

AKAYA Foundation

Charity Number: 1201432

For the year 31 December 2024

The Trustees confirm that they have complied with their duty to have due regard to the guidance on the public benefit published by the Charity Commission.

CHARITABLE OBJECTIVES

1. To advance the education and personal development of young people living in Ghana (and such other parts of Africa) and the UK. In particular, but not exclusively through the delivery of school outreach programmes, educational events and mentorship.
2. To relieve the poverty of young people living in Ghana (and such other parts of Africa) and the UK. In particular, but not limited to the provision or assistance of healthcare projects and educational materials.

OUR VISION AND MISSION

Our mission is focusing on the personal and professional development of the next generation of female leaders by building their confidence, centering their voices and ensuring they reach their full potential. Our vision is to ensure that all girls thrive and the next generation survives.

We are an organisation dedicated to seeing that girls and young women have the confidence to *take ownership of their journeys' in good knowledge and in good health*, in order to thrive in their own world and that of the next generations'. Therefore, aligning with the UN Sustainable Development Goals 3 (Good health and Wellbeing), 4 (Quality Education) and 5 (Gender Equality).

CHAIRPERSON'S REPORT

2024 has been a defining year in AKAYA's journey of growth, resilience, and deepened impact.

Building on the foundation laid in our launch year, we expanded our programmes, grew our partnerships, and reached more girls and young women than ever before. From school tours and rural health education, to leadership programmes and mental health support, we have shown what is possible when passion meets purpose.

While navigating the complexities of global inequality and the persistent challenges faced by girls in underserved communities, we remained guided by our belief in young women's potential. This year reminded us that systemic issues like period poverty, mental health stigma, and educational inequality require not just commitment, but collaboration and community-led solutions.

We are proud to have directly impacted over 4,000 girls through our projects and programmes in 2024. We celebrated stories of resilience, community transformation, and empowered leadership.

Despite inevitable challenges such as limited resources, rising programme costs, and the demands of scaling our impact, we have stayed grounded in our mission. We've refined our systems, strengthened our governance, and continued to build a sustainable foundation for the future.

As we look ahead to 2025, we do so with renewed purpose and unwavering hope. Thank you to our donors, partners, volunteers, and community for standing with us. Most of all, thank you to the girls and young women of AKAYA - you are our reason, our rhythm, and our future.

TRUSTEE'S REPORT

2024 has been a year of accelerated growth and deepened impact for the AKAYA Foundation. Now in our second year of official operations, we've continued to stand firmly in our mission: equipping young women and girls with the confidence, leadership skills, and holistic support they need to thrive. With our community-centred and youth-led approach, we expanded our programmes and deepened our partnerships, reaching more girls across underserved communities.

This year, our work spanned across several key initiatives, including the Like Her Project, the Summer Internship Programme, The Aya Initiative and Project Esi. Together, these projects tackled systemic issues ranging from menstrual health and educational inequality to mental health, leadership development, and poverty alleviation.

The Like Her Project

In 2024, the Like Her Project scaled significantly. Our school sessions reached 18 schools with targeted menstrual health workshops and health education. We launched a pilot school tour in partnership with PwC, reaching over 300 girls with sessions on menstrual hygiene, confidence-building, and goal setting. The project focused not only on providing reusable and biodegradable sanitary pads, but also fostering conversations around menstrual dignity, reproductive health, and gender equity.

The Summer Internship Programme

Our second cohort of the AKAYA Summer Internship Programme welcomed a new group of passionate and dynamic female university students. In 2024, the programme introduced a new partnership with Remoteli, providing participants with industry experience following workshops and mentorship from AKAYA.

The programme structure remained a hybrid of in-person and virtual activities, but with increased attention to digital literacy and tech-enabled work readiness. Interns were placed in roles such as Communications, Administration, Schools Liaison, and Social Media Management.

Key sessions were facilitated by experts across fields including branding, emotional intelligence, career readiness, finance, and public speaking. As a capstone to their learning, the interns successfully pitched a community project focused on upskilling teenage mothers in bead making, digital skills, and the production of reusable menstrual cups.

The Aya Initiative

Launched in 2024, the Aya Initiative is AKAYA's flagship empowerment programme for young women who have faced significant life challenges, including gender-based violence, teenage pregnancy, and mental health struggles. In 2024, the programme supported 25 girls, helping them build resilience, confidence, and leadership.

The Aya Initiative included a series of trauma-informed workshops focused on mental wellness, personal growth, and leadership. Each participant was supported by mentors and a peer network, with access to safe spaces for healing and development.

A major feature of the programme was the community project pitch, where participants designed and implemented initiatives tackling issues like climate action, mental health, and body positivity in their local areas. AKAYA awarded five community grants to help bring these projects to life.

Feedback from participants showed transformational shifts in self-worth, vision, and community engagement. For many, the Aya initiative was their first experience being truly seen and supported as future leaders.

Project Esi 2.0

In 2024, AKAYA continued its commitment to improving educational infrastructure through Project Esi 2.0, our flagship school renovation initiative. This year, we focused on revitalising a primary school in the Eastern Region of Ghana that lacked basic classroom infrastructure and more. With the support of community members and volunteers, the project included the building on 3 classrooms, a staff room and the headteachers office. As well as painting of classrooms, provision of new desks, installation of electricity, fans and whiteboards. Beyond physical renovation, AKAYA hosted empowerment sessions for the pupils, encouraging them to dream boldly and stay in school. Project Esi 2.0 not only enhanced the learning environment for over 100 students but also reinforced our mission of ensuring every girl and child has a safe and supportive space to learn and thrive.

Challenges and Future Plans

2024 was a transformative year for AKAYA Foundation, marked by increased programmatic reach and community impact. However, like many grassroots organisations, we encountered challenges that tested our resilience. Securing long-term, unrestricted funding continues to be one of our greatest hurdles. As we grow, the need for consistent operational support, staffing capacity, and investment in infrastructure becomes increasingly important. In addition, reaching underserved rural communities remains logistically demanding, requiring greater partnerships and resources to sustain our work at scale.

Despite these challenges, we remain focused and optimistic about the future. In 2025, we look forward to deepening our impact through several strategic initiatives. One key area of growth will be the AKAYA Wellness Initiative, a new programme designed to support the holistic wellbeing of young Black women and girls. Launching in February and culminating in a London-based summit, the initiative will offer wellness-focused webinars, mentorship, and leadership development activities, prioritising mental health, emotional intelligence, and personal empowerment.

We are also preparing to launch Project Esi 2.5, aiming to renovate and improve additional school facilities, while using the renovation process as an opportunity to foster community engagement and advocacy for inclusive education. Meanwhile, the Aya Initiative will continue to empower vulnerable young women through trauma-informed leadership training, psychosocial support, and the implementation of grassroots community projects.

Our ambitions for 2025 include expanding the Like Her Project to reach more girls, advocating for more robust menstrual health education policies, and increasing the distribution of sustainable hygiene kits. We also hope to scale our Summer Internship Programme.

Looking ahead, our goal is to build a sustainable, community-driven organisation that nurtures the potential of young women and girls. With the continued support of our partners, donors, and dedicated team, we believe AKAYA is well-positioned to shape a future where all girls can thrive, lead, and make lasting impact.

Conclusion

2024 has been a year of deepened impact, bold expansion, and growing momentum at AKAYA. Through the Like Her Project, Summer Internship Programme, Aya Initiative, Project Esi 2.0 and more, we have directly reached over 4,000 girls and young women, equipping them with the tools, confidence, and community needed to thrive. From rural classrooms to urban wellness spaces, our work has become a lifeline for those too often left behind.

This year has not only reinforced the urgency of our mission but it has also proven the power of what is possible when girls are given the chance to lead. As we prepare for 2025, we do so with vision, purpose, and an unwavering commitment to building a society where all girls can thrive.

To our donors, partners, volunteers, and the incredible young women we serve: thank you. You are the heartbeat of AKAYA. Together, we are not just rewriting stories, we are raising a generation of resilient, powerful leaders. The journey continues.

FINANCIAL REVIEW

We intend to spend all funds awarded to the charity responsibility and solely on fulfilling our mission.

Financial Position

Total funds at the end of the year £16,714

Reserves - £1000

Unrestricted Funds - £1000

Reserves Policy

The AKAYA Foundation maintains a reserve of £1000 to provide a level of working capital that protects the continuity of our core work, provide a level of funding for unexpected opportunities and provide cover for risks such as unforeseen expenditure or unanticipated loss of income. This is also supplemented by our unrestricted funds which also help to bolster funds available for this purpose.

Charity no: 1201432

AKAYA Foundation
CIO FOUNDATION

Annual Report and Accounts

For the year 31 December 2024

Prepared by DTT Consultancy Ltd

AKAYA Foundation

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AKAYA Foundation

Company Information

Trustees

Mr S Duah	Trustee
Khadija Owusu	Trustee
Nadia Ibrahim	Trustee

Registered office

12 Fyfield
Six Acres Estate
London
N4 3PJ

Registered number

1201432

Accountants

DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

AKAYA Foundation

Statement of Financial Activities

For the year 31 December 2024

	Notes	2024 Total Funds £	2023 Total Funds £
Incoming Resources			
Grant	5.1	26,400	22,063
Donations		15,161	43
Total incoming resources		41,561	22,106
Resources Expended			
Services Provision	5.2	18,988	19,586
Management and administration	5.3	6,302	1,464
Total resources expended		25,290	21,050
Net incoming/(outgoing) resources		16,272	1,056
Net Movements in Funds		16,272	1,056
Prior year adjustments		(614)	
Fund balances brought forward		1,056	
Fund balances carried forward		16,714	1,056

AKAYA Foundation

Balance Sheet as at 31st December 2024

		2024 Total Funds £	2023 Total Funds £
Current Assets	Notes		
Cash at bank and in hand		16,964	1,056
Total Assets		<u>16,964</u>	<u>1,056</u>
Creditors			
Amounts falling due within one year	2	(250)	-
Net Current Assets/(Liabilities)		<u>16,714</u>	<u>1,056</u>
Total Assets less Current Liabilities		<u><u>16,714</u></u>	<u><u>1,056</u></u>
Funds			
Restricted Fund		15,714	-
Unrestricted		1,000	1,056
Total Funds	3	<u><u>16,714</u></u>	<u><u>1,056</u></u>

Khadija Owusu

Approved by the board virtually on 2nd June 2025

AKAYA Foundation

Notes to the Accounts

For the year 31 December 2024

1. Accounting Policies

Basis of preparation

The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (SORP 2005), issued in March 2005, UK Accounting Standards and the Charities Act 2011.

Incoming Resources

Incoming resources represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant and machinery	20% straight line
Motor vehicles	25% straight line

2. Creditors: amounts failing due within one year

	2024
	£
Trade creditors	250

3. Profit and loss account

	2024
	£
At 1 January 2024	1,056
Prior year adjustments	614
At 31 December 2024	16,714
Profit for the year	16,272

Funds	2024	2023
At 1 January 2024	1,056	-
Net Incoming Funds	16,272	1,056
At 31 December 2024	16,714	1,056

4. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 December 2024.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 December 2024.

AKAYA Foundation**Notes to the accounts - continued****For the year 31 December 2024****5 Income and Expenditure Account**

	2024	2023
	Total Fund	Total Fund
	£	£
5.1 Incoming Resources		
Grant		
National Lottery Community Fund	19,900	
GirlDreameer	2,500	
Kwanda	4,000	
Subtotal grant	26,400	
Donations		
Project ESI	12,867	
Other Income	2,294	
Subtotal donations	15,161	
Total Incoming Resources	41,561	22,106
Outgoing Resources		
5.2 Services Provision		
Project ESI	11,800	
Like Her Project	4,933	
Summer Internship Programme	2,150	
Aya Initiative	105	
	18,988	19,586
5.3 Management and Administration of Charity		
Rent	1,678	
Office Equipment	2,280	
Travel and subsistence	1,318	
Bank Charges	217	
Professional & Legal fees	400	
Training	140	
Admin /Office	126	
Multimedia	62	
Printing and Stationery	55	
Website	25	
	6,302	1,464

The Akaya Foundation

INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

I report on the financial statements of The Akaya Foundation for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and

requirements

of the Act have not been met; or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

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Tunji Ogedengbe 2nd June 2025

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Hatfield

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