

THE IMPACT & SKILLS FOUNDATION

England & Wales · Charity number 1200413

Details

Status Registered

Legal form CIO

Registered 2022-09-20

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

Contact

Address 12 Deer Park Road
London
SW19 3TL

Phone 07533 589803

Email info@impactandskillsuk.org

Website <https://www.impactandskillsuk.org/>

Activities

Objects: THE OBJECT OF THE CIO IS THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG FEMALE EX OFFENDERS AND FEMALE DISABLED PEOPLE RESIDING IN SURREY WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, DUE TO THEIR SOCIAL AND ECONOMIC POSITION BY THE PROVISION OF WORKSHOPS AND TRAINING WITHIN THE BEAUTY & ARTS INDUSTRY TOGETHER WITH CV WORKSHOPS AND JOB INTERVIEW PREPARATION TRAINING DESIGNED TO ENABLE THEM TO DEVELOP, GAIN NEW SKILLS AND CONFIDENCE AND TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY.

Activities: Assisting female offenders & ex-offenders learn vocational training within the beauty, arts and sports industry. Promoting social inclusion and reforming female offenders to better serve society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability
- **Who:** People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** LOCAL
- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£3,087	£2,985	-	-
2024-06-30	£5,250	£4,399	-	-
2023-06-30	£0	£81	-	-

Trustees

Name	Role	Appointed
Ayomi Harding		2022-04-01
Collins Laevey		2026-02-01
Kamala BISHWOKARMA		2024-11-27

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	30	06	2024		01	07	2025

Section A

Reference and administration details

Charity name

THE IMPACT & SKILLS FOUNDATION

Other names charity is known by

Registered charity number (if any) 1200413

Charity's principal address

12 Deer Park Road

London

Postcode

SW19 3TL

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	Olushola Salako			
2	Ayomi Harding			
3	Collins Taevay			
4				
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16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
Olushola Salako	
Ayomi Harding	
Collins Taevay	

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable incorporated organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by Trustees

Additional governance issues (Optional information)

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

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

THE OBJECT OF THE CIO IS THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG FEMALE EX OFFENDERS AND FEMALE DISABLED PEOPLE RESIDING IN SURREY WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, DUE TO THEIR SOCIAL AND ECONOMIC POSITION BY THE PROVISION OF WORKSHOPS AND TRAINING WITHIN THE BEAUTY & ARTS INDUSTRY TOGETHER WITH CV WORKSHOPS AND JOB INTERVIEW PREPARATION TRAINING DESIGNED TO ENABLE THEM TO DEVELOP, GAIN NEW SKILLS AND CONFIDENCE AND TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY.

Section C Objectives and activities

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

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

Additional details of objectives and activities (Optional information)

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

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

Summary of the main achievements of the charity during the year

Providing vocational training for 20 female offenders

Section E Financial review

Brief statement of the charity's policy on reserves

Details of any funds materially in deficit

Further financial review details (Optional information)

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

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F Other optional information

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)	O SALAKO	
Full name(s)	RACHEAL O SALAKO	
Position (eg Secretary, Chair, etc)	CHAIR	
Date	02/04/2026	



CHARITY COMMISSION
FOR ENGLAND AND WALES

The Impact & Skills Foundation

1200413

Receipts and payments accounts

CC16a

For the period
from

30/06/2024

To

01/07/2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	87	-	-	87	-
Grants	3,000	-	-	3,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,087	-	-	3,087	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,087	-	-	3,087	-
A3 Payments					
Telephone	154	-	-	154	-
Accountancy	800	-	-	800	-
Travel	35	-	-	35	-
Sundry	379	-	-	379	-
Consultancy	1,450	-	-	1,450	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	2,818	-	-	2,818	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	2,818	-	-	2,818	-
Net of receipts/(payments)	269	-	-	269	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	269	-	-	269	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account	530	-	-
		-	-	-
		-	-	-
	Total cash funds	530	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	R O SALAKO		02/04/2026	

Accounts

Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	07	2023	To	30	06	2024

Charity name

THE IMPACT & SKILLS FOUNDATION

Other names charity is known by

Registered charity number (if any)

1200413

Charity's principal address

Flat 50, Webb House

London

Postcode

SW8 4SU

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	Olushola Salako	Trustee	1/04/22 - 30/04/25	Olushola Salako
	2	Ayomi Harding	Trustee	1/04/22 - 30/04/25	Olushola Salako
	3	Kamala Bishwokarma	Trustee	27/11/24 - 30/04/25	Olushola Salako
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	16				
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	18				
	19				
	20				

	Names of the trustees for the charity, if any, (for example, any custodian trustees)	
	Name	Dates acted if not for whole year
	Olushola Salako	01/04/22 - 30/04/25
	Ayomi Harding	01/04/22 - 30/04/25
	Kamala Bishwokarma	27/11/24 - 30/04/25

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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



Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable incorporated organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by trustees

Additional governance issues (Optional information)

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

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.



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

THE OBJECT OF THE CIO IS THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG FEMALE EX OFFENDERS AND FEMALE DISABLED PEOPLE RESIDING IN SURREY WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, DUE TO THEIR SOCIAL AND ECONOMIC POSITION BY THE PROVISION OF WORKSHOPS AND TRAINING WITHIN THE BEAUTY & ARTS INDUSTRY TOGETHER WITH CV WORKSHOPS AND JOB INTERVIEW PREPARATION TRAINING DESIGNED TO ENABLE THEM TO DEVELOP, GAIN NEW SKILLS AND CONFIDENCE AND TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY.

The CIO carries out vocational training workshop sessions in nails, waxing, facials and sewing. Alongside, also carrying out workshops for cognitive behavioural therapy, CV and job preparation workshops.

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

Additional details of objectives and activities (Optional information)

The CIO receives large support with the assistance of our volunteers when conducting our programmes. This is in the form of administrative support and working as mentors to deliver cognitive behaviour therapy programs.

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

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



Summary of the main achievements of the charity during the year

The main achievements of the CIO is a total of 13 female returning citizens being employed into full-time work and 5 female returning citizens being employed into part-time work. A total of 14 beneficiaries became qualified within the beauty and arts industry and received accredited qualifications awarded by the accrediting body - Associated Beauty Therapists (ABT). A total of 2 service users went into self employment by creating micro enterprises within the beauty industry and servicing members of the public.

Brief statement of the charity's policy on reserves

The CIO's policy on reserves is to be used to further reduce the financial hardship of beneficiaries. This is done through the provision of assisting with beneficiary travel costs, providing food and mobile phone vouchers.

Details of any funds materially in deficit

£0

Further financial review details (Optional information)

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

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F

Other optional information

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

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Olushola Salako

	Position (eg Secretary, Chair, etc)	Chair
	Date	10/04/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
THE IMPACT & SKILLS FOUNDATION

No
1200413

CC16a

Receipts and payments accounts

For the period
from

Period start date
01/07/2023

To

Period end date
30/06/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	263	-	-	263	1
Grants	5,000	-	-	5,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	5,263	-	-	5,263	1
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	5,263	-	-	5,263	1
A3 Payments					
Telephone	154	-	-	154	-
Accountancy	800	-	-	800	-
Travel	21	-	-	21	-
Sundry	479	-	-	479	-
Consultancy	1,708	-	-	1,708	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	3,162	-	-	3,162	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	3,162	-	-	3,162	-
Net of receipts/(payments)	2,101	-	-	2,101	1
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	1	-	-	1	-
Cash funds this year end	2,102	-	-	2,102	1

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account	2,102	-	-
		-	-	-
		-	-	-
	Total cash funds	2,102	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Olushola Salako	5/4/2025

Accounts

*phone 03457 213 213



MISS R O SALAKO

110 Edgecombe
Monks Hill
South Croydon
Surrey
CR2 8AD



034191 38400 D

Community Directplus Account

Summary	Date	Description	Money out	Money in	Balance
Account title THE IMPACT & SKILLS	10 MAY 23	OPENING BALANCE			0.69
Sort code 089299		Statement closing balance			0.69

Abbreviations: **S** Sub Total (Intermediate Balance) **OD** Overdrawn Balance **OD/S** Overdrawn Intermediate Balance **NSTF** Non Sterling Transaction Fee.
Details of overdraft interest rates are shown overleaf. Details of calculations of interest charged are available on request.

Account number
67273184 00

Statement date
22 April 2024

Statement number
3

Page number
1 of 1

Statement opening balance
0.69

Money out
0.00

Money in
0.00

Statement closing balance
0.69

International Bank
Account Number

GB44 CPBK 0892 9967 2731 84

Bank Identification Code
CPBK GB22

Deposits* into this account are eligible for the Financial Services Compensation Scheme (FSCS). More information can be found overleaf.

*For further information about the compensation provided by the FSCS, refer to the FSCS website at www.FSCS.org.uk