

## 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