



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

**Trustees' Annual Report for the period**

**From: 16/11/2023 Period start date to: 31/12/2024 Period end date**

**Charity name: VISIBLE OUTCOMES 4U**

**Charity registration number: 1205771**

**Objectives and Activities**

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p><b>Visible Outcomes 4U have the following aims and objectives:</b></p> <ul style="list-style-type: none"><li>(1) To advance education, relieve financial hardship and relieve unemployment amongst those seeking asylum, those granted refugee status and other migrants particularly by the provision of information, advice and guidance.</li><li>(2) To advance the education and training of those granted refugee status and having other immigration statutes and their dependants in need thereof so as to advance them in life and assist them to adapt within a new community.</li><li>(3) To preserve and protect the physical and mental health of those seeking asylum, those granted refugee status and other migrants and their dependants</li></ul>
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	<p><b>1. Funded Project delivered by Visible Outcomes 4U</b></p> <p>Visible Outcomes is committed to empowering refugees, people seeking asylum, and migrants through a range of free, confidential, and culturally sensitive services. Our work is rooted in respect,</p>

	<p>inclusion, and the belief that every individual should have the tools and confidence to shape their own future. Some of the projects are not funded and are run on voluntary basis.</p> <p>❖ <b>Food Vouchers and Distribution:</b></p> <p>To address food insecurity among the most vulnerable, we provide food vouchers and distribute essential food supplies to refugees, asylum seekers, and migrants. This service ensures that no one is left without a reliable source of nourishment during difficult times.</p> <p><b>2. Unfunded Project delivered by Visible Outcomes 4U</b></p> <p>❖ <b>Information, Advice and Guidance</b></p> <p>Visible Outcomes provide impartial, non-directive advice and guidance that puts service users' decisions at the centre. Our team supports individuals in navigating complex systems, including housing issues and homelessness prevention, access to health services, welfare benefits, employment or self-employment pathways, ESOL classes, training opportunities, and the conversion of overseas qualifications into UK equivalents. Working in partnership with other organisations, we signpost service users to specialist debt advice and legal support.</p> <p>❖ <b>Intercultural Adapted Employment Training Programmes#</b></p> <p>Our tailored employment support helps participants adapt to the UK workplace, overcome barriers, and achieve their career goals. We assist with job</p>
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		<p>applications, interview preparation, self-employment guidance, and the recognition of overseas professional or vocational qualifications. These programmes equip service users with the skills and confidence needed to secure sustainable employment.</p> <p>❖ <b>Digital Inclusion Training</b></p> <p>Through our Training Academy, we deliver carefully designed digital skills programmes to meet the unique needs of our communities. Participants learn to manage health appointments online, access Universal Credit, apply for electronic visas, and navigate a range of other essential online services. This training promotes independence and ensures digital barriers do not prevent access to vital resources.</p> <p>❖ <b>Community Research and Publications</b></p> <p>We collaborate with partners to conduct research on key issues affecting refugees, asylum seekers, and migrants. The findings are used to produce evidence-based publications that inform service provision and support advocacy for policy change at local and national levels. This ensures the lived experiences of our communities influence decision-making.</p> <p>❖ <b>Community Cohesion Events</b></p> <p>Our cultural events bring people together to share food, music, dance, and poetry, celebrating diversity and building mutual understanding. These gatherings help foster trust, break down barriers, and create stronger, more connected communities.</p>
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		<p>❖ <b>Environmental Projects</b></p> <p>We engage communities in environmental action through events and workshops aimed at increasing carbon literacy and promoting sustainability. Clean-up projects and awareness activities encourage people to take pride in their surroundings while contributing to climate responsibility.</p> <p>Through these initiatives, Visible Outcomes provides not only practical support but also the skills, networks, and opportunities needed for long-term independence. By empowering individuals, strengthening community ties, and advocating for systemic change, we help create a society where everyone can belong, contribute, and thrive.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>Visible Outcomes 5 trustees have confirmed that they have had due regard to the guidance on public benefit issued by the Charity Commission when carrying out their duties. In particular, the trustees have considered how the charity's aims are carried out for the public benefit and how the charity's activities contribute to achieving those aims.</p> <p>When planning the charity's activities for the year, the trustees have reviewed the aims, objectives, and strategies of the charity to ensure that they remain aligned with delivering public benefit. The trustees have also considered the impact of the charity's work on its beneficiaries and the wider community, ensuring that resources are used effectively to further the charity's purposes.</p> <p>In doing so, the trustees have sought to</p>

		ensure that all activities are consistent with the charity's objectives and comply with the requirements of the Charity Commission's public benefit guidance.
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### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Visible Outcomes does not make grants to other organisations or individuals.
Policy on social investment including program related investment	Para 1.38	Visible Outcomes does not currently hold any social investments or make programme related investments.
Contribution made by volunteers	Para 1.38	<p>Visible Outcomes values the vital contribution made by its volunteers in supporting the charity's aims and objectives. Volunteers receive relevant training to enable them to carry out their tasks and responsibilities effectively. They play a key role in organising and delivering various training sessions, as well as assisting in the running of events by undertaking a variety of roles and responsibilities.</p> <p>In return for their contribution, volunteers are supported to develop their knowledge and skills, enhancing their personal and professional growth. The charity also reimburses volunteers for any out-of-pocket expenses incurred in the course of their work, ensuring they are not financially disadvantaged through their involvement</p>
Other		<b>None</b>

### Achievements and Performance

	SORP	
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	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	<p><b>Voluntary Projects Delivered by Visible Outcomes 4U (Without External Funding)</b></p> <p>Visible Outcomes 4U has successfully delivered the following community projects entirely on a voluntary basis, with no external funding. Despite limited resources, our dedicated volunteers have continued to make a meaningful impact across Salford.</p> <ul style="list-style-type: none"> <li>❖ <b>Integration and Inclusion:</b> Led efforts for Salford to become a <i>City of Sanctuary</i>, working collaboratively with Salford City Council, the University of Salford, and partner organisations to make the city welcoming and inclusive for refugees and people seeking asylum.</li> <li>❖ <b>Education and Employability:</b> Delivered basic IT and employability training, supporting over 100 participants to build digital confidence, complete job applications, and progress into volunteering, further training, and employment.</li> <li>❖ <b>Health and Wellbeing:</b> Organised arts, dance, and cultural workshops that enhanced participants' emotional wellbeing, self-esteem, and sense of belonging.</li> <li>❖ <b>Environmental Action:</b> Coordinated community clean-up activities to make Salford greener and cleaner, promoting civic pride and environmental awareness.</li> <li>❖ <b>Advice and Support:</b> Offered specialist information, advice and guidance (IAG), conversational English sessions, and emergency food support to individuals and families in crisis.</li> <li>❖ <b>Community Building:</b> Delivered successful cultural events, including the <i>Humanity Project</i>, bringing people from diverse backgrounds together to celebrate culture, strengthen</li> </ul>

		<p>understanding, and reduce social isolation.</p> <p>Beneficiaries reported increased confidence, stronger community connections, and improved quality of life. The wider Salford community has benefited through greater cohesion, reduced isolation, and enhanced cultural understanding; all achieved through voluntary commitment and collaboration.</p>
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### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	<p>Visible Outcomes 4U has successfully delivered on its main objectives of integration, education, and wellbeing support for refugees, asylum seekers, and vulnerable residents in Salford. Importantly, all the activities outlined below were delivered voluntarily with no external funding, relying solely on the dedication and commitment of our volunteers.</p> <p><b>Key achievements include:</b></p> <ul style="list-style-type: none"> <li>❖ Leading the campaign for Salford to become a <i>City of Sanctuary</i>, working collaboratively with local partners to make the city more inclusive and welcoming.</li> <li>❖ Providing basic IT and employability training to enhance digital skills and job readiness.</li> <li>❖ Running arts, dance, and wellbeing programmes that improved participants confidence, emotional health, and sense of belonging.</li> <li>❖ Organising community clean-up events to promote civic pride and a greener environment.</li> <li>❖ Delivering conversational English classes and offering specialist advice, guidance, and emergency food support to those in crisis.</li> </ul>
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		<p>❖ Beneficiaries have reported greater independence, improved communication skills, and stronger community belonging, while Salford as a city benefits from increased cohesion, inclusion, and civic pride; all achieved through voluntary effort and without any external funding support.</p>
Performance of fundraising activities against objectives set	Para 1.41	<p>During the reporting period, Visible Outcomes 4U did not receive any external funding. Despite this, the charity continued to deliver its core projects and community activities entirely on a voluntary basis, demonstrating strong commitment and resilience. While no successful grant applications were secured, the organisation maintained positive relationships with partners such as Salford CVS and local housing associations, exploring future opportunities for collaboration and funding. Although financial fundraising objectives were not met due to lack of external income, Visible Outcomes 4U met its community engagement and service delivery objectives through voluntary effort, in-kind support, and community goodwill. These activities strengthened public awareness of the charity's mission and reinforced its reputation for dedication and impact despite financial limitations.</p>
Investment performance against objectives	Para 1.41	<p>The charity does not hold financial investments; available funds are maintained in a standard bank account to ensure liquidity for service delivery.</p>
Other		<p>Visible Outcomes 4U continues to be recognised as a key partner in Salford's refugee and inclusion network, contributing expertise to policy discussions, local forums, and inter-agency collaboration. The charity maintains strong governance and safeguarding standards, ensuring that all</p>



		projects meet ethical and legal responsibilities. Volunteer involvement has grown, enhancing community participation. We are developing future plans to expand digital inclusion, mental health support, and environmental projects across Salford.
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## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<b>31/12/2024</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<b>Reserve Policy</b>
Amount of reserves held	Para 1.22	<b>£135.00</b>
Reasons for holding zero reserves	Para 1.22	<b>N/A</b>
Details of fund materially in deficit	Para 1.24	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<b>N/A</b>

## 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	<b>Salford Community Volunteer Sectors (CVS)</b>
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		



## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	<b>Constitution</b>
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<b>CIO</b>
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	<b>The trustee appoints further trustees, as per the constitution</b>

### 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	<p>Visible Outcomes 4U is committed to maintaining high standards of governance and accountability. New trustees undergo a structured induction and training process designed to familiarise them with the charity's mission, legal obligations, and operational framework.</p> <p>The induction process includes:</p> <p>An introduction to the Charity's Constitution, charitable objectives, and regulatory duties under the Charities Act 2011. A detailed Trustee Handbook outlining roles, responsibilities, decision-making procedures, safeguarding, data protection, and equality policies.</p> <p>Meetings with the Chair, senior volunteers, and project leads to understand ongoing programmes, partner relationships, and community needs. Guidance on financial oversight, risk management, and reporting obligations to the Charity Commission.</p> <p>Access to training opportunities through partners such as Salford CVS, the Council for Voluntary Service, and other organisations. Trustees are encouraged to attend relevant workshops on</p>
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		governance, safeguarding, and equality and diversity. Regular reviews ensure trustees remain up to date with best practice, charity law, and local policy changes affecting our beneficiaries.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>Visible Outcomes 4U operates under the governance of a Board of Trustees, responsible for strategic direction, compliance, and oversight of finances and safeguarding. The charity is managed day-to-day by volunteers who deliver projects and coordinate community outreach. We work closely within a collaborative network of partners, including:</p> <p><b>Salford City Council</b> – policy alignment, community engagement, and City of Sanctuary initiatives.</p> <p><b>NHS and local health providers</b> – promoting health awareness, access to primary care, and mental wellbeing support.</p> <p><b>Housing providers</b> such as For Housing and Pendleton Together, addressing housing, welfare, and tenancy support needs.</p> <p><b>Interfaith Network of Salford</b> – promoting social cohesion, peace, and community dialogue.</p> <p><b>Greater Manchester Police (GMP)</b> – partnership on community safety, hate crime awareness, and trust-building initiatives.</p>
Relationship with any related parties	Para 1.51	Visible Outcomes trustees confirm that the charity has no related party relationships requiring disclosure. No transactions took place during the year with related parties.
Other		

## Reference and Administrative details

Charity name	<b>VISIBLE OUTCOMES 4U</b>
Other name the charity uses	<b>VISIBLE OUTCOMES</b>
Registered charity number	<b>1205771</b>
Charity's principal address	<b>University Of Salford. L501 Allerton Building. Frederick Road. Salford. M6 6PU</b>

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	<b>Mr Vincent Kapasa</b>		<b>Whole Year</b>	
2	<b>Mr Pierre Bismarck Mugabe Mako</b>		<b>Whole Year</b>	
3	<b>Mr Milad Rahimi</b>		<b>Whole Year</b>	
4	<b>Mr Adewale Peter Ogundipe</b>		<b>Whole Year</b>	
5	<b>Mrs Munganyinka Simugomwa</b>		<b>14/04/2025</b>	
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19				
20				

**Corporate trustees – names of the directors at the date the report was approved**


**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
<b>N/A</b>	<b>N/A</b>	

**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	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

**Additional information (optional)****Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
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**Name of chief executive or names of senior staff members (Optional information)**

Alexis M Shama
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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**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

<b>Signature(s)</b>	P B Mugabe Mako	
<b>Full name(s)</b>	Pierre Bismarck Mugabe Mako	
<b>Position (eg Secretary, Chair, etc)</b>	Trustee	

  

<b>Date</b>	30/09/2025
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For the period  
from

Period start date  
16/11/2023

To

Period end date  
31/12/2024

## Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Salford CVS grant (Food Vouchers to support members)		5,000	-	5,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	-	5,000	-	5,000	-
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	-	5,000	-	5,000	-
<b>A3 Payments</b>					
Food Vouchers bought	-	-	-	-	-
Mar-24		125	-	125	-
Apr-24		1,425	-	1,425	-
May-24		750	-	750	-
Jun-24		1,075	-	1,075	-
Jul-24		1,490	-	1,490	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	4,865	-	4,865	-
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	-	4,865	-	4,865	-
<b>Net of receipts/(payments)</b>	-	135	-	135	-
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	-	-	-	-	-
<b>Cash funds this year end</b>	-	135	-	135	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds			135	-
		-	-	-
		-	-	-
	<b>Total cash funds</b> (agree balances with receipts)		135	-
		135	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details			
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details			
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details			
			-	
			-	
			-	
			-	

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

Signature

2

Print Name

Date of approval  
24/10/2028

<b>P B Mugabe Mako</b>	<b>Pierre Bismark Mugabe Mako</b>	<b>30/09/2025</b>