



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

**From.** 08/09/2021  
**date** 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>
--	--	---

		<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	<p>We (Trustees) are aware of the guidance and they have taken it into account when making a decision to which the guidance is relevant.</p>

### **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.</b> <b>(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

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Anouska Cullen		09/09/2021	Director
2	Joanne small		09/09/2021	Director
3	Natalie hodgkinson		09/09/2021	Director
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

## Corporate trustees - names of the directors at the date the report was approved

Director name		
<b>Khadra Hersi</b>		

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

Trustee name	Dates acted if not for whole year	


## 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)

--

## Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

## Other optional information

--

## 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