



TRUSTEES' ANNUAL REPORT & ACCOUNTS

**FOR THE PERIOD FROM
JUNE 2023 –
MARCH 2024**



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Foreword:

Reflecting on the year of impact and progress

As I reflect on the journey of Afrikindness throughout 2023/24, the urgency and relevance of our mission have never been more palpable. The profound impact of lack of empathy, increase in racial bullying, discrimination, and harassment on the mental health of young people, and the consequential fragmentation of families is only beginning to reveal its depth.

We hear of parents facing the dilemma of shielding their children from the harsh realities of racial bias in the UK, while parenting under the shadow of fear. The negative experiences taking an increased psychological and emotional toll on our young ones, call for a collective response to break this cycle of distress.

In the 2020-21 academic year, the alarming surge in [racially motivated bullying](#)(pdf link), with 1,198 reported instances in Scottish schools alone, marked the highest figures on record.

The statistics tell a stark tale—a 20% rise in incidents over four years and a staggering 60,177 [racist incidents](#) recorded in UK schools over five years.

The urgency to address this issue became even more evident in 2023 with a [racially aggravated assault](#) on a Black pupil in Ashford, Surrey, emphasizing the prevalence of racist bullying in our schools and the involvement of adults in some cases.

A debate pack on racial discrimination in schools by the [House of Commons Library](#) stated:

In [October 2020, a report from the YMCA](#)(link to PDF) looked at young Black people's experiences of racism. The outcome included that: -

- 95% of young Black people report that they have heard and witnessed the use of racist language at school.
- 49% of young Black people felt that racism was the biggest barrier to attaining success in school, while 50% said the biggest barrier was teachers' wrong perceptions of them – e.g., being seen as “too aggressive.”
- 70% of young Black people had felt the need to change their hair to be “more professional” at work or school.

As an organisation, we cannot ignore this harsh reality. It raises some critical questions about the impact of racism on children and their sense of identity and belonging. This troubling scenario propelled Afrikindness into a realm of unparalleled activities in 2023.

Guided by the belief that embracing identity is an act of empowerment, we have tirelessly worked to provide children and young people with a platform that promotes kindness in their interactions, celebrates their

identity and culture, builds racial harmony, and fosters positive character development. It is only on this basis that we can have an inclusive society where every child thrives.

In 2023, we launched our flagship initiative - Africa Awareness Week, under the CAR-PRIDE (Celebrate Culture and Race by fostering Positive Racial Identity development in Education) services for schools during Black History Month. This is a beacon for fostering cultural awareness, diversity, and kindness.

We recognize the damaging stereotypes and misconceptions about Africa. We have endeavoured to challenge these narratives by creating educational content designed by UK teachers that aligns with the UK school curriculum, building racial knowledge, and promoting inclusivity through extracurricular activities as well.

It is also why we produced a short film on one of Africa's most prominent cultural histories – the Benin Kingdom. We are facilitating vital connections with the Arts and Media to co-produce more short films alongside schools to support children's cultural knowledge and appreciation of traditions and diversity.

C A R P R I D E

The impact of our initiatives extends beyond the classroom and homes. Our groundbreaking EMPOWER project program equips children and young people to take charge of community projects, connecting them to their cultural roots and instilling a sense of positive identity. We had 7 children-led projects. One of the projects saw a child in the UK fundraise over £1000 for a feeding project for vulnerable children in his community.

We also had 3 UK children carry out a fundraising campaign which raised over £5000 to renovate a school in a local community. The tangible outcomes, such as fundraising for vulnerable children and renovating schools, underscore the transformative power of kindness and community engagement and, most importantly, bring a sense of belonging, pride, and positive identity.

The Empower Project stands as a transformative initiative cultivating positive racial identity in children and young people while honing real-time skills such as empathy and leadership. Fostering a sense of community inspires children to become solution-seekers, instilling the belief that they are integral contributors to the collective progress of their community.

E M P O W E R

Our K.I.D.S Academy portrays our commitment to social, emotional, and character development. The program, aligned with CASEL's Framework, equips students with essential life skills and values, fostering a holistic approach to education that extends beyond academic success.

We launched the 30-day Summer of Kindness challenge and Earth Day competitions, engaging over 500 children and young people in the UK and Africa, which exemplifies our dedication to instilling kindness as a habit. These children's competitions, along with our Kindness Heroes podcast, showcase the positive impact on participants' sense of purpose, gratitude, and happiness.



Our teachers' training workshops and research initiatives underscore our commitment to continuous learning and improvement. Our collaborative approach extends to parents through webinars and podcasts addressing cultural and racial barriers, providing expert insights, and building a thriving parent community with over 2000 members.

The Afrikindness Podcast, inaugurated in May 2023 to coincide with the annual Africa Day, spearheads Afrikindness's mission to dismantle stereotypes and challenge negative narratives about the continent. In alignment with the Organization of African Unity's objectives, the podcast contributes to fostering a more nuanced understanding of pertinent issues surrounding Africa. By popular demand, with 15 episodes streamed over 19 platforms, we have extended our reach to 4 continents (Africa, Europe, North America, and Asia).

Securing charitable status with the Charity Commission in 2023 signifies a remarkable milestone for Afrikindness, amplifying our commitment to transparency, accountability, and the ability to access broader avenues of support to further our mission of fostering positive racial identity, kindness and inclusivity.

We received our first grant from Sir George Martin Trust and launched the Afrikindness Neurodiversity Community Programme.

We are grateful for the support of over 50 volunteers, engagement with over 20 charities and organisations, and the partnerships that allowed us to effect positive changes in the lives of children and families.

Bunmi Dwalabi
CEO Afrikindness



Words from our trustees

Our teams have had an incredible year of children-led projects, parent and teacher community groups, mentoring and counselling, engaging with schools and religious institutes and continuing our advocacy and research programs, under the dedicated and skilled stewardship of our CEO, Bunmi Owolabi.

I truly believe that our work has had the blessings of the universe - It was no coincidence that it was at the exact moment of our 2nd board meeting of the year that the Charities Commission finally granted us Charitable status, allowing us to celebrate the moment together as a team. I am very confident that with the continuing commitment, perseverance, the right attitude and teamwork of our volunteers, executive team, and trustees, Afrikindness will be able to realise our vision to create a world where every child transforms their community and makes a difference through Kindness.

Creating a society where children feel safe and included regardless of their race or ethnicity, teaching young people the core values of humanity and to make them kind and productive citizens.

Our mission is centred around taking steps to help address the underlying structural and systemic factors that perpetuate racial discrimination and bullying, and to support character development, enabling young people to be resilient, kind, emotionally balanced, and thrive in society.

Sukwinder Bassi

Chair of Trustees,
Afrikindness



Our Trustees



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Introduction

The Trustees of Afrikindness are pleased to present their Annual Report alongside the Financial Statement for the period ended 31st March 2024. This report is prepared in accordance with the provisions of the Charity Commission for the period 23rd June 2023 - 31st March 2024.

In 2023, Afrikindness proudly achieved charitable status as a Charity Incorporated Organisation (CIO).

This year, as a fully constituted organization, we achieved a significant milestone by developing and approving our 5-Year Business Plan. This plan provides a clear and strategic roadmap for our work in the UK and Africa, outlining seven key priorities focused on fostering racial

harmony, supporting vulnerable children and families, and promoting inclusivity. The plan will be evaluated and reviewed annually against our activities, ensuring alignment with our goals and adaptability to emerging needs.

In addition, we established robust governance structures by recruiting key trustees and appointing executive board members across the UK and Africa.

These leaders will oversee each workstream, delivering activities aligned with our priorities while maintaining trustee oversight. Together, these efforts lay a strong foundation for impactful and sustainable community engagement.

This report, along with a few of our policies and procedures, is published on our website and will guide our activities in the years ahead, reinforcing our commitment to meaningful change in the communities we serve.

Afrikindness - Be Kind to All Kinds

Afrikindness is the UK's children's kindness charity, open to all, where our guiding principle is simple: "Be kind to all kinds."

We envision a world where every child transforms their community and makes a global difference through acts of kindness.

At Afrikindness, we believe every child deserves moments that create lasting memories, nurturing their social, mental, and emotional well-being.

Our platform unites schools, families, and communities to foster an enabling environment where kindness thrives, cultural and racial barriers are broken, and young people are empowered to be the change they wish to see in the world.

Why our services matter Navigating crucial stages

Afrikindness plays a pivotal role in today's world by aligning with the foundational principles derived from extensive research, notably Erik Erikson's [psychosocial development](#)

[stages. Our focus on Stage 4 — Early School Years \(Industry vs. Inferiority\) and Stage 5 — Adolescence \(Identity vs. Role Confusion\) addresses critical junctures in human development.](#)

By nurturing positive character, fostering a strong sense of identity, and promoting kindness, Afrikindness contributes significantly to guiding children and adolescents through these crucial stages, laying the groundwork for resilient, self-assured individuals in adulthood.

Our approach is COLLABORATIVE – connecting parents, schools, and communities to achieve our goals.

Guided by our vision to empower children, parents, and communities, we remain steadfast in our mission to foster racial harmony, promote positive racial identity, and support cultural inclusivity.



EMBRACING IDENTITY IS AN ACT OF EMPOWERMENT

About Us

Inspire. Educate. Empower. Advocate.

Afrikindness is a non-profit organisation dedicated to promoting positive racial identity development, fostering racial harmony, and instilling kindness in children and young adults.

By emphasizing racial diversity, we aim to help children build a strong cultural identity, fostering a sense of belonging and confidence, while also promoting curiosity, fairness, and kindness.

Afrikindness actively works towards these goals by celebrating cultural diversity, building racial harmony, and promoting social and emotional learning in schools; supporting children of colour in developing positive racial identities; educating teachers and parents on racial knowledge; and creating public awareness about the impact of identity crises on the mental health of young people.

We believe in translating kindness into action, teaching children to embrace and celebrate differences while learning acceptance.

OUR VISION

To create a world where every child transforms their community and makes a global difference through kindness.

OUR MISSION

To foster positive racial identity development and promote kindness in children and young people.

AREAS THAT WE WORKED IN

UK REGIONS:
Yorkshire & Humber - South East
- East England - South West -
West Midlands - North West.

AFRICA: Nigeria - Ghana

OUR APPROACH

We Believe that meaningful changes will only happen if a collaborative environment is nurtured between parents, teachers and the children.

CREATE IMPACT

We work with schools, parents and young people building on character development and empowering them to be part of the solution through children-led projects and academy sessions.



INQUIRE

We conduct research to support our work, reaching to communities and drilling down to the core behavioural & psychological issues faced by children & young people.



REVIEW & MONITOR

We aim to instill the values of kindness, empathy, mindfulness and compassion in children from an early age, these values need to be modelled daily.

Our Impact Strategy

INSPIRE

Children by creating awareness of everyday acts of kindness to one self, each other, their environment and to Africa. Cultural awareness and sensitivity.

EDUCATE

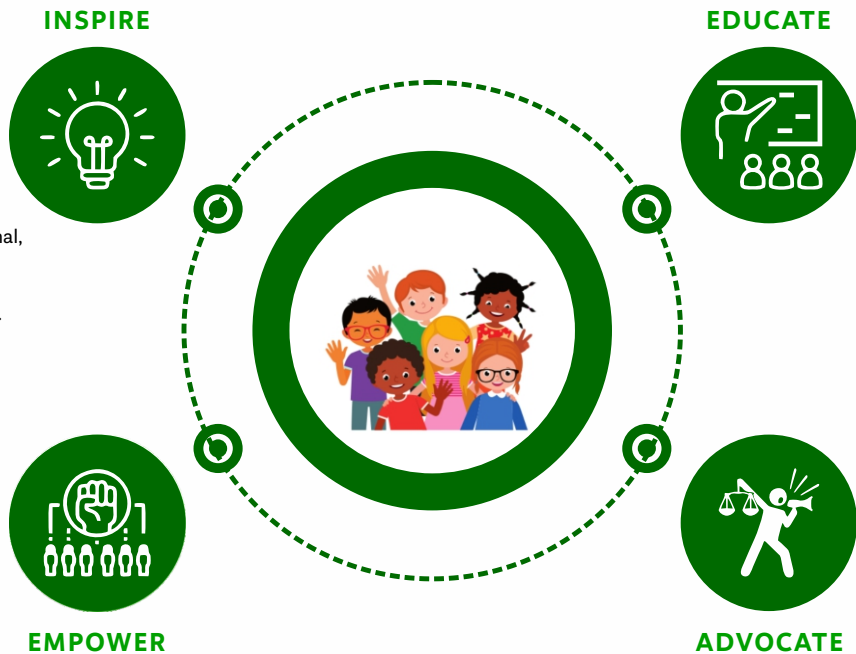
Children, young adults on strong interpersonal, social and emotional intelligence skills; build their racial knowledge and promote positive racial identity in schools and homes.

EMPOWER

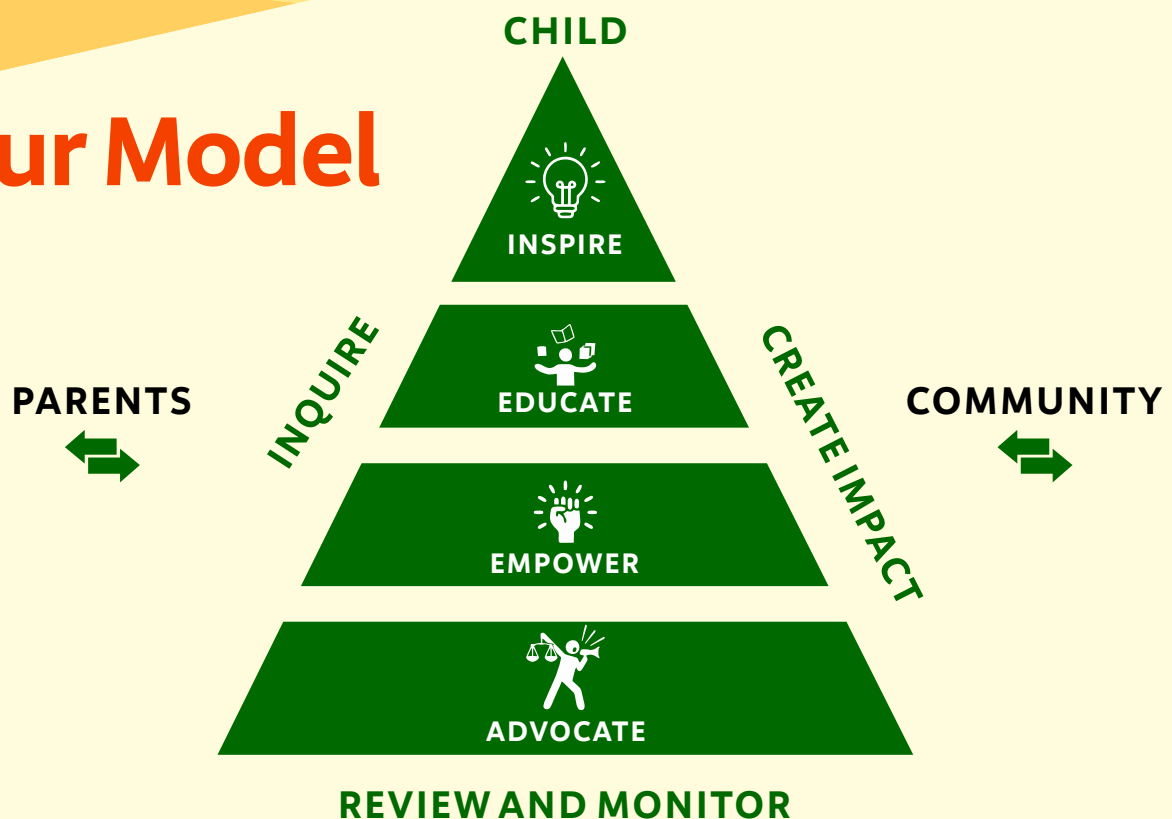
Children, young adults by creating platforms that give them the opportunity to demonstrate kindness in their communities. Empower parent and communities to support young people to be the best version of themselves.

ADVOCATE

For kindness in schools and communities, engage policy makers in the society on our research work and facilitate educational reforms that supports contemporary ideals on inclusion, kindness and mental well-being.



Our Model



Objectives and Activities

Our charitable object as set out in our constitution

For the Public Benefits

- To advance education and the social and character development of children and young people by developing their mental, physical and moral capabilities to enable them to grow to full maturity as individuals and members of society.

- To promote racial harmony by:

(a) educating the public and raising awareness on the subject of racial diversity and equality.

(b) promoting knowledge and mutual understanding and respect for those of different racial backgrounds and their cultures.

(c) the elimination of discrimination on the grounds of race.

In furtherance of the above purposes the trustees will additionally promote research in all aspects of the above and publish the useful results of such research.

Our Services Include

- KIDS intervention & mentoring program
- EMPOWER project for Young People
- Parents and Teachers Empowerment Programs
- Schools Kindness & Cultural Workshops
- Africa Awareness week
- Research in minority communities

Our Four Workstreams

- **Parents and Community:** Our efforts focused on equipping parents and caregivers with resources, training, and intervention programs that empower them to break cultural barriers, strengthen family relationships, and nurture their children effectively.

- **Children and Young People:** We support the holistic development of young people through mentoring, empowerment programs, and supplementary educational initiatives, addressing their social, emotional, and mental well-being while fostering resilience and self-identity.
- **Research and Advocacy:** Afrikindness has continued to develop evidence-based programs informed by research and surveys, advocating for inclusive policies and practices while shedding light on the experiences of minoritized communities.
- **Education:** We worked with schools and educators to deliver cultural awareness training and projects that celebrate diversity, build racial knowledge, and foster inclusivity within the classroom and beyond.





2023/24 Impact at a Glance

1

**RESEARCH
CONFERENCE**

2

**TRAINING
EVENTS**

6

**PARENTS RESOURCES
DELIVERED VIA OUR
EXPERT NETWORK**

14

**PARENT WEBINARS
AND
WORKSHOPS**

15

**PODCAST
EPISODES**

43

**COMMUNITY/PARENT
CONVERSATIONS
AND BLOGS**

50+

**SKILLED
VOLUNTEERS**

10,000+

**PEOPLE
REACHED**

3000+

**PARENTS, CHILDREN
SUPPORTED-
UK AND AFRICA**

4

**CONTINENTS
REACHED WITH OUR
PODCAST/WEBINARS**

16

**COUNTRIES REACHED
WITH OUR PODCAST/
WEBINARS**

11

**SKILLED
TRUSTEES**

Afrikindness Highlights 2023/24

JANUARY

- **Our Empower** projects, led by children, have grown to encompass [seven impactful initiatives](#), driving community engagement through activities such as fundraising, charity walks, birthday pledges, and bake sales. Through our compelling video series, we share inspiring stories of positive change, highlighting how these projects actively promote social and emotional learning. Our overarching goal is to empower both young people and adults, encouraging their contributions to building safe, healthy, and just communities.

MARCH

- **Community Group Spotlight:**
Afrikindness Research team attended the EMRI [Conference](#) and participated in the world café, discussing the need to promote research on children's mental well-being, neurodiverse children and race-related issues.
- **Newsletter Publication:**
Afrikindness's work with young people was highlighted in the NIHR- EMRI Newsletter for Yorkshire and Humber.

- **Neurodiversity Week:**

In commemoration of the week, a series of [videos and parent resources](#) on Neurodiversity with a specific emphasis on black culture were launched, offering educational insights and awareness while guiding parents to the necessary support for navigating the challenges of raising a neurodivergent child. These resources aim to provide valuable information and assistance in fostering understanding and inclusivity within the realm of neurodiversity.

APRIL

- **Afrikindness 'Earth Day**

Competition, featuring 14 judges and spanning Nigeria and Ghana, received over 600 entries, culminating in six standout winners and 25 commendable entries recognised with consolation prizes.

The competition showcased the creative prowess of students committed to environmental causes, fostering a platform for impactful contributions and discussions on sustainability and Earth Day awareness.

MAY

- **Africa Day:**

Launched Afrikindness Podcast during the Africa Day celebration. Africa Day commemorates the founding of the Organisation of African Unity (now known as the African Union). 15 podcast episodes done with a reach of 4 continents.

MAY/OCTOBER

- **Teachers' Training Workshops:**

Gained widespread coverage in all major [news media outlets](#). This accomplishment solidified Afrikindness as a prominent figure in the [educational landscape](#) contributing significantly to our overarching goal of bolstering the educational sector.

OCTOBER

- **Africa Awareness Week:**

During [Africa Awareness Week](#), we unveiled educational resources tailored for schools in the UK, distributing educational content to over 5000 institutions. These materials meticulously covered National Curriculum Statutory Requirements, ensuring alignment with Relationships, Health, and Sex Education (RHSE) guidelines, fostering a deeper understanding and appreciation of Africa's rich cultural diversity.

- **Research Outcome:**

Our Research associate, Dr. Vivian Okoye unveiled key [research findings](#) on the challenges Black African Parents face in accessing timely autism diagnosis in the UK.

JANUARY 2023 - MARCH 2024

- **Parents Community:**

The parent team successfully organized 10 impactful webinars featuring experts covering crucial topics like school safeguarding, racial identity, online safety for children, and essential insights on GCSEs and A-levels.

With participants spanning four continents— Africa, Europe, North America, and Asia —the global reach of these webinars reflects their widespread impact. Positive feedback and individual support provided to attendees have marked this initiative as a resounding success, fostering knowledge exchange and empowerment across diverse communities.

- **Launched Afrikindness Neurodiversity Community Project** with our first grant received from Sir George Martin Trust.

Our Theory of Change

Impact Journey

Afrikindness' Theory of Change is rooted in a holistic approach that spans from Empower Projects and KIDs Academy for children and young people to parent training, workshops, intervention support programs, research, advocacy, and cultural education in schools—all geared towards fostering inclusive communities, empowering families, and shaping a future where every child thrives in a world that values diversity, equity, and kindness.

Activities	Focus	Tasks – What we do	Outputs – What it produces	Outcomes – What it achieves	Impact – long term
EMPOWER PROJECT KIDS Academy Kindness Challenge	Children	<ul style="list-style-type: none"> Delivering age-appropriate projects in the community/globally Delivering Kindness Workshops using the CASEL framework in schools. Delivering capacity development programmes and training Providing 1-2-1 support Kindness Challenges & Competitions 	<ul style="list-style-type: none"> 7 community & global projects with over £7000 fundraised led by 4 children in the UK 4 Charity organisations supported the projects, including 3 schools. 4 months of mentorship by parents & teachers. 1-2-1 support for reported bullying relating to racial issues. Over 5000 children & families benefitted from the projects in the UK and Africa. Measurable results in enhanced social, and emotional wellbeing. Character development with improvement in behaviour and in school academics. 	<ul style="list-style-type: none"> Enhanced sense of community belonging and social cohesion reported by children. Holistic development resulting in heightened social and emotional skills, strong character, and a positive cultural identity. Fostering a new generation of resilient leaders with a sense of purpose and active engagement in meaningful community initiatives. Parenting confidence Instilling essential life skills - self-awareness, control, and interpersonal skills preparing them for life challenges. 	<ul style="list-style-type: none"> Transformative development of young individuals Fostering enhanced social and emotional wellbeing, character growth Lasting positive cultural identity within their community. Building Community Resilience Character development to be kinder and better citizens.
PARENT Community Teachers' Workshop	Parent & Teachers	<ul style="list-style-type: none"> Conducting informative webinars and podcasts. Organizing professional training & development sessions and workshops to empower teachers Addressing parenting challenges, cultural complexities, and educational topics for parents. 	<ul style="list-style-type: none"> Completion of 14 informative and engaging webinars for parents, providing valuable expert insights and practical knowledge. Implementation of 2 professional development sessions for teachers, resulting in enhanced skills, increased cultural competence, and improved educational strategies. 	<ul style="list-style-type: none"> Increased knowledge and confidence among parents in handling parenting challenges and understanding cultural nuances. Improved teaching effectiveness and cultural competence among educators, positively impacting classroom dynamics and student engagement. 	<ul style="list-style-type: none"> Increased level of public awareness about the consequences of racial identity crisis & mental health. Knowledge generation & learning Empowering Communities
CAR-PRIDE	Schools	<ul style="list-style-type: none"> Develop educational contents that challenge stereotypes and promote racial harmony/cultural diversity in schools Cultural Films Cultural Projects & Events Black History Month Cultural Competition 	<ul style="list-style-type: none"> Launched Africa Awareness Week Teachers' training workshops on racial identity with expert DEI speakers Distribution of resources (activity packs) to over 5000 UK schools to combat prevailing narratives about Africa. Cultural Short Film on Benin Kingdom Black History month campaign awareness 	<ul style="list-style-type: none"> Improved cultural inclusivity and understanding in schools. Enhanced awareness and knowledge about racial identity and diversity among students and educators. Reduction in racial bullying through the dissemination of resources challenging stereotypes and fostering positive cultural identity. 	<ul style="list-style-type: none"> Cultivation of inclusive and harmonious communities with sustained cultural understanding. Long-term positive shifts in education, marked by reduced racial biases, increased cultural competence, and a more inclusive learning environment.
Research	Public	<ul style="list-style-type: none"> Conducting research Advocating and campaigning Community Initiatives Hosting events / conferences Disseminating information 	<ul style="list-style-type: none"> Research blogs on Racial Identity & Suicide, Mental Health Research output on the disparities of autism in Black communities. EMRI conference on Community awareness & campaign during Neurodiversity week. 	<ul style="list-style-type: none"> Heightened awareness achieved. Stakeholders well-informed and actively engaged. Empowered communities through informed decision-making. 	<ul style="list-style-type: none"> Establishment of resilient communities with sustained awareness Lasting positive social, economic, and cultural transformations.

Parent Workstream

Charitable Objectives

Afrikindness is dedicated to promoting racial harmony by:

- (a) Educating the public and raising awareness on the subject of racial diversity and equality.
- (b) Promoting knowledge and mutual understanding and respect for those of different racial backgrounds and their cultures.
- (c) The elimination of discrimination on the grounds of race.

Parent Work Stream Summary

The Afrikindness Parent Workstream is designed to empower and support parents through a wide range of services, including:

Parent Training:

Equipping parents with effective strategies to address challenges such as sibling rivalry, cultural parenting conflicts, and communication barriers.

Webinars and Workshops:

Covering essential topics like safeguarding, mental health, and the power of play in parenting.

Intervention Programs:

Addressing complex cases involving abuse, safeguarding concerns, or other parenting challenges.

Awareness Campaigns:

Breaking stigmas and fostering discussions on critical issues like neurodiversity and mental health.

Support for Migrant Families:

Offering culturally sensitive guidance and resources to navigate parenting in a new environment.

Parent Community Building:

Creating a community of empowered parents who can share experiences, seek advice, and access ongoing support.

This holistic approach aims to break barriers, foster stronger family bonds, and build trust in available services, ultimately creating empowered and resilient families.

Navigating Modern Parenting Challenges:

Empowering Parents through Complexity.

Empowering Parents, Transforming Communities.

Afrikindness' Parent guided by the motto **"Connect, Live, Thrive,"** has become a transformative platform for parents, offering a safe space to share concerns, access expert insights, and navigate parenting challenges.

With the launch of six comprehensive resources—covering Neurodiversity, GCSE & A-level guidance, Online Safety, Digital Citizenship, Safeguarding in Schools, and Racial Identity and Mental Health—parents worldwide now have access to vital tools that enhance their knowledge and confidence.

Our culturally sensitive webinars address barriers and complexities, offering practical solutions and recommendations.

The Result?

An impressive 98% of participants reported a better understanding of the topics, equipping them to support their children more effectively.

Collaborations with leading organizations like Place2Be, The Diana Awards, and Afruca bring top-tier expertise to Afrikindness events, including expert discussions, webinars, and drop-in sessions. These initiatives have had a profound impact on parents, especially migrant families, fostering inclusion and understanding in new cultural landscapes.

Through tailored guidance, referrals, and community engagement, Afrikindness continues to empower parents, creating nurturing environments where children can thrive, grow with kindness, and achieve their full potential.

"Thank you all so much for the innovation and most resourceful webinar/presentation! I love the abundance of support, resources, and networking. I work with young people and their families in the juvenile corrections in California.

I definitely would like to see more webinars like this! These are powerful skills/tools we can use in our everyday way of life! Again, thank you so much! Keep doing what you are doing! we are changing lives one story at a time!".....Parent

"Kudos to Afrikindness – for the discussion and all the good initiatives taken."

.....Shanthisree R

Education Workstream

Charitable Objectives

Afrikindness is dedicated to promoting racial harmony by:

- (a) Educating the public and raising awareness on the subject of racial diversity and equality.
- (b) Promoting knowledge and mutual understanding and respect for those of different racial backgrounds and their cultures.
- (c) The elimination of discrimination on the grounds of race.

Afrikindness is committed to addressing the critical challenges of racially motivated bullying, limited diversity in school curricula, and low racial literacy among educators, as highlighted in the 2020 Runnymede Trust report.

Our Education Workstream aims to foster inclusivity, dismantle stereotypes, and promote cultural understanding through innovative initiatives and impactful services. One of our key services is CAR-PRIDE: Celebrate Culture and Race by fostering Positive Racial Identity Development in Education.

Key Services Offered

Kindness Workshops:

Interactive sessions designed to instil values of empathy, respect, and racial harmony among students.

Cultural Awareness Campaigns (Africa Awareness Week):

Providing schools with educational resources, research blogs, and activities that challenge stereotypes and celebrate African heritage.

Teachers' Trainings on Racial Identity:

Professional development workshops focused on inclusive education and fostering a balanced narrative in classrooms.

Competitions and Challenges:

School-based activities encouraging students to explore and embrace cultural diversity creatively.

Tackling Racial Bullying and Identity Crisis:

Unyielding action in a Turbulent Year

Afrikindness firmly believes that cultural learning should be an ongoing journey, not confined to a limited timeframe.

Therefore, the educational contents delivered during Africa Awareness Week are designed to be accessible freely throughout the year. By providing schools with resources that promote cultural diversity and understanding, Afrikindness strives to contribute to a broader shift in fostering inclusivity and appreciation for diverse identities.

Impact in Schools

Disseminated inclusive educational resources on African Culture & heritage to over 5,000 schools across the UK, promoting diversity and combating stereotypes.

Delivered training workshops featuring experts like Sardarni Navleen MBE and Ellen Day, equipping educators with tools to foster cultural understanding.

Issued training certification in Inclusive Education Training, enhancing teacher competencies and building inclusive classroom environments.

Empowered students to embrace their identities, reducing racial bullying and fostering pride in cultural heritage.



By providing accessible year-round resources and engaging schools with enriching programs, Afrikindness has become a pivotal force in shaping a generation that values diversity, cultural awareness, and racial harmony.

Our Africa Awareness Week Campaign Reached Over 5000 Schools

TEACHERS

"I intend to integrate the strategies from the training workshop in my teaching practice by taking into consideration respect for all learners, equity, active engagement of learners, collaborating with learners and co-educators to improve learning and continuously gain more knowledge to assist learners in whatever category as learning evolves".....Hilda Jidechukwu, Teacher

"Thanks to Afrikindness, NAPPS for adding more to my knowledge on inclusion. Indeed, am very grateful.

Hungry for more educative and impactful training in future"...
Teacher

Children and Young People Workstream

Charitable Objectives

Afrikindness is committed

- To advance education and the social and character development of children and young people by developing their mental, physical and moral capabilities to enable them to grow to full maturity as individuals and members of society.

In a year marked by challenges, Afrikindness' Children and Young People Workstream made a meaningful impact through programs designed to foster kindness, positive racial identity, and environmental consciousness.

Despite limited funding, our committed volunteers delivered transformative initiatives under the Kids Intervention Program, contributing to the holistic development of children and young people.

Key Services Offered

EMPOWER Project:

Hands-on community and global projects that deepen cultural connections and foster leadership skills.

Kids Academy:

Educational and interactive sessions that build emotional intelligence, social empathy, and positive racial identity.

Mentoring and Counselling:

1-2-1 mentorship and family bonding activities to enhance emotional well-being.

Challenges and Competitions:

Initiatives like the Earth Day Competition and Summer of Kindness Challenge that engage children creatively and meaningfully.

Impact Highlights

Successfully delivered 7 children-led projects, emphasizing cultural roots and emotional resilience.

Engaged over 500 students across Nigeria, Ghana, and the UK in the Earth Day Competition, awarding 25 winners with prizes including mentoring, art workshops, and cash awards.

Conducted the 30-day Summer of Kindness Challenge, promoting kindness to self, others, the environment, and Africa.

Empowered children to develop pride in their heritage and identity through activities aligned with Afrikindness' mission.

Afrikindness Films:

In 2023, Afrikindness Films, in partnership with Nwafo Media, achieved a remarkable feat with the production of the short film, *The Seven Journeys*. Created by educator and writer Sophia Ovonlen, a team of talented children in the UK, technical experts from Nwafo Media, and supportive parents, the film brings the rich history of the Benin Kingdom to life.

This cultural masterpiece fosters positive identity and enhances educational experiences, resonating as a beacon of heritage and pride. While it has received positive attention on our YouTube channel, Afrikindness aims to expand its reach through targeted school outreach, enhanced promotions, and strategic sponsorships.

Looking ahead, we are committed to inspiring young minds further, with plans for the next series on the Benin Kingdom and continued collaborations with media firms and schools.

"I am very happy to have won the 2023 Earth Day competition. It means a lot to me especially in boosting my confidence and affirming that I can do anything if I don't give up. I have never won any award; this is my first and it is from an international organisation. I am also happy because of the surprise on the faces of my friends and school mate. I appreciate the award. Earth Day is a good idea to help people know that the earth is very precious, and we should not destroy it. We should do things that will make the Earth safe for all; both animals and human beings".. Alatishe Taiwo , Age 10, Nigeria.

"The Summer of Kindness Challenge changed the way I looked at the world because Kindness is something that needs to happen and the kindness challenge helped me to do little acts of kindness to different people and make me feel great about myself. I am also happy that I featured in the short film with Auntie Sophia.

The film is titled –

THE SEVEN JOURNEYS. I learnt a lot about the Benin Kingdom and look forward to more series. I also featured in the Kindness Heroes Podcast, and I really enjoyed it. I think Afrikindness is a great charity to get involved with activities and to learn more about Africa".. Ebun Owolabi, Age 11, UK

Research and Advocacy Workstream

Charitable Objectives

Our charitable object as set out in our constitution

For the Public Benefits,

- To advance education and the social and character development of children and young people by developing their mental, physical and moral capabilities to enable them to grow to full maturity as individuals and members of society.
- To promote racial harmony by:
 - (a) educating the public and raising awareness on the subject of racial diversity and equality.
 - (b) promoting knowledge and mutual understanding and respect for those of different racial backgrounds and their cultures.
 - (c) the elimination of discrimination on the grounds of race.

In furtherance of the above purposes the trustees will additionally promote research in all aspects of the above and publish the useful results of such research.

Our Services

Afrikindness' research initiatives focus on uncovering and addressing disparities within underserved communities, particularly in the areas of neurodiversity, mental health, and racial identity.

By conducting targeted studies, fostering dialogues, and disseminating findings, our research aims to:

- Highlight gaps and challenges, such as autism disparities in black communities.
- Promote inclusivity in research participation, especially within underrepresented groups.
- Enhance public awareness and understanding through accessible resources and discussions.
- Develop informed, community-specific interventions to foster equity and support.

Through these efforts, Afrikindness contributes to creating a more inclusive and informed society that values diversity and addresses systemic imbalances.

Key Research Areas for Afrikindness:

Autism Disparities in Black Communities:

Exploring the unique challenges faced by black individuals within the autism spectrum, as highlighted by Dr. Vivian Okoye's research.

Impact:

Pioneering interventions tailored to address neurodiversity imbalances and providing insights for targeted support within underserved communities.

Intersection of Racial Identity and Mental Health:

Examining how racial identity influences mental health, particularly in diverse and marginalized communities.

Impact:

Enriched dialogues among researchers and specialists, fostering a deeper understanding of mental health challenges related to racial identity.

Inclusive Research Participation:

Raising awareness and promoting research inclusivity in under-represented communities through partnerships and events like the EMRI conference.

Impact:

Increased diversity in research initiatives and collaboration with strategic organizations to address community-specific issues.

Public Awareness and Knowledge Dissemination:

Sharing research findings via blogs, roundtable discussions, and public engagement to inform and educate wider audiences.

Impact:

Broadened awareness on neurodiversity, racial identity, and mental health, empowering communities with valuable knowledge.

Afrikindness' research initiatives have significantly advanced public awareness, fostered critical discussions, and influenced collaborative efforts to address disparities in autism, mental health, and inclusivity in research.

By engaging key stakeholders and sharing findings widely, these efforts continue to enhance understanding and drive meaningful change in marginalized communities.



ETHNIC MINORITY
RESEARCH INCLUSION

IMPROVING REPRESENTATION IN RESEARCH



We are a **Network of research staff and members of the public** from across the Yorkshire and Humber region, working alongside the NIHR Clinical Research Network Yorkshire and Humber with a shared interest in **increasing levels of participation in health and care research within Ethnic Minority communities** throughout the region.

Find out more: <https://bit.ly/EMRIYorksHumber>



NIHR

Clinical Research Network
Yorkshire and Humber

Funding Our Mission

Financial year 2023/24 posed significant challenges amid the cost-of-living crisis and escalating energy bills but marked a milestone as we obtained charitable status in July 2023.

Lacking core funding to cover our operational costs, Afrikindness underwent a strategic reorientation, necessitating a substantial expansion of our activities. This required strategic partnerships that supported the implementation of enhanced processes to ensure the efficient management and delivery of selected initiatives.

We are grateful for the unwavering commitment of our volunteers, who generously contributed time and skills, and we extend our heartfelt thanks to everyone supporting our mission, including fellow charities and expert speakers. Despite the hurdles, our impactful campaigns persisted.

Afrikindness' fundraising strategy focuses on ensuring sustainability and expanding our impact across diverse communities. We prioritize building relationships with donors, trusts, and grant-making organizations, emphasizing the transformative outcomes of our programs.

By targeting funding opportunities that align with our mission, we've successfully secured our first grant from Sir George Martin Trust in March 2024. The funds will be used to launch our Neurodiversity Community Programme in Leeds.

This year, we constituted a dedicated fundraising team responsible for driving Afrikindness' funding initiatives while ensuring all activities align with ethical standards. Our trustees have carefully considered the Charities (Protection and Social Investment) Act 2016 to ensure compliance, particularly in avoiding undue pressure on individuals during fundraising efforts.

Afrikindness is proudly registered with the Fundraising Regulator and remains committed to upholding the standards outlined in the Code of Fundraising Practice. We are pleased to report that we received no fundraising complaints in 2023, reflecting our dedication to transparency and responsible fundraising practices.

Moving forward, our strategy includes diversifying revenue streams through grants, corporate sponsorships, digital fundraising campaigns, and community events. This approach aims to sustain our ongoing projects, such as neurodiversity programs and parent training workshops, while scaling our initiatives to reach more children, families, and schools.

As we continue our mission, we anticipate funding opportunities and donations to extend our reach to vulnerable children and families, address cultural barriers in schools, and foster an inclusive environment where every child can thrive.

Statement of Trustees'

Responsibilities and Public Benefit

The Trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year that give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources during that year.

In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles outlined in the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the accounts on a going concern basis unless it is inappropriate to assume the

charity will continue operating.

The Trustees are also responsible for:

- Keeping adequate accounting records that disclose with reasonable accuracy the financial position of the charity and ensure compliance with the Companies Act 2006.
- Safeguarding the charity's assets and taking reasonable steps to prevent and detect fraud or other irregularities.

In accordance with the Charities Act 2011, we confirm that all activities undertaken to achieve our objectives are carried out for the public benefit as described by the Charity Commission.

Our primary beneficiaries include young people, parents, and families experiencing marginalization and social or emotional challenges due to cultural or racial barriers. Our wider beneficiaries include schools, policymakers, and other organizations working with young people.

This report outlines the charitable public benefit of our activities. The Trustees regularly review our progress against our aims and objectives through our quarterly Trustee Board meetings and confirm compliance with the duty under Section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Financial Review

Review of Financial Year (April 2023 to March 2024)

Afrikindness's first financial period runs from 23rd June 2023, the date of its registration with the Charity Commission, to 31st March 2024. During this initial period, the organisation's financial activities were supported by trustee loans totalling £5,548. Of this amount, £2,303 relates to pre-registration costs incurred prior to Afrikindness's official registration, while £3,245 was provided during the financial period to cover funding gaps for administrative costs and the delivery of key initiatives, including Africa Awareness Week.

In addition to a donation from the trustees of £135 to cover some administration costs, Afrikindness received a generous donation of £2,000 from Sir George at the end of March 2024. While this donation was received during the reporting period, it has been restricted for use in funding a project in FY25.

The financial results for this inaugural period reflect a net deficit of £1,245, highlighting the charity's reliance on trustee loans to establish its operations and support its activities as it builds a foundation for the future.

Expenditure

Expenditure during FY24 amounted to £3,380 allocated as follows:

By Project:

Expenditure by Project FY 24



■ Africa Awareness Week ■ Administrative Costs

By Nature of Costs:

Expenditure by Nature of Costs FY 24



Year-to-Date Results (April 2024 to December 2024)

Afrikindness has made significant financial progress in FY25 to date, with total donations of over £17,000. Key contributions include:

- **The National Lottery:** £11,600
- **Community Foundation Leeds:** £2,500
- **Good Things Foundation:** £1,000
- **Other Donations:** £1,900

Expenditure to date stands at **£7,300**, which has been allocated to administrative activities and ongoing projects. The remaining funds are earmarked for future initiatives, ensuring alignment with Afrikindness's strategic objectives.

Reserves Policy

Afrikindness currently operates without a reserve fund due to historical funding constraints. However, the organisation recognises the importance of building reserves to enhance financial sustainability, ensure continuity of operations, and provide resilience against unexpected financial challenges. Establishing a robust reserves fund is a strategic priority for 2025 and beyond, aligning with the charity's financial governance framework.

Financial Risk Management

Afrikindness is committed to robust financial risk management to safeguard its resources and ensure long-term sustainability. Key financial risks and mitigation strategies include:

1. Funding Shortfalls

Risk: Dependency on grants and donations may create cash flow challenges.

Mitigation:

- Diversify income streams, including corporate sponsorships, individual giving, and fee-based services.
- Build a pipeline of grant applications and establish a reserve fund for resilience.

2. Increased Operational Costs

Risk: Rising costs could outpace available funding as the organisation grows.

Mitigation:

- Implement cost controls and secure operational funding through sponsorships.
- Improve financial efficiency through the newly implemented Capium accounting system, which is compliant with Charity Commission standards.

3. Economic Instability

Risk: Economic downturns may affect donor capacity and grant availability.

Mitigation:

- Develop flexible budgets and broaden the donor base to include corporate sponsors and smaller individual contributions.

4. Inadequate Financial Oversight

Risk: Inefficient use of funds or budget deficits due to insufficient controls.

Mitigation:

- Maintain strong governance by requiring all payments to be signed off by two authorised signatories.
- Conduct regular internal and external audits to ensure compliance and transparency.

Financial Policies

Afrikindness has established a policy on the Disbursement of unrestricted funds, ensuring transparency and accountability in the allocation of funds. All payments require two signatories, adding an additional layer of governance to financial decision-making.

Looking forward, Afrikindness plans to formalize additional financial policies in 2025, including:

- **Reserves Policy**
- **Fundraising and Income Recognition Policy**
- **Financial Reporting and Monitoring Policy**

These policies, coupled with the newly implemented Capium accounting system, will provide a robust framework to enhance financial efficiency and compliance with Charity Commission requirements.

Future Plans

Afrikindness aims to build on its achievements and strengthen its financial position with the following initiatives:

- **Fundraising Expansion:** Afrikindness plans to raise £300,000 by FY26 through a mix of grants, corporate partnerships, and recurring donor campaigns.
- **Operational Efficiency:** Leverage the new Capium accounting system to improve financial accuracy and streamline operations.
- **Reserves Development:** Establish a reserve fund to safeguard against future uncertainties and ensure operational continuity.
- **Program Growth:** Expand flagship initiatives, including Africa Awareness Week and the Social Emotional Learning framework in schools, to increase impact and reach.

These goals align with Afrikindness's long-term strategy to create a sustainable organisation capable of delivering lasting change.

Going Concern

Afrikindness remains a going concern due to the ongoing support from trustees, the restricted funds carried into FY25, and the donations received in FY25. Efforts are underway to diversify income streams and secure sustainable funding sources. The Board is confident that with the planned initiatives and enhanced financial governance, Afrikindness will maintain its ability to operate effectively and deliver its mission.

Afrikindness Statement of Financial Activities (SOFA)

For the Period From 23rd June 2023
to 31 March 2024

	Notes	Unrestricted Funds (£)	Restricted Funds (£)	Total March 2024 (£)
Income				
Donations and Legacies			2,000	2,000
- Sir George Donation			2,000	2,000
- Trustee Donation		135		135
Total Income	1	135	2,000	2,135
Expenditure				
Raising Funds				
Charitable Activities				
- Administrative Costs		1,763		1,763
- Africa Awareness Week		1,617		1,617
Total Expenditure	2	3,380		3,380
Net Income/(Expenditure)		(3,245)	2,000	(1,245)

Afrikindness

Balance Sheet

as at 31 March 2024

	Notes	March 2024 (£)
Fixed Assets		
Tangible Fixed Assets		0
Total Fixed Assets		0
Current Assets		
Pre-Registration Costs	3	2,303
Cash at Bank and in Hand		2,000
Total Current Assets		4,303
Liabilities		
Loans from Trustees (Liabilities)	4	(5,548)
Net Assets/(Liabilities)	5	(1,245)
Funds		
Unrestricted Funds		(3,245)
Restricted Funds		2,000
Total Funds		(1,245)

Notes to the Financial Statements

1. Income Details

- £2,000 donation from Sir George was received in March 2024 but restricted for use in FY25.
- £135 was donated by the trustees and was used to fund administrative costs.

2. Expenditure Details

- Total expenditure of £3,380 was allocated across the following:

- § *Administrative Costs (£1,763)*
- § *Africa Awareness Week (£1,617)*

- Additional breakdown of expenditure by type:

- § *Media (£799)*
- § *Subscription (£664)*
- § *Website (£551)*
- § *Design (£429)*
- § *Prizes (£252)*
- § *Travel (£243)*
- § *Illustrations (£192)*
- § *Stationery (£151)*
- § *Advertising (£70)*
- § *Parking (£28)*

3. Pre-Registration Costs

- The charity began operations in June 2022, prior to its registration on 23rd June 2023. During this period, trustees provided funds amounting to £2,303 to cover initial costs. These funds have been recognised as a loan in the financial statements as of 23rd June 2023. The loan is interest-free and repayable on demand. The trustees have agreed to defer repayment until the charity is in a suitable financial position

4. Trustee Loans



- The trustees provided an initial loan of £2,303 to cover pre-registration costs, along with additional loans of £3,245 during the financial year to address funding gaps. This brings the total outstanding trustee loans to £5,548 as of 31st March 2024. The loans are repayable under terms agreed with the trustees.

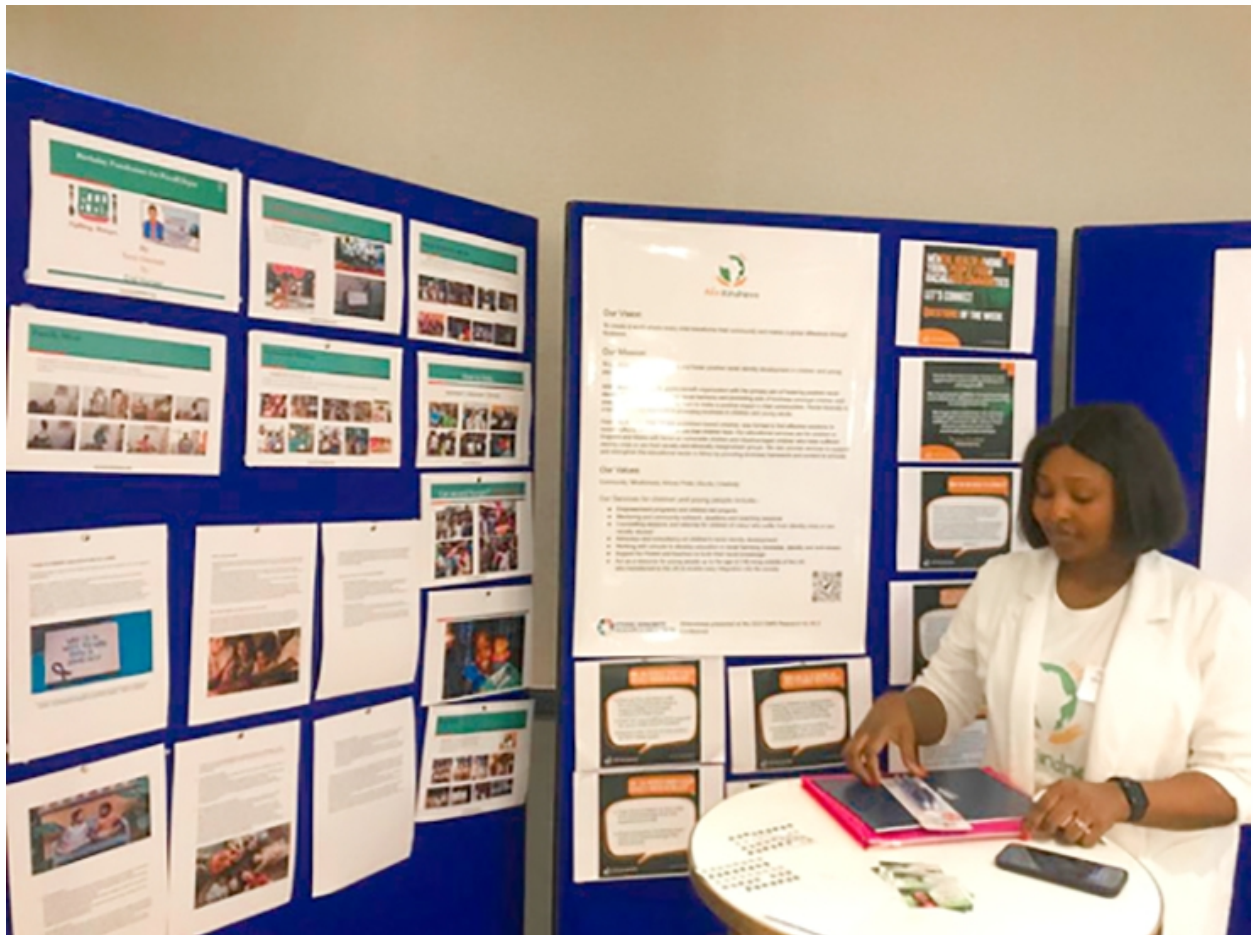
5. Net Liabilities

- Afrikindness closed the year with a net liability position of £1,245 due to reliance on trustee loans and the absence of reserves.

Trustees' Approval

This statement of financial activities and balance sheet was approved by the Board of Trustees on 25th January 2025 and signed on their behalf by:

Trustee Name	Signature	Date
Sukwinder Bassi		25/01/25
Tolulope Owolabi		25/01/25



ANN PALMER
Afrikindness Trustee



Governance and Management

Governing Document

Afrikindness operates as a registered Charitable Incorporated Organisation (CIO) under a constitution that governs its activities. This constitution outlines the objectives, governance structure, and operational framework of the charity. It ensures compliance with relevant legal requirements and provides clarity on the roles and responsibilities of the Board of Trustees and executive team.

Recruitment and Appointment of Board of Trustees

The Board of Trustees comprises professionals with diverse experiences and skills relevant to the charity's objectives. Trustees are recruited through platforms such as Reach Volunteering, where their applications undergo thorough evaluation. Shortlisted candidates are interviewed by existing board members, and successful individuals are selected based on an assessment of the skill gaps within the board. Each trustee's unique expertise contributes to the charity's high governance standards.

Trustee Induction and Training

The induction process provides all new trustees with a comprehensive induction pack. This resource explains their duties and responsibilities, offers

insights into the charity's mission and objectives, and provides access to additional information about Afrikindness' operations. This process ensures that trustees are well-prepared to contribute effectively to the charity's governance and strategic direction.

Organisational Structure

Afrikindness has an integrated governance and operational framework involving the Board of Trustees and the Executive Board. The trustees and executive board members collectively form the management team, with trustees focusing on strategic oversight and governance, and the executive board leading daily operational activities.

Trustee Board

The Trustee Board consists of 11 members who meet four times a year to review the charity's strategy, operational activities, and financial performance. Trustees are responsible for maintaining high governance standards and ensuring the charity's activities align with its objectives. Each trustee is recruited for their specialist skills, enabling Afrikindness to maintain a robust and effective governance structure. Trustees give their time voluntarily and receive no financial benefits from the charity.

Executive Board

The Executive Board, consisting of 30 members, manages the day-to-day operations of Afrikindness. This team includes:

- Parent Team Lead
- Research Team Lead
- Education Team Lead
- Finance Specialist
- Legal Advisors
- Administrative Staff
- Neurodiversity Lead
- Community Liaison Manager
- Head of Communication and Marketing
- Corporate Partnership Team Members
- IT Specialists

This diverse team ensures that the charity operates effectively across all areas, delivering its mission to advance education, promote inclusivity, and support communities.

Volunteers

Afrikindness relies on a dedicated group of volunteers who support various projects and initiatives. Volunteers play a crucial role in the charity's success, contributing their time and skills to drive impact across different programs. Their efforts, alongside those of the trustees and executive board, exemplify the collective commitment to Afrikindness' mission.

Afrikindness is committed to fostering a strong, collaborative governance structure that ensures transparency, accountability, and effective delivery of its charitable objectives. The combined efforts of the Trustee Board, Executive Board, and volunteers drive the organisation's success in making a meaningful difference in the lives of the communities it serves.

Volunteer Onboarding Process

Our volunteers undergo a comprehensive onboarding process designed to equip them with the necessary knowledge and tools for their roles.

This includes:

- **Information on Ethical Behaviour:**
Clear guidelines to promote professionalism and respect in all interactions.
- **Policy Familiarization:**
Volunteers are introduced to Afrikindness' key policies, including safeguarding, data protection, and equal opportunities policies.
- **Training Opportunities:**
Access to relevant training sessions to build skills and enhance their contribution.

The onboarding process ensures that every volunteer is well-prepared to engage in the charity's activities, contributing their diverse skills and passions effectively.

Our team of diverse volunteers plays a pivotal role in our daily operations. They bring a wealth of experience and skills, offering their time and passion to advance the charity's mission.

Whether supporting our workshops, managing events, or engaging in research, their involvement ensures the smooth running of our initiatives and enhances the reach of our impact.

Policies and Procedures

At Afrikindness, we recognize the importance of robust policies and procedures in maintaining the integrity, safety, and effectiveness of our operations. These frameworks ensure that all team members, including volunteers, operate ethically and in alignment with the charity's mission and values.

Safeguarding Policy

Afrikindness is deeply committed to safeguarding all individuals who engage with our organization, particularly children, young people, and vulnerable adults. We adhere strictly to safeguarding policies that:

- Ensure the protection of individuals from harm, abuse, or exploitation.
- Establish clear reporting mechanisms for concerns or incidents.
- Require all volunteers and team members working with vulnerable groups to complete mandatory safeguarding training and undergo necessary checks, including enhanced DBS checks.

Our safeguarding measures align with best practices and are regularly reviewed to ensure they meet current legal and operational standards.

Data Protection Policy

We handle all personal data in accordance with the Data Protection Act 2018 and the UK GDPR.

Key elements include:

- Securing and protecting personal information of all beneficiaries, volunteers, and partners.
- Ensuring transparency in how data is collected, stored, and used.
- Training team members on best practices for data management and confidentiality.

Commitment to Key Policies

Afrikindness has implemented a range of policies that govern our operations, including:

- **Equality, Diversity, and Inclusion Policy:**
Fostering an environment that values diversity and inclusivity.
- **Health and Safety Policy:**
Ensuring a safe working environment for all.
- **Whistleblowing Policy:**
Providing a secure platform for raising concerns about misconduct or unethical behaviour.

Adherence to Safeguarding and Operational Requirements

Our adherence to safeguarding and operational policies underpins every aspect of Afrikindness' work. From workshops and community outreach to research and educational activities, all operations are conducted with a focus on safety, ethical conduct, and accountability. This commitment reflects our dedication to creating a secure and supportive environment for all beneficiaries and stakeholders.

By maintaining and regularly updating our policies and procedures, Afrikindness ensures the highest standards of governance, safeguarding, and inclusivity, empowering our team to deliver meaningful and impactful work.

Partnerships and Collaborations

Afrikindness values the power of collaboration in achieving meaningful impact. This year, we have strengthened our partnerships with organizations locally, nationally, and internationally to deliver workshops, webinars, and other initiatives that align with our charitable objectives and strategic mission.

Our partnerships are carefully selected to ensure they meet the best interests of our beneficiaries and service users. By working alongside like-minded organizations, we have been able to enhance the quality and reach of our services, addressing key issues and creating opportunities for positive change in the communities we serve.

In forming partnerships, we adhere to the Charity Commission guidance on collaboration, ensuring that all alliances are in line with best practices and contribute effectively to our mission.

Each partnership is evaluated to confirm its alignment with our goals of advancing education, fostering positive identity development, and promoting inclusivity.

Through these collaborations, we continue to deliver impactful services that support our beneficiaries and further our commitment to creating a more inclusive and supportive society.



Strategic Aims (2023 - 2028)

Over The Next Five Years, Afrikindness Aims To:

- **EXPAND REACH AND IMPACT:** Broaden our reach to support more vulnerable children and families, ensuring that our initiatives have a positive and lasting impact on their lives.
- **ENHANCE EDUCATIONAL INITIATIVES:** Develop and implement educational programs that break down cultural barriers in schools, promoting inclusivity and fostering positive racial identity development among children and young people.
- **DIVERSIFY FUNDING STREAMS:** Actively seek and secure diverse funding opportunities to sustain and enhance our programs, enabling us to implement new initiatives and respond effectively to emerging challenges.
- **EMPOWER YOUNG PEOPLE, PARENTS AND TEACHERS:** Continue to provide comprehensive support to young people, parents and educators through workshops, resources, and webinars, focusing on equipping them with tools to navigate modern parenting challenges and promote cultural competence.
- **ADVANCE RESEARCH AND ADVOCACY:** Continue conducting research on key issues impacting children, families, and communities, and leverage advocacy efforts to influence policies that support positive racial identity development, mental health, and inclusivity.
- **STRENGTHEN COLLABORATIONS:** Forge strategic partnerships with organizations, experts, and communities to amplify our influence, share resources, and collectively address issues related to racial identity, mental health, and cultural inclusivity. Optimize Technology and Innovation: Embrace technological advancements and innovative approaches to enhance the delivery and accessibility of our programs, ensuring they remain relevant and impactful in an ever-evolving landscape.
- **CULTIVATE A SUPPORTIVE COMMUNITY:** Foster a strong sense of community among our volunteers, supporters, and partners, creating a collaborative environment that encourages shared learning, exchange of ideas, and collective efforts toward our mission.



Registered Charity No:
1203713

www.afrikindness.org
www.africaawarenessweek.co.uk



Afrikindness

Statement of Financial Activities (SOFA)

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Afrikindness

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Trustee Name	Signature	Date
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Tolulope Owolabi		25/01/2015