Delivered to schools across South Wales, these workshops reached 60 students, teaching critical thinking skills through the lens of anti-racism.

- **Podcasting Workshop:** Students engaged in researching racism in media, developing scripts, and recording podcasts to discuss racism's impact on British media. This workshop equipped students with critical thinking, public speaking, and technical skills in audio editing and media production.

- **Public Benefit:** STEP's work benefits the public by fostering an inclusive, anti-racist educational environment and empowering BAME students to navigate and challenge racial biases. This directly supports STEP's objectives of reducing educational barriers and encouraging full societal participation.

#### 4. Achievements and Performance

- **Key Achievements:**

- Successful engagement with multiple schools across South Wales, building students' skills in critical thinking, communication, and teamwork.

- Creation of student-led podcasts that empower students to discuss and challenge racial issues confidently.

- **Impact:** These activities have positively impacted students' self-esteem, leadership, and collaborative abilities, aligning with STEP's mission to improve educational outcomes for BAME youth.

#### 5. Financial Review

- **Income and Expenditure Summary:**

For the period 13/04/2022 - 12/04/2023

STEP received a £500 grant, which supported operational activities. The organisation relies mainly on volunteer contributions.

- **Funding Sources:** The primary income was this one-time grant of £500. Schools and organisations hosting workshops also provided in-kind support, often covering travel expenses.

- **Expenditure:** Expenses were primarily travel-related for staff facilitating workshops, as covered directly by schools or other host organisations.
- **Reserves Policy:** Due to limited income, STEP operates on a lean budget without a formal reserves policy, maintaining flexibility in workshop delivery based on available resources.

## 6. Future Plans

- **Planned Initiatives:**
  - **Workshop Expansion:** Continue anti-racism workshops across additional schools and regions.
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## 8. Trustees' Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and the Charity Commission regulations.

## 9. Independent Examiner's or Auditor's Report (if required)

- **Exemption Confirmation:** STEP is below the income threshold that requires an independent examination, so this report is not applicable for this period.

## 10. Additional Disclosures

- **Related Parties:** No transactions or financial benefits were provided to trustees or connected persons during this period.
- **Funds Held as Custodian Trustees:** STEP does not hold funds on behalf of other entities.

The trustees declare that they have approved the trustees' report:

Name: Anoushka Cullen

Position: Chair of Trustees

Signature:

A handwritten signature in black ink that reads "A Cullen". The signature is written in a cursive, flowing style.

**UMA**

England & Wales - Charity number 1195753

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# Accounts

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## Trustees' Annual Report for the period

**From. date** 08/09/2021  
12/04/2022

**Period start date To**

**Period end**

**Charity name:** South Wales Training and Education Programme

**Charity registration number:** 1195753

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	AIMS AND OBJECTIVES of the charity is promote knowledge, understanding of race and culture.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	To provide anti-racism information, advice, and education to reduce biased and unbiased racism in educational institutions, to improve educational outcomes for BAME students. <ul style="list-style-type: none"><li>• To provide mentoring for children on self-advocacy, anti-racism, dealing with the harms of racism, discrimination, and comparative cultural competency.</li><li>• To provide advice,</li></ul>

		<p>education, and training to support marginalised BAME young people and their families who have rejected or been rejected by mainstream education systems.</p> <ul style="list-style-type: none"><li>• To promote, collate and carry out or assist in promoting, collating, and carrying out research and surveys on Anti- racism, racism, cultural competency, and discrimination and publish results thereof</li><li>• To promote partnership working with educational institutions, fostering information, training sessions, and support to educators.</li><li>• Raising public awareness of racism issues affecting BAME communities in educational environments by planning and delivering educational</li></ul>
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		<p>programs, training sessions, workshops, seminars and forums for educators and educational institutions in Wales.</p> <ul style="list-style-type: none"> <li>• Coordinate opportunities for BAME communities to engage with educators and educational institutions to enable those providers to adapt services and to promote equality of opportunities to better meet the needs of the BAME communities</li> </ul>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We (Trustees) are aware of the guidance and they have taken it into account when making a decision to which the guidance is relevant.

**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	Provide a Support group For parents negatively effected by racism in education. As mentioned in the aims of objectives section of governing document, "To provide advice, education, and training to support marginalised BAME young people and their families who have rejected or been rejected by mainstream education systems".
Contribution made by volunteers	Para 1.38	The support group is run by a volunteer
Other		

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	We have been awarded a grant and have purchased our equipment for our new equipment for our latest project. This will give pupils of BAME and low income backgrounds opportunities they wouldn't otherwise receive. This will increase their achievement, aspirations and social mobility.

### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	The support group meets the aims and the objectives of the charity.
Performance of fundraising activities against objectives set	Para 1.41	We are working on a digital marketing plan to increase the support groups reach as we had low attendance.

Investment performance against objectives	Para 1.41	No monetary investments. All though we do hope to invest in paid guest speakers.
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<b>£1960</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<b>N/A</b>
Amount of reserves held	Para 1.22	<b>0</b>
Reasons for holding zero reserves	Para 1.22	Funds are from restricted income fund
Details of fund materially in deficit	Para 1.24	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<b>Grants</b>
Investment policy and objectives including any social investment policy adopted	Para 1.46	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	<b>N/A</b>
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	<b>Foundation model constitution</b>
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<b>CIO</b>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<b>Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. (2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	South wales training and education programme
Other name the charity uses	Steps
Registered charity number	119575
Charity's principal address	2 Livermore court Ffordd nowell Cf23 3qw

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Anouska Cullen		09/09/2021	Director
2	Joanne small		09/09/2021	Director
3	Natalie hodgkinson		09/09/2021	Director
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**Corporate trustees - names of the directors at the date the report was approved**

<b>Director name</b>		
<b>Khadra Hersi</b>		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	


## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

### Additional information (optional)

#### 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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### Exemptions from disclosure

Reason for non-disclosure of key personnel details

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### Other optional information

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## Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

KHADRA HERSI

Full name(s)

Khadra Hersi

Position (eg  
Secretary, Chair, etc)

Director

Date

02/02/2023