

British Association of Black Surgeons

2023/2024 Annual Return

Charitable Objective

The objects of the CIO are to promote equality and diversity within surgery for doctors who face disadvantage on the grounds of race, in particular doctors of Black African and African-Caribbean origin, by:

- the elimination of discrimination on the grounds of race within the surgical Profession;
- raising awareness in equality and diversity in medical organisations and institutions associated with the surgical profession;
- promoting activities to foster understanding between people from diverse backgrounds;
- cultivating a sentiment in favour of equality and diversity.

Chairperson's Report

The British Association of Black Surgeons is a key charitable organisation dedicated to enriching patient care through diverse and inclusive leadership within the surgical landscape. As a new charity we continue to grow and strengthen our reach through our core values: community and collaboration, mentorship, promoting clinical excellence and advocacy. We extend our appreciation to all our supporters, sponsors and volunteers whose contributions have been integral to our progress.

Trustees' Report

Since our formal launch at the Inaugural Conference held in London, November 2022, the charity has actively worked towards fulfilling its charitable objects. Below is a summary of the key activities undertaken:

1. Mentorship Programme

Research points to the fact that Black doctors receive less support and feedback during surgical training. Hence, our mentorship programme is a cornerstone of the charity's commitment to supporting the career development of medical professionals, particularly doctors and medical students of Black African and African-Caribbean origin. We utilise a

well-established online platform and have received a lot of positive feedback from mentors and mentees, with an ongoing demand to continue this offering.

2. National Conferences: 2022 and 2024:

Following the success of our national conference in 2022, we held another conference in November 2024, London under the theme, 'Moving Beyond The Data'. Awarded CPD points by the Royal College of Surgeons, the conference is a key initiative of the charity, designed to foster dialogue and raise awareness on critical issues in the surgical profession, particularly around racial equity, diversity, and inclusion. It provided a platform for medical professionals to engage with thought leaders, share best practices, and explore strategies to address systemic challenges. Activities included keynote speakers and panel discussions that emphasised the importance of increasing support for diverse talent in surgery and eliminating health inequity for patients. The event was attended by surgeons and medical students throughout the UK and the feedback was excellent.

3. Medical Student and Junior Doctors' Essay Prize:

The Essay prize for medical students and junior doctors focused on achieving racial equity in Artificial Intelligence (AI), providing a unique opportunity to promote diversity and inclusion within healthcare technology. By encouraging medical students and junior doctors to engage, this initiative empowered the next generation of surgeons to think about how to shape an equitable future for healthcare, where AI, if used appropriately, can become a force for positive change in diverse communities. The entries were of a high standard, with awards given for the first place and the runner-up essays.

4. Bespoke Courses:

Future Surgeons Courses:

a. Surgical Skills Course

Awarded CPD points by the Royal College of Surgeons, the practical surgical skills course supported the charity's objectives of promoting excellence. Many of the faculty members were surgeons from underrepresented racial backgrounds; therefore, participants could interact with role models who often had insights into the potential challenges experienced in surgical training. This received excellent feedback.

b. Leadership Skills Course

The didactic skills course awarded CPD points by the Royal College of Surgeons supported the charity's objectives of promoting diversity in surgical leadership.

Many of the faculty were surgeons from underrepresented racial backgrounds; therefore, the participants could gain invaluable skills from these surgeons, who often had first-hand experiences with the necessary leadership skills required to navigate a career in surgery. This received excellent feedback and as it was held out of London, meant it was more accessible to those scattered around the UK.

5. Webinar Series

Black Women In Surgery Series

In the UK, only 2% of Consultant Surgeons are Black. In all surgical specialties and across all ethnicities in the UK, only about 15% of Consultant surgeons are women. Being Black and a woman in surgery, therefore, presents unique challenges. Awarded CPD points by the Royal College of Surgeons, these webinars contributed to the charity's objectives by raising awareness of the unique challenges underrepresented groups, particularly Black women in the surgical profession, face. Across a total of 6 webinars, it provided a platform for sharing experiences, expert insights, and mentorship. The feedback was excellent across each of the webinars.

5. Engagement evening

The event successfully deepened connections with supporters, beneficiaries, and partners, providing updates on the charity's activities, celebrating key milestones, and fostering discussions on its impact. Key highlights included presentations on ongoing projects and future initiatives, networking opportunities with supporters, professionals, and the wider community, and a platform for valuable feedback. This not only strengthened relationships with those invested in the charity's mission but also encouraged active participation and further support as the charity relies on volunteers.

6. Collaboration and Advocacy

We have supported applications and research proposals from higher educational institutions. We have also provided speakers for podcasts, conferences and workshops to increase the visibility of Black surgeons. We have held meetings with Royal College of Surgeons of England, Royal College of Surgeons of Edinburgh, General Medical Council, The Joint Committee on Surgical Training and other related bodies particularly focussing on fairer training and recruitment where there is inequity and disadvantage especially on the grounds of race. We have collaborated with a range of organisations, including Melanin Medics and Healthcare Leadership Academy on developing bespoke programmes to support Black surgeons.

British Association of Black Surgeons
CIO

Charity Information:

Current Trustees

Miss Sarah Itam (Dr)	Chair
Mr Andrew Alalade (Dr)	Trustee
Professor Frank Chinegwundoh	Trustee
Mrs Beth Donaldson- Hugh (Dr)	Trustee

Past Trustees: Miss Samantha Tross (Dr), May 2023 - April 2024
Miss Susannah La-Touche (Dr), May 2023 - Sept 2023

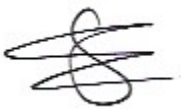
Principal address: The Royal College of Surgeons of Edinburgh, 85-89 Colmore Row,
Birmingham B3 2BB

Registered charity number: 1203223

Structure, Governance and Management

The charity has a constitution. The appointment and removal of trustees is governed by the charity's constitution.

The trustees declare that they have approved the trustee's report above and signed on behalf the board of trustees by



Miss Sarah Itam
Chair

2/2/2025

Financial Period: From Charity Registration to 5th April 2024

Annual Report and Accounts

1. Financial Overview

- **Total Income:** £1607.09
- **Total Expenditure:** £7081.21
- **Net Movement in Funds:** - £5474.12
- **Bank Balance at Year-End:** £11,250.85
- **Other Assets:** None
- **Liabilities:** None

2. Income Breakdown

- **Donations & Fundraising:** £750
- **Grants/Sponsorships Received:** None
- **Membership Fees:** £857.09

3. Expenditure Breakdown

- **Marketing and Media:** £970.21
- **Salaries & Wages:** £0
- **Office Supplies:** £111
- **Project Expenses – Mentorship Platform:** £6000

4. Fund Balances

- **Unrestricted Funds:** £11,250.85
- **Restricted Funds:** None
- **Endowment Funds:** None



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Trustees' Annual Report for the period

From May 2023

To: April 2024

Charity name: British Association of Black Surgeons

Charity registration number: 1203223

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The "objects" of the charity are to promote equality and diversity within surgery for doctors who face disadvantage on the grounds of race, in particular doctors of Black African and African-Caribbean origin, by: • the elimination of discrimination on the grounds of race within the surgical profession; • raising awareness in equality and diversity in medical organisations and institutions associated with the surgical profession; • promoting activities to foster understanding between people from diverse backgrounds; • cultivating a sentiment in favour of equality and diversity.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	In line with our charitable "objects", the charity has undertaken a range of initiatives to support the objectives: Elimination of Racial Discrimination: The charity has provided mentorship and networking opportunities for underrepresented groups in surgery, with a focus on supporting individuals from Black African and African-Caribbean backgrounds. This includes practical skills courses and webinars improving the visibility of role models and increasing the racial disparities in access to support in training.

		Raising Awareness of Equality and Diversity: Through events such as the annual conference and targeted webinar series, the charity has raised awareness of the importance of equality and diversity within organisations and institutions associated with the surgical profession. These events highlighted the unique challenges faced by underrepresented groups, providing platforms for discussions on systemic change. Promoting Understanding Between Diverse Backgrounds: The charity has promoted activities that foster understanding among individuals from diverse backgrounds, including supporting research proposals and workshops. Cultivating a Sentiment in Favour of Equality and Diversity: By championing inclusive practices, the charity has cultivated a sentiment in favour of equality and diversity across the surgical community. This has been achieved through leadership training, keynote speeches, and meetings with key stakeholders to emphasise the value of diversity in improving patient care and professional development. Through these activities, the charity has made significant progress in advancing the representation of underrepresented groups in surgery, creating an inclusive environment, and promoting fairness across the profession which is essential for optimal patient care.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard to the guidance issued by the Charity Commission on public benefit

Additional information (optional) - Not applicable

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
	Para 1.38	N/A

Policy on social investment including program related investment		
Contribution made by volunteers	Para 1.38	N/A
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<u>Charity Commission Annual Trustee Report 2023/2024</u> The "objects" of the CIO are to promote equality and diversity within surgery for doctors who face disadvantage on the grounds of race, in particular doctors of Black African and African-Caribbean origin, by: • the elimination of discrimination on the grounds of race within the surgical Profession; • raising awareness in equality and diversity in medical organisations and institutions associated with the surgical profession; • promoting activities to foster understanding between people from diverse backgrounds; • cultivating a sentiment in favour of equality and diversity. The charity has actively worked towards fulfilling its charitable objects throughout the year. Below is a summary of the key activities undertaken in relation to the charity's "objects".

		1. Mentorship Programme - Cultivating a sentiment in favour of equality and diversity This remains a cornerstone of the charity's commitment to supporting the career development of medical professionals, particularly those who face disadvantage due to race, with a specific focus on doctors and medical students of Black African and African-Caribbean origin, while also cultivating a sentiment in favour of equality and diversity within the medical profession. 2. National Conferences: 2022 and 2024: - The elimination of discrimination on the grounds of race within the surgical profession. - Raising awareness of equality and diversity in medical organisations and institutions associated with the surgical profession. - Cultivating a sentiment in favour of equality and diversity. Awarded CPD points by the Royal College of Surgeons the conference is a key initiative of the charity, designed to foster dialogue and raise awareness on critical issues in the surgical profession, particularly around equality, diversity, and inclusion. It provided a platform for medical professionals to engage with thought leaders, share best practices, and explore strategies to address systemic challenges. Activities include keynote speakers and panel discussions that emphasise the importance of increasing support for diverse talent in surgery and eliminating health inequity for patients.
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		3. Courses: - Cultivating a sentiment in favour of equality and diversity. - promoting activities to foster understanding between people from diverse backgrounds. Surgical Skills Course Awarded CPD points by the Royal College of Surgeons, the practical surgical skills course supported the charity's objectives by delivering surgical skills led by surgeons from underrepresented racial backgrounds, offering participants role models who reflect their own experiences, an opportunity not typically available within the profession. Leadership Skills Course Awarded CPD points by the Royal College of Surgeons, the didactic skills course supported the charity's objectives by delivering leadership skills. The faculty were from underrepresented racial backgrounds, offering participants role models who reflect their own experiences. 4. Webinar Series - Raising awareness of equality and diversity in medical organisations and institutions associated with the surgical profession. - Promoting activities to foster understanding between people from diverse backgrounds Awarded CPD points by the Royal College of Surgeons these webinars contributed to the charity's objectives by raising awareness of the unique challenges underrepresented groups in particular Black women within the
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		surgical profession face. It provided a platform for sharing experiences, expert insights, and mentorship. 5. Engagement evening - Cultivating a sentiment in favour of equality and diversity. The event successfully deepened connections with supporters, beneficiaries, and partners, providing updates on the charity's activities, celebrating key milestones, and fostering discussions on its impact. Key highlights included presentations on ongoing projects and future initiatives, networking opportunities with supporters, professionals, and the wider community, and a platform for valuable feedback. This not only strengthened relationships with those invested in the charity's mission but also encouraged active participation and further support. 6. Collaboration and Advocacy - The elimination of discrimination on the grounds of race within the surgical profession, - Raising awareness in equality and diversity in medical organisations and institutions associated with the surgical profession. - Promoting activities to foster understanding between people from diverse backgrounds. - Cultivating a sentiment in favour of equality and diversity. We have collaborated with Melanin Medics and Healthcare Leadership Academy on developing bespoke programmes to support Black surgeons. We have supported applications and research proposals from higher educational institutions. We have also provided speakers for podcasts, conferences and workshops to increase the visibility of
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		Black surgeons. We have held meetings with Royal College of Surgeons of England, Royal College of Surgeons of Edinburgh, General Medical Council, The Joint Committee on Surgical Training and other related bodies particularly focussing on fairer training and recruitment where there is inequity and disadvantage especially on the grounds of race. Medical Student and Junior Doctors Essay Prize
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	N/A
Performance of fundraising activities against objectives set	Para 1.41	N/A
Investment performance against objectives	Para 1.41	N/A
Other		N/A

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	- <i>Income for the specified Charity Commission time period (23/05/23 – 05/04/24): £1757.09</i> - <i>Expenditure for the specified Charity Commission time period (23/05/23 – 05/04/24): £7081.21</i> Cash holdings at close of specified Charity Commission time period (05/04/2024): £11,400.85
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	It is the policy of the BABS that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.
Amount of reserves held	Para 1.22	£3500
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	No deficits
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	None

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	As a new and developing charity, the association is currently quite reliant on sponsorships and grants from larger organizations, particularly the Royal Surgical Colleges of the UK (e.g., RCSEd, RCSEng), alongside support from other institutional partners. As previously mentioned, these relationships not only provide crucial financial support but also enhance our credibility and amplify our voice, helping us reach a broader audience within the surgical community. By aligning with established professional bodies, we strengthen our mission and reinforce the importance of diversity and inclusion in surgery.
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		Additionally, fostering these relationships increases our visibility, which in turn expands our potential audience and further solidifies our position in the sector. To reduce long-term reliance on external funding, we have introduced a new membership scheme, which provides a sustainable and predictable income stream. As our visibility continues to grow, so too will our membership base, creating a self-sustaining model of financial support. Additionally, as engagement with BABS expands, income from events will also increase, allowing us to reinvest in more educational programs, outreach initiatives, and advocacy efforts to drive forward our mission.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	N/A
Other		N/A

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees may be elected by the membership and also appointed by the existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	N/A
The charity's organisational structure and any wider network with which the charity works	Para 1.51	N/A
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	British Association of Black Surgeons
Other name the charity uses	
Registered charity number	1203223
Charity's principal address	The Royal College of Surgeons of Edinburgh, 85-89 Colmore Row, Birmingham B3 2BB

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	Miss Sarah Itam (Dr)	Chair		
	2	Mr Andrew Alalade (Dr)	Trustee		
	3	Professor Frank Chinegwundoh MBE	Trustee		
	4	Mrs Beth Donaldson-Hugh (Dr)	Trustee		
	5	Miss Samantha Tross (Dr)	Trustee	May 2023 - April 2024	
	6	Miss Susannah La-Touche (Dr)	Trustee	May 2023 - Sept 2023	
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Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
N/A		

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

N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Miss Sarah Itam

Position (eg Secretary,
Chair, etc)

Chair

Date

29/01/2025

British Association of Black Surgeons (BABS)

Charity Commission Annual Return

Starting cash on hand £ 16,724.97 Starting date May 2023 Minimum balance alert/Reserve amount £ 3,500.00

	May 2023	Jun 2023	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	Total
Cash on hand (beginning of month)	£ 16,724.97	£ 15,693.76	£ 15,743.76	£ 9,993.76	£ 10,043.76	£ 10,468.96	£ 10,518.96	£ 10,824.18	£ 11,060.09	£ 11,111.65	£ 11,200.85	£ 11,250.85	
Cash receipts													
Cash sales													£ -
Conference Income													£ -
Collections on accounts receivable													£ -
Stripe - Membership Income					£ 375.20		£ 255.22	£ 185.91	£ 1.56	£ 39.20			£ 857.09
Bursaries													£ -
Sponsorships			£ 200.00									£ 100.00	£ 300.00
Other receipts	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 50.00	£ 600.00
Total cash receipts	£ 50.00	£ 50.00	£ 250.00	£ 50.00	£ 425.20	£ 50.00	£ 305.22	£ 235.91	£ 51.56	£ 89.20	£ 50.00	£ 150.00	£ 1,757.09
Total cash available	£ 16,774.97	£ 15,743.76	£ 15,993.76	£ 10,043.76	£ 10,468.96	£ 10,518.96	£ 10,824.18	£ 11,060.09	£ 11,111.65	£ 11,200.85	£ 11,250.85	£ 11,400.85	£ 11,400.85
Cash paid out													
Advertising	£ 970.21												£ 970.21
Contract labour (Photographers, speakers etc)													£ -
CPD/Royal College fees													£ -
Materials and supplies (in COGS)													£ -
Meals and entertainment													£ -
Office expenses (address, zoom, etc)	£ 111.00												£ 111.00
Rent or lease: (venues, vehicles etc)													£ -
Rent or lease: equipment													£ -
Repairs and maintenance													£ -
Supplies (not in COGS)													£ -
Taxes and licenses													£ -
Travel													£ -
Utilities													£ -
Wages (less emp. credits)													£ -
Gifts (for speakers etc)													£ -
Other: Perform Lean Deve - Learning platform			£ 6,000.00										£ 6,000.00
Other expenses													£ -
Miscellaneous													£ -
Subtotal	£ 1,081.21	£ -	£ 6,000.00	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ 7,081.21
Loan principal payment													£ -
Capital purchases													£ -
Other startup costs													£ -
To reserve and/or escrow													£ -
Owners' withdrawal													£ -
Total cash paid out	£ 1,081.21	£ -	£ 6,000.00	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ 7,081.21
Total cash available	£ 16,774.97	£ 15,743.76	£ 15,993.76	£ 10,043.76	£ 10,468.96	£ 10,518.96	£ 10,824.18	£ 11,060.09	£ 11,111.65	£ 11,200.85	£ 11,250.85	£ 11,400.85	£ 11,400.85