

British Association of Black Surgeons

2024/2025 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

The charity continues to actively work towards fulfilling its charitable objects. Below is a summary of the key activities undertaken:

1. Mentorship Programme

Evidence shows that Black doctors often receive less support and feedback during surgical training. To address this, our mentorship programme plays a central role in the charity's commitment to nurturing the career development of medical professionals, particularly doctors and medical students of Black African and African-Caribbean heritage. Delivered via a well-established online platform, the programme has garnered

consistently positive feedback from both mentors and mentees, with sustained demand reflecting its ongoing impact. Given the associated costs, we are exploring new approaches to ensure the programme's long-term sustainability. We are grateful to our supporters, sponsors, and volunteers, whose commitment continues to be vital in advancing our mission.

2. National Conference - 2024:

In November 2024, the charity hosted the "Moving Beyond the Data" national conference in London, which the Royal College of Surgeons awarded CPD points. This flagship initiative aimed to foster dialogue and raise awareness of critical issues within the surgical profession, with a particular focus on racial equity, diversity, and inclusion. Building on the evidence now available, the conference emphasised the importance of translating data into tangible action.

The event provided a platform for medical professionals from across the UK to engage with thought leaders, share best practices, and explore strategies for addressing systemic challenges. The programme featured keynote presentations and panel discussions that highlighted the need to support diverse talent in surgery and reduce health inequities for patients. Surgeons and medical students attending the conference provided excellent feedback, reflecting the value of this initiative in driving meaningful change within the profession.

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, 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. 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 3 webinars, it provided a platform for sharing experiences, expert insights, and mentorship. The feedback was excellent across each of the webinars.

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

Principal address: The Royal College of Surgeons of Edinburgh, The Walker Building, 58 Oxford Street, Birmingham, B5 5NR

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

A handwritten signature in black ink, appearing to be 'S. Itam', with a stylized, cursive flourish.

Miss Sarah Itam
Chair

1/2/2026

Financial Period: From April 6th 2024 to 5th April 2025

Annual Report and Accounts

1. Financial Overview

- Total Income: £17681
- Total Expenditure: £14159.13
- Net Movement in Funds: £3521.87
- Bank Balance at Year-End: £14,772.72
- Other Assets: None
- Liabilities: None

2. Income Breakdown

- Donations & Fundraising: £602.70
- Grants/Sponsorships Received: £12,675
- Membership Fees: £332.25
- Events: £4000
- Reimbursement: £71

3. Expenditure Breakdown

- Marketing and Media: 1737.99
- Salaries & Wages: £0
- Office Supplies: £311.76
- Project Expenses: £12,109.38

4. Fund Balances

- **Unrestricted Funds:** £11,272.72
- **Restricted Funds:** None
- **Reserves:** £3500
- **Endowment Funds:** None

