

# SPORTS FOR SUSTAINABLE DEVELOPMENT FOUNDATION

England & Wales · Charity number 1198407

## Details

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**Other names** SPOTS FOR SUSTAINABLE DEVELOPMENT FOUNDATION

**Status** Registered

**Legal form** CIO

**Registered** 2022-03-28

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 9 Violette Szabo House  
Hamilton Road  
SE27 9RU

**Phone** +447460945232

**Email** [ibrahim.sustainabledevelopment@gmail.com](mailto:ibrahim.sustainabledevelopment@gmail.com)

**Website** [www.ssdf.org.uk](http://www.ssdf.org.uk)

## Activities

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**Objects:** THE PREVENTION OR RELIEF OF POVERTY OR FINANCIAL HARDSHIP IN SIERRA LEONE, GAMBIA AND UGANDA BY PROVIDING SUPPORT TOWARDS SPORTS, EDUCATION, TRAINING, HEALTHCARE PROJECTS AND ALL THE NECESSARY SUPPORT DESIGNED TO ENABLE INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT.

**Activities:** Capacity building, outreach activities, Sports (football), research, workshops, seminars

## Classification

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- **How:** Provides Other Finance, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Amateur Sport, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

## Geography

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- Sierra Leone
- The Gambia
- Uganda
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-02-25	£16,850	£11,850	-	-
2024-02-25	£10,350	£9,350	-	-
2023-02-25	£4,000	£2,500	-	-

## Trustees

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Name	Role	Appointed
Ibrahim Sesay	Chair	2022-02-02
Haja Kadijah Anashe Sesay		2025-02-18
Veronica Munetsi		2022-09-15

**SPORTS FOR SUSTAINABLE DEVELOPMENT FOUNDATION**

England & Wales - Charity number 1198407

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# Accounts

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## Reference Information

**Name:** Sports for Sustainable Development Foundation

**Status:** Charitable Incorporated Organisation

**Charity Registration Number:** 1198407

**Company Registration Number:** CE028720

**Principal Office Address:** 9 Violette Szabo House, London SE27 9RU

**Website:** [www.ssdf.org.uk](http://www.ssdf.org.uk)

**Telephone Contact:** 07931212953

**Trustees:** Ibrahim Sesay, Veronica Munetsi, Kadijah Sesay

**Banker:** Lloyds Bank

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## Annual reports 2025

### Chair Introduction

It is my privilege to share this annual report, which marks the completion of three impactful years in international development. Since 2023, our operations have focused sharply on the prevention and relief of poverty in Sierra Leone. This document provides clear insight into our current engagements and the tangible difference being made in line with our objectives.

Our strategy is built on a robust foundation: enabling self-sufficiency through targeted support in education, healthcare, sports, and other capacity-building interventions for children, young, disadvantaged people, and their community at large. In the past year, we innovated our approach by using football as a powerful platform for youth empowerment within the Freetown community and the Koya chiefdom.

We are proud to report that this inclusive mechanism is successfully putting young, disadvantaged people at the centre of their own development. By shaping their attitudes and behaviours, we are cultivating active partners in community change.

While sports remain a vital platform for initial engagement, our strategy for 2026 and beyond is to leverage this foundation to introduce a holistic suite of programs designed to create deeper, more sustainable community impact. We are committed to incorporating these key activities into our operational framework. Our immediate action plan is to expand our skills training programs, moving beyond traditional sports education to include vocational workshops in carpentry, tailoring, business enterprise development, and basic IT literacy. This will directly enable individuals to generate a sustainable income.

Furthermore, to strengthen our commitment to gender equality, we will implement robust, organization-wide gender-sensitization training and launch specific mentorship programs aimed at empowering young women within our communities. We will also strengthen local infrastructure through targeted capacity-building workshops, research, and by providing community leaders and youth with essential training and resources.

Our funding history demonstrates a strong foundation of support. In 2023, we received our first funding of £4,000, football equipment, and learning resources. We used these to establish the "Superstars Academy," which has 60 beneficiaries, and "Community Outreach Support" activities with 100 beneficiaries. In 2024, we received £6,350 to cover the cost of charitable items we shipped to Sierra Leone and facilitate our activities. In 2025, we received the sum of £6,500, which we used to extend our activities to other parts of Sierra Leone.

The total amount received from 2023-2025 is a substantial £16,850, showcasing consistent donor confidence in our mission.

## Mission & Objectives

### **Our Mission:**

To prevent and relieve poverty and financial hardship in Sierra Leone, Gambia, and Uganda by providing essential support through sports, education, training, and healthcare projects. Our goal is to enable individuals to generate sustainable incomes and become self-sufficient members of their communities.

### **Our Approach & Public Benefit:**

These objectives were created in consultation with the Charity Commission UK, with consideration given to the Commission's guidance on public benefit. Our current work and engagements are helping many young people and their communities in Sierra Leone. We look forward to replicating our projects and activities in other regions within Sierra Leone and the other countries listed in our governing documents.

Our approach is a capacity-building intervention that primarily uses sports as an initial engagement platform. We focus specific attention on disadvantaged communities, children, and young people to enhance their social responsibility. By empowering youth to lead positive social and economic reform, we help them make a tangible difference in their communities and inform and influence policies toward their development and well-being.

Our initial project activities began in Freetown, Sierra Leone, and will be replicated in our other target regional areas as outlined in our governing documents.

### **Main Activities:**

**Sports:** Our “Superstars Academy” currently engages 60 children (males and females) between the ages of 9 and 13 in physical exercise (football), in a safe place, with qualified coaches and adequate football equipment. This program includes feeding components as part of good nutrition, helps boost mood, reduces stress, and acts as a protective factor against crime, violence, drug and substance abuse, thereby enhancing overall physical and mental well-being through our sports-specific interventions, using football as a platform.

**Community Outreach Activities:** Our regular community outreach activities support approximately 650 hard-to-reach children and young people in urban slums, including those living with disabilities. We provide clothing support to children in orphanages, supply local community schools with learning resources and football equipment, and use “Social Prescribing” to support mental well-being.

**Social Prescribing Approach:** The Social Prescribing approach is a key factor we use in connecting with various community stakeholders, hard-to-reach children, and disadvantaged young people who are not part of the academy and are at risk of isolation, violence, drug, and substance abuse, and experiencing socioeconomic inequalities such as financial and mental health challenges.

**Physical exercise (Football):** Engaging communities in our “Social Prescribing” approach, we frequently organize Inter-Community Football Gala competitions for these hard-to-reach children

and young people, including those living with disabilities, to improve their physical health and mental well-being, provide access to outdoor space for social interaction/cohesion, and provide a regular supply of football equipment to over 50 local community football teams, which include 650 children and young disadvantaged people living in the urban slum, including women/girls between the ages of 14-26 years.

**Advocacy:** promoting equality education, including gender, health, and income distribution, and advancing the collective goal of a fair and just society, also promotes the relevancy of the Sustainable Development Goals, the 2030 Agenda for Sustainable Development, and the role of young, disadvantaged people and their communities in achieving these goals.

**SDGs:** Sustainable Development Goals relevant to our project objectives: Goal 1: Eradicate Extreme Poverty, Goal 2: Quality Education, Goal 3: Promote Equality and Empower Women, Goal 5: Improve Mental Health, Goal 7: Ensure Environmental Sustainability, and Goal 8: Develop Global Partnership.

### **Capacity-building intervention:**

**Workshop:** The workshop activity was specifically designed for Youth Leaders from various community-based organisations in Freetown including men, women, and people living with disabilities, with the aim to promote participatory youth-led production of knowledge, designed with the ability to identify problems and find solutions to key questions related to the theme of the workshop, to arrive at a collective decision, with an innovative solution to enhance the development and well-being of disadvantaged young people, and their communities at large.

### **Theme of workshops:**

- a) What are the factors leading to youth violence, including electoral violence, and other forms of offline, online violence, and drug, and substance abuse amongst disadvantaged young people?
- b) What strategies can be used to prevent young people from online and offline violence and drug abuse?
- c) What and how can young people and their communities, contribute to the Sustainable Development Goals and the 2030 Agenda for achieving these goals?

The direct actions and feedback from the participatory interactive group discussion are as follows:

**Voice-Out:** Participants expressed their views, regarding the underlying questions of the group discussions, and aggregated some of the root causes of youth violence, particularly electoral violence, including online and offline violence with reference to gender-based-violence, and influencing policy, decision-making, raising civic awareness, research to understand the issues in detail, and advocating for young people development and wellbeing.

**Step-Up:** Participants elaborated on the need to create opportunities for young people as an entry point to be involved and enable them to express their voice, influence processes and outcomes, and engage in further research opportunities to understand the context of the development and well-being of young people from a broader perspective and empower them to take the lead, supporting themselves and their communities towards socio-economic development.

### **Extension of activities:**

We are currently working with young, disadvantaged people at the Makoi Community in the Koya Chiefdom, supporting local schools with learning resources and clothing, providing football

equipment, and assisting in the construction and facilitation of the Makoi Healthcare Centre. Funding is needed to facilitate our program in this region and beyond. We are also planning to engage in providing clean drinking water and involving young people in agriculture for income-generating activities.

### **Data Justification and Impacts:**

We believe in accountability and clarity. Our data demonstrates that our interventions successfully reach a substantial number of disadvantaged young people across Sierra Leone through targeted sports engagement and vital community outreach programs.

Total Beneficiaries Reached (2023-2025): 710+ Young People Annually

The following chart breaks down our impact across our two core program areas:

<b>Program Area</b>	<b>- Sub-Program/Activity -</b>	<b>Number of Beneficiaries</b>	<b>Target Demographics</b>
<b>Sports (Academy)</b>	"Superstars Academy"	60	Males & Females (ages 9-13)
<b>Community Outreach</b>	Social Prescribing / Inter-Community Galas	650	Hard-to-reach, urban slum youth, people with disabilities, young women/girls (ages 14-26)
<b>Total Reach</b>		<b>710+</b>	

#### **1. The "Superstars Academy" (N=60)**

This program provides a structured, safe environment for 60 children aged 9 to 13. By engaging them in organized football with qualified coaches and proper equipment, we are actively implementing a proven protective factor against crime, violence, and substance abuse. The structured nature of the academy allows for consistent monitoring of physical and mental well-being outcomes for this specific, core group.

#### **2. Community Outreach & Social Prescribing (N=650)**

Our outreach strategy is designed to capture the hard-to-reach population who fall outside the structure of the academy. This robust number accounts for participants in:

**Inter-Community Football Galas:** Frequent events that provide access to safe outdoor space and social cohesion for vulnerable groups.

**Direct Support to Local Teams:** We supply equipment to over 50 local community teams, directly impacting approximately 650 individuals who use these resources regularly.

**Targeted Demographics:** This includes those living with disabilities and young women/girls (ages 14-26) who face acute socio-economic inequalities.

#### **In Summary:**

The 60 children in the academy represent our deep, intensive intervention model, while the 650 young people reached through outreach represent our broad, community-wide impact using "Social Prescribing" as a crucial engagement tool. This combined approach allows us to address poverty and hardship systematically at both an intensive and extensive level.

## **Governance**

### **Status and Objects**

The charity is a Charitable Incorporated Organisation. Our governing document is an adapted Constitution from the Charity Commission whose only voting members are its charity trustees. Our formal objective is set out in the section on Strategy & Plans on pages.....

### **Governing Body and Structure**

Our governing body is made up of a committee which is, the trustees of the charity. At present, we have three trustees, and strategic operational advisers who are specialists in all our areas of intervention.

We are gradually developing our structure to meet the growing demands of our activities/project and the relentless challenges of collaborating with disadvantaged communities at a cross-national level. All emerging issues of the charity are addressed at the regular monthly meetings, and we are in constant contact with all communities we are serving and stakeholders, including beneficiaries in Sierra Leone.

The Committee officially determines how it ascertained its roles before the completion of the charity registration and reviews this accordingly, when necessary. We are constantly monitoring our performances and duties, by conducting a regular review of our effectiveness as a charity, based on best practices within the third sector organisations.

We are well committed to making sure that the prime function of the charity embraces good governance, with a specific focus on policy and general strategy, approval of plans, monitoring of progress, and financial control.

### **Operational response**

We continue to see our prime function as ensuring the good governance of the charity and to this end we focus on matters of policy and general strategy, the approval of plans, the monitoring of progress with charitable projects, and financial control.

Operational responsibility is delegated to the Programme Director. The Committee is assisted by the Chair who advises us on governance generally and acts as Treasurer in monitoring financial matters on our behalf.

### **Trustees**

There were no changes during the year. When we recruit, we follow a well-established practice. We carry out a skills audit to identify the qualities sought in potential candidates, and a trustees' working group manages the appointment process. It is our policy to provide the new trustees with structured induction that includes comprehensive documentation, individual briefings, and the opportunity to meet our supporters and volunteers.

## **Financial Review:**

Our total Income for the year is £16,380.00.

### **Income & Expenditure**

Over three years, we managed our expenditure by ourselves, and thanks to the financial support we received from only one donor, with the sum of £16,850. It would have not been possible to deliver our project activities without this support.

Our funding history demonstrates a strong foundation of support. In 2023, we received our first funding of £4,000, football equipment, and learning resources. We used these to establish the "Superstars Academy," which has 60 beneficiaries, and "Community Outreach Support" activities with 100 beneficiaries. In 2024, we received £6,350 to cover the cost of charitable items we shipped to Sierra Leone and facilitate our activities. In 2025, we received the sum of £6,500, which we used to extend our activities to other parts of Sierra Leone.

The total amount received from 2023-2025 is a substantial £16,850, showcasing consistent donor confidence in our mission.

**Total expenditure:** £11,850.00

**Account balance:** £5,000.00.

## Photos: Review of Activities

Supporting community school, children and young people and the Makoi community Healthcare Centre Koya Chiefdom.



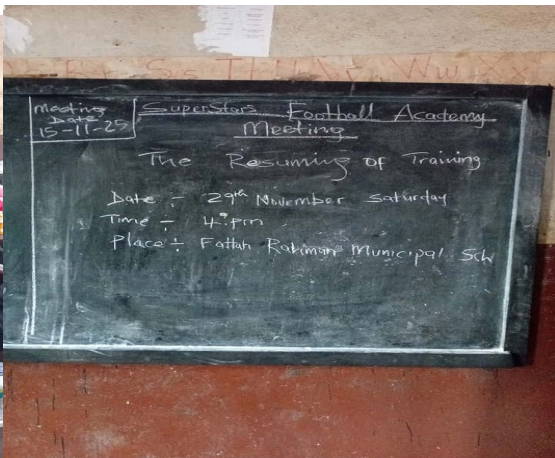


**Sports as platform to promote gender equality**





Children and young disadvantaged people at the academy





### Capacity-building workshop for disadvantaged young people



### Collaborating with Reality Sport Club, a grassroots community organisation

# The Bo Times Sports

## Realities Sports Club and Sports for Sustainable Development Join Forces for Teen Footballers

By Abdul Kabia

Promising young footballers across Freetown took part in a impactful one-day clinic, a collaborative effort between Realities Sports Club and Sports for Sustainable Development.

Hosted at the Sierra Leone Football Association Academy, the initiative was designed to cultivate a lasting sporting environment that supports the holistic development and well-being of teenage players.

The clinic offered an immersive and practical experience for the burgeoning talents, providing comprehensive introductions to essential football drills and fundamental techniques.

The core objective was to



establish a robust foundation for their continued advancement in the sport.

Aruna Kargbo, Head Coach and Trainer of Superstars Football Academy, emphasized the vital importance of such development clinics. "The essence of this clinic

is to help these teens not just reach, but truly exceed their aspirations in the game," Kargbo stated, underscoring the commitment to unlocking each player's full potential.

Other members of the local football

community present at the event shared similar sentiments.

They highlighted the critical need to actively harness the skills and ambitions of these young players to ensure the sustained growth of Sierra Leonean football in the years to come.

The day culminated in engaging discussions and, significantly, a comprehensive team talk.

This session was strategically designed to re-evaluate and positively redirect the future trajectory of the game for the participating teenagers.

This collaborative endeavor represents a significant stride towards empowering the next generation of football stars in Sierra Leone.

## Hill Station Tennis Club Youth Program Closes 2025 Season with Success, Looks to Bigger Future

By Abdul Kabia

The vibrant 2025 Hill Station Tennis Club Youth Program, which has been nurturing young talent at the Hill Station Tennis Court since early this year, officially wrapped up its activities today.

The program is taking a break for the rainy season and is set to resume with renewed vigor in January 2026.

The closing ceremony was a moment of reflection and appreciation, with Charles Marshall, President of Support Sports in Sierra Leone, the parent body of the Hill Station Tennis Club expressing profound gratitude.

Marshall extended his thanks to the dedicated coaches, the Sierra Leone Tennis Association (SLTA), supportive parents, and, of course, the enthusiastic tennis teens themselves, all of whom contributed to making the 2025

program a significant success.

He assured everyone involved of a "bigger and better program" when it recommences in January 2026.

Andy Bam, President of the Sierra Leone Tennis Association (SLTA), delivered brief but impactful remarks, emphasizing the crucial role children play as the "future of tennis in the country."

He urged parents to "support their children and allow them to pursue their aspirations relentlessly."

Bam highlighted upcoming programs designed to benefit the young players in the years to come and lauded Charles Marshall's efforts for "complementing the efforts of the Tennis Association among many other things."

Amidu Dumbuya, the Head Coach

of the program, passionately stressed the interconnectedness of sports and education, stating that they are "two sides to the same coin." He implored parents to "effortlessly continue to support their children on both fronts."

The program, which caters to boys and girls aged 7 to 14, concluded with a heartwarming gesture.

School bags and learning materials were distributed to the young tennis teens, while parents received bags of rice, a thoughtful initiative to "cushion the burden on them,

especially during the rains," which marks the end of the 2025 program.

With the clear vision to "end the trophy drought of Tennis in the West African Nation," as articulated by SLTA President Andy Bam, the Hill Station Tennis Club Youth Program is not just teaching tennis; it's building a foundation for future champions.

The enthusiasm from this year's program certainly suggests that Sierra Leone's tennis future looks bright.



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**SPORTS FOR SUSTAINABLE DEVELOPMENT FOUNDATION**

England & Wales - Charity number 1198407

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# Accounts

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# Sports for Sustainable Development Foundation

## Annual Report & Financial Statements

2024



Supporting the development and wellbeing of children and young disadvantaged people, using football as a platform

### Reference Information

**Name:** Sports for Sustainable Development Foundation

**Status:** Charitable Incorporated Organisation

**Charity Registration Number:** 1198407

**Company Registration Number:** CE028720

**Principal Office Address:** 9 Violette Szabo House, London SE27 9RU

**Website:** [www.ssd.org.uk](http://www.ssd.org.uk)

**Telephone Contact:** 07460945232

**Trustees:** Ibrahim Sesay, Veronica Munetsi, Kansiime Pross Ategeka

**Banker:** Lloyds Bank

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## Chair Introduction

We have just completed two years of operations in international development. This Annual Report follows up on our last activities in 2023 and provides insight into our current engagements in 2024 and our action plan for 2025.

Following our last activities in 2023 and our current engagement in 2024, we experienced various challenges as a small charity with limited funding resources. However, we made significant progress facilitating and sustaining our ongoing activities, promoting development and well-being amongst children and disadvantaged young people, using football as a platform, with extracurricular activities such as workshops, research, life skills education, community outreach supports, and other capacity-building interventions, and being a protective factor against crime, violence, drug and substance abuse, and promoting the Sustainable Development Goals and the role of young people in achieving these goals.

Our programs and activities are making significant impacts on the lives of beneficiaries, including children at the academy and the young disadvantaged people who consider our engagement remarkable, providing the opportunity for them to engage on issues related to their development and well-being, with an inclusive mechanism for youth empowerment, putting young people at the centre of planning, and shaping their attitude, behaviour, and learning and making them active partners, working together with their communities and other stakeholders to bring about positive change.

Our Action Plan for 2025 aims at establishing a Youth Hub/One-Stop-Shop, together with the already established Superstars Academy, focusing on capacity building as a mechanism to promote the development and well-being of children, and disadvantaged young people through our sports-specific interventions, relevant workshops, seminars, research, and other interventions promoting youth leadership/enterprise development, employability/career development, ICT training, skills training/life skilled education, and addressing socio-economic inequalities, including gender and health inequalities and using “Social Prescribing” to support mental well-being.

In 2023 we received our first funding of £4,000, football equipment and learning resources which we utilised to establish our ongoing engagements, which include the “Superstars Academy”, and “Community Outreach Support” activities combined with a “Social Prescribing” approach, reaching out to hard-to-reach children and disadvantaged young people, including those living with disabilities who are not part of the academy activities and are at risk of isolation, violence, drug, and substance abuse, and going through other socioeconomic inequalities such as financial stress and mental health challenges.

In 2024, we received a donation of a forty-foot container containing charitable items such as football equipment, learning resources, disabled items, shoes, clothing, etc., and £6,350 to cover the cost of facilitating our existing programs and activities, including customs duty, transportation, labourers, etc., and running the academy.

This report covers our strategy and plans, reports and review of activities, governance, and financial review., The total amount received from donors is £10,350.00 and our team members also contributed to meet other costs. **Income: 2023: £4,000.00 + 2024: £6,350.00 = £10,350.00**

## Chair of Trustees

**Ibrahim Sesay**

## Our Strategy and Plans

### Mission Statement

“The prevention or relief of poverty or financial hardship in Sierra Leone, Gambia, and Uganda by providing support towards sports, education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient.”

These objectives were created in consultation with the Charity Commission UK, with consideration to the Commission's guidance on public benefit. Our work and engagements are presently helping many people in the UK and Sierra Leone, and we are looking forward to replicating our projects and activities in other countries, found in our objectives.

Our approach is mainly geared towards capacity-building intervention, using sports as a platform, with specific attention to disadvantaged communities, including children and young people, to enhance their social responsibility by empowering young people to have a transformative experience of leading positive social and economic reform to help make a positive difference in their various communities and beyond and to inform and influence policies and public awareness towards their development and well-being.

Our first project activities were started in Sierra Leone, Freetown, and will be replicated in the other regional areas as said in our government document.

### Program Rationale:

**Unemployment:** the youth population aged 15-35 in Sierra Leone, makes up one-third of the country's overall population, with approximately 70% of young people underemployed or unemployed and an estimated 800,000 youth are still actively searching for employment. Given the reality that many in the youth population are illiterate and unskilled, but urgently need jobs and other income-generating activities. As a result of these shortfalls, young people are prone to involvement in activities of violence and drug abuse.

One of the main issues and challenges regarding youth unemployment in Sierra Leone is the lack of skills training, quality training on employability, the recognition of certified skills required, leadership and business enterprise development, and the opportunity for young people to engage in apprenticeship programs and understanding the impact of mental health challenges and the opportunities available to support children and young disadvantaged people, including those living with disabilities.

**Mental Wellbeing:** In Sierra Leone, the impacts of the eleven-year civil war, Ebola, Mudslide, economic hardship, drug abuse, and election violence, and the impact of COVID-19, are potentially generating profound consequences for health and well-being, particularly mental health amongst young, disadvantaged people.

### **Area of Focus:**

**Sports:** Football Academy/extracurricular activities with practical football training, equipping local community teams with football equipment, and promoting well-being.

**Capacity Building:** Youth Leadership, Business Entrepreneurship, employability, skills training, career development, ICT training, relevant workshops/seminars, coaching and mentoring, research, and life skills education.

**Advocacy:** promoting equality, including gender, health, education, and income distribution, and advancing the collective goal of a fair and just society, also promotes the relevancy of the Sustainable Development Goals, the 2030 Agenda for Sustainable Development, and the role of young, disadvantaged people and their communities in achieving these goals.

**SDGs:** Sustainable Development Goals relevant to our project objectives: **Goal 1:** Eradicate Extreme Poverty, **Goal 2:** Quality Education, **Goal 3:** Promote Equality and Empower Women, **Goal 5:** Improve Mental Health, **Goal 7:** Ensure Environmental Sustainability, and **Goal 8:** Develop Global Partnership.

### **Our Key Objectives for the coming year (2025) are set out below:**

- Take a lead role in tackling youth empowerment, setting up our “One-Stop-Shop” operational centre to help implement and monitor our activities.
- Increase our current project activities in Sierra Leone to ensure that the most disadvantaged children and young people are reached (for example launching a forward plan of supporting one hundred children and young people in the football Academy).
- Extend our support base in the UK and embark on fund-raising initiatives and media campaigns.

### **Action Plan:**

Our Action Plan for 2025 aims at establishing a Youth Hub/One-Stop-Shop, together with the already established academy, focusing on capacity building as a mechanism to promote the development and well-being of children, and disadvantaged young people through relevant workshops, seminars, research, and other interventions promoting youth leadership/enterprise development, employability/career development, ICT training, skills training/life skilled education, and addressing socio-economic inequalities, including gender and health inequalities and using “Social Prescribing” to support mental well-being.

## Report & Review of Activities

### Superstars Academy

Our “Superstars Academy” is currently engaging 60 children (males and females) between the ages of 9 and 13 in physical exercise (Football), in a safe place, with qualified Coaches and adequate football equipment to keep them fit, help boost their mood, reduce stress, and be a protective factor against crime, violence, drug and substances abuse and enhancing their overall physical and mental well-being through our sports-specific interventions, using football as a platform.



Disadvantaged children at the Academy

**The operation time of the academy:** The Academy runs every Friday and Saturday from 10 am to 2 pm, with qualified coaches, volunteers, teachers/ mentors, and a welfare officer to monitor compliance and work according to our Child Protection Policies. Two hours are dedicated to physical exercise (football), and two hours are dedicated to extracurricular (classroom-based) activities.

**Physical exercise (Football):** Our Sports-Specific intervention provides regular sports activities that include physical exercise training with various other activities like practical football and resistance training, along with other cardio workouts, to improve fitness, motor skills, and

agility, with other stretching exercises to help strengthen muscles, which is good for their overall well-being.



Children at the Academy engaging in football (physical exercises)

### **Capacity Building/Extracurricular Activities:**

Our Superstars Academy also engages the **60** children (male and female) in extracurricular/classroom-based activities such as assisting with schoolwork/study skills, summer school, providing ludic games and other participatory interaction to develop social interactive skills, and providing mentoring and volunteering opportunities, with a feeding program, incorporating a “Sports methodology” model.

### **Our Sports Methodology model includes:**

**Self-competencies:** These include self-confidence, motivation, responsibility, critical/conflict analysis, resilience, being goal-oriented, and adaptability.

**Social Competences:** this includes creativity, open-mindedness, effective communication, solidarity, cooperation/teamwork, respect, fair play, and tolerance.



Classroom-Based/Extracurricular Activities:

We also provide relevant workshops and other awareness-raising programs (gender equality, environmental degradation, drug abuse, leadership, business enterprise development and understanding mental health and opportunities available to children and disadvantaged

young people, etc.) to empower these children and young people with the understanding, social skills, and resources they need to foster resilience, building social capital, providing role models, and connecting to other services towards their development and wellbeing and also understanding the Sustainable Development Goals and the role of young people and their communities achieving these roles.

### **Community Outreach Activities:**

Our regular community outreach activities support engaging about **650** hard-to-reach children and young people in the urban slums, including those living with disabilities, provide support to local community schools with learning resources, and football equipment, and use “Social Prescribing” to support mental well-being.

The Social Prescribing approach is a key factor, we use in connecting with various community stakeholders, hard-to-reach children, and disadvantaged young people who are not part of the academy and are at risk of isolation, violence, drug, and substance abuse, and going through other socioeconomic inequalities such as financial and mental health challenges.

**Physical exercise (Football):** engaging communities in our “Social Prescribing” approach, we frequently organise Inter-Community Football Gala competitions for these hard-to-reach children and young people, including those living with disabilities to improve their physical health and mental well-being, provide access to outdoor space for social interaction/ cohesion, and provide a regular supply of football equipment to over 50 local community football teams, which include **650** children and young disadvantaged people living in the urban slum, including women/girls between the ages of 14 -26 years.



Community football gala and physical activities as part of our social prescribing approach to support mental well-being and promoting inclusivity and gender equality.

### **Capacity-building intervention:**

Our capacity-building activities are designed to empower local communities through a participatory process, including stakeholders and young disadvantaged people in the designing and running of the project to meet the needs of the local communities and young people in particular.

Connecting with the various communities through football, we kept a database of all the community football teams, children, and disadvantaged young people we are engaging with, and helped provide relevant workshops/seminars and research opportunities towards their development and well-being and their community at large.

### **Examples of capacity-building workshops we organised for disadvantaged young people in Freetown:**

“Effect of environmental degradation and deforestation in our various communities and the country at large”

“Understanding mental health, challenges, and opportunities available to children and young disadvantaged people,”

“Understanding gender equality, leadership, and business enterprise development, youth violence including online and offline violence, drug, and substance abuse.”



Capacity-building workshops for disadvantaged young people

**We are promoting quality education and supporting deprived community schools with resources.**

Our Outreach Community engagement has been supporting quality education, and promoting reading culture and well-being, by providing learning resources and football equipment, to local community schools, engaging students, leveraging young mentors, and other volunteers to function as role models providing one-to-one support, and encouraging children and disadvantaged young people to set goals, improving their academic attainment and confidence to achieve their aspirations, and their interest in the sport.



Distribution of learning resources to over 20 deprived local community schools.

### **Recent distribution activities**

From March 9th to 17th, 2024, we distributed a large number of football equipment (jerseys, hoses, tracksuits, etc.) from our 40-ft container resources to over 40 community football teams across Freetown and the provincial area.

The distribution activity was specifically designed to build relationships with a wide range of communities, using football as a platform to encourage them to the sport, promote development and well-being, and act as a civic action entry point to actively engage children and disadvantaged young people in their community activities, and develop capacity-building interventions, that will lead to the development of innovative civic action through leadership acquisition, aimed at addressing socio-economic inequalities, and online and offline violence, including gender-based violence.

The main purpose of the two-week football gala and distributions of football equipment was to promote community cohesion, physical and mental well-being, the interest of children and young people in sports, and the integration of sports into youth crime prevention and criminal justice strategies and to identify good practices on the use of sports (football) to reduce drug and substance abuse, crime, and violence (online and offline) amongst young people and their communities at large.

Also to promote gender equality in the sport and inclusivity and the vision of the Special Olympic Games by providing opportunities for people with disabilities to develop physical fitness, demonstrate courage, experience joy, and take part in the sharing of gifts and friendship with other community football teams.

The strategic objectives of both events from the 6th – 17th of May 2023 and the 9th – 17 of March 2024 were to enhance the social responsibility of young people to enable them to have the transformative experience of leading positive socio-economic change towards their development and well-being and inform and influence policy decisions and public awareness raising, workshops, and research programs to understand issues affecting children and young people.

## **Governance**

### **Status and Objects**

The charity is a Charitable Incorporated Organisation. Our governing document is an adapted Constitution from the Charity Commission whose only voting members are its charity trustees. Our formal objective is set out in the section on Strategy & Plans on pages.....

### **Governing Body and Structure**

Our governing body is made up of a committee, which is the charity's trustees. At present, we have three trustees and strategic operational advisers who are specialists in all our areas of intervention.

We are gradually developing our structure to meet the growing demands of our activities/project and the relentless challenges of collaborating with disadvantaged communities at a cross-national level. All emerging issues of the charity are addressed at the regular monthly meetings, and we are in constant contact with all communities we serve and stakeholders, including beneficiaries in Sierra Leone.

The Committee officially decides how it ascertained its roles before the completion of the charity registration and reviews this accordingly, when necessary. We are constantly checking our performances and duties, by conducting a regular review of our effectiveness as a charity, based on best practices within the third sector organisations.

We are well committed to making sure that the prime function of the charity embraces good governance, with a specific focus on policy and general strategy, approval of plans, checking of progress, and financial control.

## Operational response

We continue to see our prime function as ensuring the good governance of the charity and to this end we focus on matters of policy and general strategy, the approval of plans, the monitoring of progress with charitable projects, and financial control.

Operational responsibility is delegated to the Programme Director. The Committee is aided by the Chair who recommends us on governance generally and also acts as Treasurer in monitoring financial matters on our behalf.

## Trustees

There were no changes during the year. When we recruit, we follow a well-established practice. We conduct a skills audit to find the qualities looked for in potential candidates, and a trustees' working group manages the appointment process. It is our policy to provide the new trustees with structured induction that includes comprehensive documentation, individual briefings, and the opportunity to meet our supporters and volunteers.

## Financial Review:

### Charitable Expenditure

Over the two years, we managed our expenditure by ourselves, and thanks to the financial support we received from only two donors, with a total sum of £10,350.00. It would have not been possible to deliver our project activities without this support.

The breakdown of expenditure is set out below, and details of the project activities are in this report. Our policy continues to give priority to keeping support for a core project and where we can, to achieve a continuing, steady increase in spending to achieve project aims, subject to further financial support from our donors, and supporters.

The funding was spent on the following: to cover the cost of shipping donated items to Sierra Leone, Trustee air-ticket to and from Sierra Leone, organising workshops, and community football gala/outreach activities supporting local schools with learning resources, facilitating weekly football and extracurricular activities at the Superstars Football Academy which includes renting of pitch, classroom, and salary for Coach and facilitators, local transportation, and communication to deliver items to beneficiaries in their various communities, and remuneration for volunteers.

### Income & Expenditure:

<b>Our total Income for 2023:</b> is	£ 4,000.00.
<b>Our total income for 2024:</b> is	£ 6,350.00.
<b>Total income:</b>	£10,350.00.
<b>Expenditure:</b>	£ 9,350.00
<b>Balance in account:</b>	£1,000.00

## Activities/Event Photo Gallery



Community Outreach Supports with learning materials, clothing, shoes, etc to 30 community schools, and vulnerable children and their families in the slums.





Community Outreach Support with football equipment to 50 Local football teams.



Engaging Community Stakeholders/beneficiaries.





**SPORTS FOR SUSTAINABLE DEVELOPMENT FOUNDATION**

England & Wales - Charity number 1198407

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# Accounts

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# Sports for Sustainable Development Foundation

## Safeguarding Children and Young People Policy

### Policy Summary.

This policy outlines our commitment to keeping the children and young people who engage with Sports for Sustainable Development safe. It outlines the expectations around how our people should act to make or keep a child safe from harm and outlines the context within which we deliver our safeguarding role. It also provides a clear framework for our approach to safeguarding children by setting out principles for the effective safeguarding of children and young people.

Policy Owners	Trustees
Policy Lead	Program Director, children and young people safeguarding.
Audience	All staffs, volunteers, delegates, and any other representative
Legislation and Regulation	Children Act, 1989; Children (Scotland Act) 1995; Children (Northern Ireland) Order, 1995; Children Act 2004; Social Services Wellbeing (Wales) Act 2014; Female Genital Mutilation Act, 2003; Counter-Terrorism and Security Act, 2015; Modern Slavery Act 2015.
Formally endorsed by	Board of Trustees
Endorsement Date	30 <sup>th</sup> March 2022
Next Review	30 <sup>th</sup> March 2025

## **1 Introduction**

1.1 As an agency that increasingly has contact with children our role could be crucial in alerting the authorities to the suffering of a child and in triggering the process of stopping it.

1.2 The Sports for Sustainable Development Foundation is committed to developing and maintaining a thorough, fit-for-purpose, and transparent safeguarding approach so that the children and young people who receive our services and who are involved in our work in the UK and overseas receive maximum safeguards. We believe the welfare of children is best served by the development and maintenance of open and transparent ways of working and by addressing poor practice as it arises. We are committed to embedding an open culture around our work with children.

## **2 Policy Statement**

2.1 The Sports for Sustainable Development Foundation strives to ensure that children and young people who engage with the organisation do so in safety. We are committed to providing children with the highest attainable standards of safeguarding and protection. We strive to ensure our people understand the duties that this policy places upon them and know how to respond appropriately when they have concerns about the welfare of a child or young person.

### **Purpose and aims.**

2.2 The purpose of the policy is to ensure that we:

- Safeguard and protect children and young people.
- Provide our people with appropriate training and support.
- Comply with external legislation and regulation, as well as standards set by
- partner and commissioning organisations.
- Manage and report internal risks within the organisation; and
- Monitor the safeguarding standards and expectations that we have set ourselves.

### **Scope**

2.3 This policy applies to all staff, volunteers, delegates, and other representatives of the Sports for Sustainable Development Foundation.

### **Standards**

2.4 The Sports for Sustainable Development Foundation believes that everyone who encounters a child has a responsibility to safeguard and promote the child's welfare, and to protect them from all forms of harm and abuse. Child abuse is never acceptable. We accept our responsibility to ensure the safety of all the children and young people who have contact with us.

2.5 We have significant contact with children in several different contexts and we believe that they all have an equal right to protection irrespective of their gender, disability, ethnicity,

sexuality, religion, or age. Our children and young people's safeguarding policy and procedures will be applied to all children without discrimination.

2.6 The United Nations Convention on the Rights of the Child, as well as relevant UK legislation will inform our work with children as appropriate. This includes a commitment to safeguard the children with whom we have contact. Where relevant to the Sports for Sustainable Development Foundation services and humanitarian mission we will uphold and advance the rights of all the children with whom we work.

2.7 We believe that all children have the right to grow up safe from harm without threat to their health, safety, and welfare. Further, they should not be prevented from fulfilling their full potential. We will value and respect the children that our work, in all its forms, brings us into contact with. We will listen to children and promote their right to be heard and their right to participate in the decisions that affect them.<sup>1</sup>

2.8 Our work with children and young people is an essential part of the work that we do and the relationships between adults, children, and young people are mutually beneficial. It brings value to the organisation, and it enhances our work. We will value the contribution that children and young people make to our organisation. We will make the Sports for Sustainable Development Foundation a safe and welcoming environment for children.

2.9 In endorsing this policy we commit to putting the protection of children who have suffered or are at risk of suffering harm due to ill-treatment firmly on the organisation's agenda and the organisation further commits to ensuring that all our people are equipped to know how to respond appropriately to welfare concerns regarding any child that the Sports for Sustainable Development Foundation engages with. This is achieved through our recruitment procedures, ongoing training, and awareness raising and supervision.

### **3 Responsibilities**

3.1 Safeguarding children at the Sports for Sustainable Development Foundation is the responsibility of all our people. Everyone, regardless of role or the service within which they operate, must be vigilant concerning the signs and indicators that a child may have been abused or is at risk of abuse and all must be prepared to act in order to make or keep a child safe from harm, including knowing what to do if they are concerned about a child.

3.2 Safeguarding and protection officers (SPO) are the first point of contact for staff and volunteers who have a concern about the welfare of a child or young person. They are based within service lines to increase accessibility and bring service context to the role. They play a key role in how the organisation can respond to welfare concerns regarding children. In the UK, they liaise with statutory authorities and ensure that information regarding concerns about a child is forwarded to the safeguarding lead (head of quality). Internationally they contact relevant authorities and agencies to enable them to follow up on concerns. They also respond to queries on child protection and safeguarding issues and concerns, reporting and other procedures, and offer support or signposting to appropriate services.

3.3 In the UK the SPOs are supported in their safeguarding work by the development officer for children and young people's safeguarding and the youth engagement safeguarding

support. Both officers are available for SPOs to discuss immediate and ongoing safeguarding concerns and offer guidance and support when a concern is raised.

3.4 Internationally SPOs are supported by the head of international human resources (HIHR), the head of quality, and the development officer – children and young people’s safeguarding. Relevant staff will also be consulted to assess any possible trafficking concerns. These officers are available to support and advise where a concern is raised. The head of quality and the HIHR will also record and monitor all children’s safeguarding concerns and follow-up reports.

3.5 The safeguarding lead officer at the Sports for Sustainable Development Foundation is the head of quality. They are responsible for the policies, procedures, guidance, and all other initiatives used by the organisation to keep children safe and to raise awareness regarding the abuse of children. They are also responsible for the provision of information to the Executive Leadership Team and Board of Trustees, including alerting them to any organisational risks associated with safeguarding; and ensuring potentially serious incidents are reported to the governance support unit.

3.6 Line Managers must ensure their direct reports are aware of this policy and that they know what to do if they have concerns about a child. Managers should encourage an open and transparent way of working that facilitates a strong safeguarding culture within their teams and more generally within the organisation.

3.7 The Board of Trustees has approved this policy and retains an overview of the safeguarding issues facing children and young people and our responses to them. The board will encourage and support our ability to function as an effective learning organisation specifically in response to incidents, allegations, and concerns regarding the safeguarding of children and young people.

3.8 The Service Quality and Assurance Committee receives quarterly reports detailing the numbers and categories of concerns and the service lines in which they originate. The Committee will note trends and developments and will liaise with ELT to ensure we maintain a fit-for-purpose safeguarding response.

3.9 The Executive Director of UK Operations has the responsibility for the development, maintenance, and adherence to this policy; and UK Directors have responsibility for the adherence to this policy within their service line.

3.10 Internationally, the Executive Director, International, is responsible for the development of and adherence to international child protection procedures. They will hold an overview of child protection issues in our international programs and/or with our international partners.

3.11 Members of the leadership group of the Sports for Sustainable Development Foundation will consider and take account of children’s safeguarding issues when policies are developed, and decisions are made which are likely to have an impact on our safeguarding work.

3.12 Line Managers have a responsibility to oversee and ensure that personnel work within the framework of this policy.

3.13 Service safeguarding leads will act as a point of contact between the safeguarding children and young people development officer and their service including assisting with the initial set up of safeguarding arrangements for their service line, sharing learning and horizon scanning, and service overview of safeguarding children's issues.

## **4 Laws and regulations**

4.1 Legislation relating to the protection of safeguarding is set within different frameworks across the UK.

4.2 In England and Wales Section 11 of the Children Act 2004 creates a duty for the key agencies who work with children to put in place arrangements to make sure that they take account of the need to safeguard and promote the welfare of children when going about their business. Whilst this duty is aimed at agencies in the statutory sector, we reference this as good practice. The Protection of Children (Scotland) Act 2003 outlines similar voluntary sector responsibilities. Whilst there is no definitive legislative framework conveying similar duties in Northern Ireland it is clearly good practice to adopt a similar approach regarding safeguarding responsibilities.

4.3 The Social Services Wellbeing (Wales) Act 2014 introduced a new duty to report to the local authority any child suspected of being at risk or experiencing abuse or neglect. The Female Genital Mutilation Act, of 2003 as amended by the Serious Crime Act 2015, introduced a mandatory reporting duty for all regulated health and social care professionals and teachers in England and Wales. Professionals must report to the police if they are informed by a girl under 18 that she has undergone an act of FGM or if they observe physical signs that an act of FGM has been carried out on a girl under 18. The Counter-Terrorism and Security Act 2015 places a duty on public bodies to prevent people from being drawn into terrorism and places a duty on these bodies to report to the police when they suspect a person is being radicalised to commit offences.

4.4 Internationally, the fundamental rights and responsibilities relating to children are set out in the United Nations Convention on the Rights of the Child. At a practical level, the Inter-agency Standing Committee (IASC) Task Team on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse aims to foster a culture of accountability and protection from sexual exploitation and abuse at all levels of the humanitarian system, including within the Sports for Sustainable Development Foundation Movement. Its work includes the protection of children.

4.5 The Working Together to Safeguard Children Guidance recognises that many voluntary agencies are active in taking steps to safeguard the children and young people with whom they work. The guidance states that organisations in the voluntary sector that work with children need to have arrangements in place to safeguard children in the same way as organisations in the public sector. The Sphere Standards and the Do No Harm Standards set standards of protection for affected populations, including child protection and protection from sexual abuse and exploitation, for organisations working in international humanitarian assistance.

## 5 Monitoring and compliance

We will ensure compliance with the policy and procedures by:

- Maintaining and reviewing records relating to staff DBS checks (Disclosure Barring Service)
- , PVG in Scotland and Access Northern Ireland, and registration with the independent safeguarding authorities.
- Recording and securely storing our concerns via the Datix reporting system and developing effective retrieval mechanisms to maximise the use of these records.
- Ensuring our people are informed during induction about the importance the organisation places on our safeguarding responsibilities.
- Ensuring our people have access to this policy, procedures, and guidance and have access to our Putting Young People First booklet and that young volunteers have access to our Looking after Yourself and Your Friends booklet.
- Regularly assessing the frequency and relevance of the training available; the numbers attending sessions; the incidence of concerns and their subsequent disposals; the understanding amongst staff of our procedures; and support made available to volunteers and staff called upon to respond to welfare concerns.
- Where a safeguarding concern is raised from within an activity regulated by the Care Quality Commission the relevant registered manager will be responsible for notifying the Commission and will notify the governance support unit. If appropriate they will be supported by an SPO.
- We will use our annual safeguarding week to raise awareness and increase understanding of safeguarding issues. In doing so we will highlight the importance of compliance with this policy, procedures, and guidance.

## 6 Training and support

2 Working Together to Safeguard Children – A guide to inter-agency working to safeguard and promote the welfare of children, HM Government 2015.

6.1 An introduction to safeguarding children and young people is included in both the Foundation Training Programme and the Retail Training Programme.

6.2 Service-specific safeguarding children and young people training are to be available for staff and volunteers where this is recognised as being a part of the role description.

6.3 Specific training is available for volunteers and staff who undertake the Safeguarding and Protection – Children and Young People Officer role.

6.4 A refresher e-learning module is available for our people who have undertaken the now-discontinued safeguarding awareness-raising course.

## 7 Review and maintenance

7.1 The Policy is owned by the Executive Director, UK Operations.

7.2 The head of quality is the lead safeguarding and protection officer at the Sports for Sustainable Development Foundation.

7.3 The Policy will be reviewed annually by the development officer for children and young people's safeguarding to ensure that it meets legislative, regulatory and sector good practice standards with a full review being undertaken every three years. The next review is due in December 2019.