

**Sub-Sahara Advisory Panel**  
**Charitable Incorporated Organisation**  
**Unaudited Financial Statements**  
**31 March 2019**

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Financial Statements**

**Year ended 31 March 2019**

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# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report)**

#### **Year ended 31 March 2019**

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2019.

#### **Chair's report**

As we celebrate our 10th year anniversary this year we continue to celebrate our success through the years and celebrate that we have established ourselves as the lead diaspora organisation working with African diaspora communities involved in international development, across Wales.

This year saw the successful implementation of the Tuwezeshe project with our major highlight in October when 21 fellows took part in the leadership training programme in Somaliland.

We have made significant impact in Wales and our partnership projects continue to grow with new relationships established in Wales, the rest of the UK and partners in Africa. Our new work with young people signifies our focus on a growing, vibrant organisation ready to face the future.

As we plan for our strategy for the next 3 years, I know that we will be challenged to innovate in raising funds for the organisation in an ever-growing challenging environment, calling for increased partnership working.

As chair I would like to thank my fellow trustees, our staff and volunteers for their continued hard work in raising the profile of the organisation and in bringing in new projects. I would also like to thank our funders, and partners in Wales and in Africa for their support through the year.

#### **Reference and administrative details**

**Registered charity name** Sub-Sahara Advisory Panel

**Charity registration number** 1159990

**Company registration number** CE002653

**Principal office and registered Office** Temple of Peace  
King Edward VII Avenue  
Cathays Park  
Cardiff  
CF10 3AP

#### **The trustees**

M Merrill OBE  
T Sanousi - Vice Chair  
S Moyo - Chair  
N Adam - Secretary  
F Zimbar - Treasurer  
L Namatovu

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

E W Mbugua	(Appointed 17 October 2018)
Dr D T Mlewa	(Appointed 17 October 2018)
T Mohamed	(Appointed 17 October 2018)
C T Ndoro	(Retired 20 September 2018)

**Independent examiner** Jonathan Rhodes BSC FCA  
Walter Hunter & Co Limited  
Chartered Accountants  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

#### **Structure, governance and management**

The charity is a charitable incorporated organisation (CIO) governed according to its constitution.

The CIO is an independent charity, number CE002653.

The Sub-Saharan Advisory Panel (SSAP) was formed in 2009 when a number of diaspora groups in Wales met to consider how they might collectively advance their common interest in international development. Its initial ethos was to harness the knowledge, experience, and skills of panel members and diaspora individuals from Africa.

The SSAP gives advice on how to deliver effective international development interventions, in order to contribute to a sound understanding of the cultural, social and economic realities of everyday life in sub-Saharan African countries. The ethos of the organisation has since expanded to create a structured network of African diaspora organisations in Wales that carry out development projects in Sub-Saharan Africa.

#### **Key Partnership Organisations:**

- Welsh Government's Wales Africa Programme
- Waterloo Foundation
- Hub Cymru Africa (HCA) which includes; Fair Trade Wales (FTW), Welsh Centre for International Affairs (WCIA), Wales Council for Voluntary Action (WCVA), and Wales for Africa Health Link
- Black Association Women Step Out (BAWSO)
- African Foundation for Development (AFFORD)
- Diaspora Volunteering Alliance

#### **Funders:**

Welsh Government's Wales for Africa Programme  
Comic Relief's Common Ground Initiative

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

##### **Objectives and activities**

###### **SSAP Projects:**

To date, SSAP has been party to two projects: Hub Cymru Africa Project (HAC) and Tuwezeshe Akina Dada Project (TAD). These are international initiatives with feet in Wales and Sub-Sahara Africa.

They are described below: our projects:

###### **Continued Partnership with HCA:**

The new financial year saw SSAP enter into a second partnership with WCIA, FTW, WCVA, and Wales Africa Health Link to bid for the Wales Africa programme's tender. The successful bid saw SSAP and its partners continue to work under HCA and provide development support initiatives for Welsh groups working with partners across Africa. The three-year bid was led by WCIA and the contract ends in April 2021.

As part of the bid, SSAP continues to work with diaspora groups across Wales as well as focusing on areas of inclusion, mainly on diaspora and disability.

###### **About HCA:**

HCA aims to build on Wales' commitment to be a globally responsible nation and forge strong links with people in Africa who are working to improve their lives in a fast-changing world. That includes working for a fairer world through our status as a Fair Trade nation.

The purpose of HCA is to:

- Bring together people and groups from all over Wales who want a positive future for Africa.
- Be a focal point and a funder for groups and individuals who run hands-on projects to change lives all over the continent. This work reflects a long and proud history of internationalism in Wales.

To do this HCA will:

- Support projects that promote health, lifelong learning, improve the environment and boost local and innovative solutions to poverty.
- Offer training and support to groups and individuals who work on Wales Africa projects.
- Promote cultural exchange and share knowledge and experience.

###### **Second and Third Years of TAD:**

We are on the second year of implementing the TAD Africa-UK Young Women's Leadership and Empowerment Movement, a three-year women's, and girls rights project funded by Comic Relief's Common Ground Initiative.

Operating between July 2016 and March 2019 the project will be implemented in five countries:

United Kingdom, Kenya, Uganda, Tanzania, and Somaliland. The project will be facilitated by a consortium of three organisations: Foundation for Women's Health Research and Development (FORWARD), Akina Mama wa Afrika (AMwA), and SSAP.

Our aim is to improve the rights and amplify the actions of East African girls and young women in their fight against all forms of gender-based violence (GBV). Our vision is to raise up a new generation of young women leaders who are capable activists and advocates claiming their rights and freedoms.

###### **Public Benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

The trustees confirm that they have complied with the duty section 17(5) of the 2011 Charities Act.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

##### **Objectives and activities *(continued)***

New Project: NextGen Funded by the Big Lottery:

This project will commence later in 2019, or early 2020, and will continue for a year and a half. It is designed to deliver a Leadership Programme for Black, Asian and Minority Ethnic (BAME) individuals in Wales between the ages of 25 and 35, who are employed in the government, private and voluntary, and community sectors who use the 'lived BAME experience' in their work. It aims to support them to be effective in their employment and to progress in their respective careers.

All too often these individuals from diaspora communities face complex circumstances in their workplace, dealing with racism and challenges to diversity while being themselves employed to address such matters and connect with BAME communities and drive forward policies and services.

Project participants will benefit from sessions with other workers in similar situations and with young activists from BAME and diaspora groups exploring contemporary and shared challenges. Accomplished BAME achievers and community leaders from Wales and further afield will counsel and support participants to increase their leadership capacity and overcome personal and professional barriers to advancement.

The long-term intention of the project is to strengthen the critical mass of accomplished and experienced BAME individuals in Wales who, over time, will constitute a cohort of experienced and skilled practitioners able to drive forward policies on equality and diversity.

What we delivered under HCA:

Events:

1. Julie James AM and Jane Hutt AM came to the White Ribbon march organised by HCA with BAWSO, Women Connect First and Llamau. This annual Light a Candle event at Llandaff Cathedral in Cardiff was aimed at highlighting the shocking prevalence of violence against women in Wales, while also demonstrating the resolve of organisations across Wales to work together to end all forms of violence against women.

2. The Uganda High Commissioner visited Wales on a four-day trip meeting Welsh based Non-Government Organisations (NGOs), Ugandan diaspora, Welsh businesses, and education institutions. These events allowed NGOs and diaspora communities to learn more about policy development and any updates that impacts their work and lives.

3. We hosted an event, connecting and celebrating Africans in North Wales, where we assisted in officially launching the Gwynedd Africa Society (GAS) which is a collective of members of the African diaspora community and people who have an interest in Africa. GAS strives to achieve a vibrant inclusive society by focusing on social, education and business issues of mutual interest between Wales and Africa. Some of the highlights can be seen here: <https://www.youtube.com/watch?v=21185510/>

4. We hosted an awareness-raising event for diaspora communities as part of Fairtrade Fortnight with 21 attendees. SSAP worked in partnership with FTW, Centre for African Entrepreneurship (CAE), and Rumba Cafe. We hosted an interactive day with FTW to help African and BAME communities understand what Fair Trade is and how they can apply Fair Trade ethos and values on their daily lives including: " Exploring what Fair Trade is " Why BAME/diaspora communities should advocate for Fair Trade products " Tasting session using Fair Trade products

5. SSAP worked with HCA and other partners to host Wales Africa celebrations at WCIA's Temple @80. A celebration evening for the Wales Africa and the Fair Trade community with First Minister, Carwyn Jones AM, as he nears the end of his tenure. Mr Jones has championed partnerships with Africa over the last ten years and the event included a Fair Trade reception and examples of Wales Africa linking work. SSAP also worked with the Watch-Africa film festival to host three film screenings related to peace and Africa.

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2019

##### Objectives and activities *(continued)*

6. We contributed to the International Development Strategy. SSAP submitted a joint response from its members to the Welsh Government's consultation on international strategy. The submission supported by 13 diaspora-led organisations covered development work and wider engagement with the continent and its diaspora. SSAP also included the responses from WCIA, HCA, and WOAG.

7. SSAP delivered a lecture to 45 Cardiff University students on the Tanzania Civil Society movement. The lecture was part of an induction to those students going on fieldwork in Tanzania and looked at economic, social, and political movements since independence.

8. Watch-Africa, Wales' annual African film festival took place from 11th October to 11th November providing a platform to discuss issues from the continent through workshops and film. Over 500 people took part in the festival activities held across Wales.

9. SSAP partnered the Commonwealth, WCIA, Ethnic Minorities & Youth Support Team (EYST), Race Council Cymru (RCC) and Eden Project Communities, and organised two Commonwealth Big Lunches, one at Cardiff's Temple of Peace on 12th April and the other at Wrexham's Memorial Hall on 20th April 2018. We ran a range of activities to celebrate Wales' connections to 52 other Commonwealth countries, including sharing ideas on the future of the Commonwealth and Learning about the Commonwealth. Over 100 people attended in Cardiff and over 80 attended in Wrexham.

10. We organised three Grantee Share Learning Events in Cardiff, Carmarthen, and Llandudno. The aim of each event was to develop a knowledge sharing platform/space for our grantees. 45 people attended and the objectives were:

- Create an opportunity for groups to learn from each other
- Network and get to know each other's work
- Increase opportunities for groups to meet, learn and share best practice" Increase the visibility of groups previously funded by HCA

Some of the issues raised at the events were:

- Alertness to opportunities
- Facilitate more discussions and sharing of ideas
- Support in accessing grants, this can also be finding grant sources
- Proofreading applications
- Networking, like the Llandudno event
- Working directly with the community rather than just service providers" More emphasis on 'community solidarity' between Wales and Africa

Networking:

1. Represented the sector at BOND's 2019 International Development Conference.

2. We linked diaspora groups with Sankalpa, a local funder specialising in social enterprise as they seek organisations to fund. Taste Cameroon, led by Carol Adam, went on to receive some funding and support. We linked our members to EYST, a local charity that was tasked to deliver an All-Wales BAME project.

3. Uganda diaspora were connected to World at Play who work in Northern Uganda in relation to the project they are carrying out with refugees from South Sudan, Congo, and Somalia. The organisations wanted to recruit volunteers to support their work.

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2019

##### Objectives and activities *(continued)*

4. We connected diasporas from Zimbabwe and Somaliland with the project officer at Arts Council Wales exploring the impact of climate change on people who are most likely to be affected by climate change, including poor people, refugees, and women. The project officer spoke to Ali Abdi, MMartha Holman, and Lettie.

5. Zimbabwe diaspora were involved in fundraising for the Disaster Emergency Appeal. Robert was able to document what was happening in Zimbabwe to DEC Wales and there was an article written by WalesOnline with Eunice Chipachini and Martha Holman:

<https://www.walesonline.co.uk/news/wales-news/cyclone-idai-zimbabwe-wales-died-1644700>.

6. 60 young people from the diaspora community are involved in the development sector targeting diaspora communities. SSAP hosted an awayday for young people to set up the 'SSAP Youth Network', there

are currently 30 active members. See the video here:

<https://www.youtube.com/watch?v=t-nodXxlc9E>

7. We spoke to 123 students of African heritage at Cardiff University's Afro Caribbean Society's 'meet and greet' event.

##### Development Support:

1. Zimbabwe Volunteering Support Network was one of five groups to receive mentoring support from the HCA mentoring programme.

2. We currently provide development support to the following diaspora groups:

- i.) Hayaat Women Trust
- ii.) Chomuzangari Women Cooperative
- iii.) Congolese Development Project
- iv.) Wales and West England Tanzania diaspora
- v.) Maudelias Foundation
- vi.) Rugby Uganda and Wales
- vii.) Taste Cameroon
- viii.) Wales and West England Tanzania diaspora

3. Four diaspora groups have signed up to the Fair Trade Policy. This includes Rumba Cafe, Watch-Africa, Maggie's Exotic, and Twale Cuisine.

4. We organised a fundraising surgery for diaspora groups with Big Lottery. Five groups attended the session with three receiving funding: SSAP (£50,000), Newport Zimbabwe Volunteering Support (£10,000) and Hayaat Women Trust (£260,000).

5. We assisted GAS to formulate their strategy by facilitating a workshop with Emma Beacham.

##### Communications:

1. A new five-year SSAP strategy was completed for 2019 to 2024.

2. Five newsletters were sent to 420 diaspora members.



# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2019

##### Objectives and activities *(continued)*

3. The website was completed and new groups were added to the directory. These include:

- Sierra Leon Association
- Gwynedd African Society
- Guinea Bissau Association
- Congolese Development Project
- Trinity Women Initiative
- Maudelias Foundation
- Magandiwa Trust
- Rugby Talent Connect Africa

4. Zimbabwe diaspora were involved in fundraising for the DEC appeal. Robert was able to document what was happening in Zimbabwe to DEC Wales, and there was an article written by WalesOnline with Eunice Chipachini and Martha Holman.

<https://www.walesonline.co.uk/news/wales-news/cyclone-idai-zimbabwe-wales-died-16044700>

5. Coverage from the Uganda High Commissioner's visit:

<https://southwaleschamber.co.uk/smwchamber-welcomes-ugandan-high-commissioner-to-wales/>

6. We worked with Cardiff University to develop materials for new students coming to Cardiff who needed connections with diaspora communities from their countries of origin:

[https://www.youtube.com/watch?time\\_continue=1&v=0CdKfuhr0Lc](https://www.youtube.com/watch?time_continue=1&v=0CdKfuhr0Lc)

7. External Affairs Select Committee Briefing: On Monday 25th June, the Committee held an evidence session on HCA and its partners on the approach of the Welsh Government to international development. SSAP fed into the consultation on the role it plays in engaging diaspora communities and the sector as a whole.

8. Race Alliance Wales: SSAP joined Race Alliance Wales. The group aims to provide a self-directed space where BAME organisations and individuals can come together to discuss experiences as ethnic minorities in Wales, share information, and develop new ideas and solutions to the growing challenge of racism in Wales.

##### WHAT TAD HAS DELIVERED:

Wales:

1. Fellows:

We helped Maelona and Umalkhayr complete their social action in tackling gender based violence (GBV). SSAP has already established a partnership with the Welsh national museum who have helped and supported three of our fellows, Aisha, Cynthia and Um, to present their projects to a wider audience at the young voice event which is being arranged by them. Link to Maelona's first video: [https://www.youtube.com/watch?v=hicth\\_Rk0w](https://www.youtube.com/watch?v=hicth_Rk0w). A post was shared on Twitter and was retweeted nine times, and liked 22 times. Um's was viewed by 31 people at the Wales African Film Festival: (<https://twitter.com/WatchAfrika/status/1051473520943923200>) and by 20 people at the WOW festival, making 50 people in total. She spoke about her project to 84 people at the Youth Voice event: <https://twitter.com/SarahYounan3/status/1056140143705444353>

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2019

##### Objectives and activities *(continued)*

###### 2. WOW Festival:

TuWezeshe took part in the WOW Festival this year at which we showed two short films, followed by a panel and group discussion. One of the films was made by our fellow Um, titled *displace (d)*, and the other was created by our Sister Safe Circle group project. The session held on the 24th November was attended by 20 young women who discussed and raised different issues around sexual harassment in higher education.

###### 3. Chwarae Teg Collabo BAME Women Research:

SSAP met a representative from Chwarae-Tag, a charity working in Wales to support the economic development of women as well as working with businesses and organisations to develop and improve working practices. The aim was to contribute to the research they are doing on the participation of BAME women in the Welsh economy. They have been commissioned to undertake research to establish the experiences, concerns and recommendations of BAME women regarding their participation in the Welsh economy, in relation to self-employment of BAME women in Wales, the variations in experiences of BAME women in their career advancement, the barriers experienced, and how inclusive current support programmes are to BAME women. This research will support recommendations to the Welsh Government which will lead to policy development.

###### 4. Tuwezeshe Retreat:

FORWARD UK and SSAP organised a TuWezeshe Retreat that took place from the 9th to 11<sup>th</sup> November 2018, at PGL Marchants Hill, CU36 6RF. Themed 'going old school' and drawing upon our childhood energy, the weekend was aimed at reinvigorating ourselves, re-affirming our commitment to our work against GBV and re-learning our strategies in doing so! Four fellows and three mentors from Wales and Somaliland took part in the retreat.

###### 5. Safe Spaces:

In the last quarter, the 'Sister Safe Circle' met at least four times, and there are up to 15 young women who actively take part in the group. We initially created this group order to give young women from the African/BAME community somewhere in which they could express themselves and interact with others their age. This was important because often BAME communities can be strict on young women due to their culture, which can make it hard for them to meet others like-minded women and discuss their problems as this is seen as a taboo.

###### 6. Meeting with Somaliland Ministers:

On Saturday 17th November 2018 SSAP hosted a delegation of key Somaliland government officials at their office in Cardiff. The delegation included the Attorney General, the Minister of Justice, the Minister of Constitutional and Parliamentary Affairs and the Ambassador for Parliamentary Outreach. The purpose of the event was to build strategic bridges between Wales and the decision-making bodies in Somaliland and to seek guidance on the lawmaking process in Somaliland in relation to the pending FGM law. The key outcome from this meeting was connecting the Ministers with Somaliland Nursing and Midwifery Association (SLNMA) where they were briefed on what the GBV task force is doing. Telephone introductions were made by SSAP of SSAP partners from Somaliland, to the Minister of Justice. Fouzia informed the minister that the bill had not yet been brought to parliament. The steps in the lawmaking process in Somaliland are: (a) Bills have to be according to the Somaliland Constitution (b) The contents of the bill should not go against Islam. FGM had no basis in Islam, and they will support the enactment of an FGM law when the bill is tabled in parliament.

###### 7. Exhibition by Cynthia Sitei on 16 Days of Activism:

Following the march on the 28th November, Cynthia was given a platform to showcase her work to those who marched. Over 200 people who took part in the march were able to see some of her work which was also documented on social media:

[https://m.facebook.com/story.php?story\\_fbid=1359511234186074&id=259535074183701](https://m.facebook.com/story.php?story_fbid=1359511234186074&id=259535074183701)

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

**Year ended 31 March 2019**

#### **Achievements and performance**

**1. Youth Voice: The impact of heritage and culture on young people's lives:**

On the 27th October Um, Aisha and Cynthia, our three fellows from Wales showcased the artwork they produced for the 'Youth Voice' event organised by the Welsh Government and National Museum of Wales event:

[https://twitter.com/Wales\\_SSAP/status/1056158641999568896](https://twitter.com/Wales_SSAP/status/1056158641999568896)

[https://twitter.com/Wales\\_SSAP/status/1056128750914584577](https://twitter.com/Wales_SSAP/status/1056128750914584577)

With the presence of the Rt Hon the Lord Elis-Thomas AM, Minister for Culture, Tourism, and Sport, Welsh Government. Aisha was given a ten minute speaking slot to talk about Tuwezeshe and her social action project, the 'G.I.R.L Exhibition' with five artists showcasing their work. Umulkhayr took part in the panel discussing how institutions such as the museum can be more inclusive and Cynthia exhibited some of the work from her social activism. Um and Aisha spoke about Tuwezeshe Akina Dada to 84 attendees and the video on Twitter has 66 views as of today, see [https://twitter.com/Wales\\_SSAP/status/1056158749579067397](https://twitter.com/Wales_SSAP/status/1056158749579067397)

**2. We Participated in the Welsh Government and Cardiff University's 'Don't Be a Bystander Awareness Conference':**

Welsh Women's Aid worked in collaboration with Cardiff University and the Welsh Government to organise a day of discussion, workshops, and speakers. The key agenda was to bring different stakeholders together to address how we are working now, how we can work together in the future and how to address some of the key challenges that we face in preventing and responding to violence and abuse in Wales.

Universities and local communities from across Wales are starting a national conversation about how we are addressing violence and abuse. The conference brought together survivors, community members, and staff and students from universities in Wales to discuss and share good practice on:

Prevention of violence and abuse and creating a culture of respect, justice, equality, and social responsibility; Intervention:

'Don't Be a Bystander' approaches;

Response: supporting people in our communities who are affected by violence and abuse.

Scotland:

1. SSAP worked with Annebelle Njenga, a Tuwezeshe fellow, to organise an event in Glasgow as part of 16 days of activism. The event catered for young women of African origin in Scotland and members of the Black Feminists and Friends (BFF) network. It focused was on GBV and was held on the 8th December 2018 at Caledonia University, Glasgow. The event was attended by 20 BME young women including first-time BFF members drawn by the aims of the group.

**2. Days of activism with the BFF network:**

The purpose of the event was to foster BFF as a young women's peer network and space where young BME feminists and other women can amplify their voices in advocating for their right to be protected from all forms of GBV and to identify additional avenues to influence and shape decisions about their rights and entitlements.

The Tuwezeshe Social Change model was revisited and some alternative ways identified for BFF to use it when engaging with policymakers in Scotland, to amplify the voices of empowered BFF members to claim their right to live dignified lives safe from GBV.

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2019

#### Achievements and performance *(continued)*

Somaliland:

##### 1. Leadership Training:

A four-day young women's leadership training event was held in Hargeisa, Somaliland between 6th and 12th October 2018. The workshop was co-facilitated by FORWARD, SSAP, SLNMA and key Somaliland-based feminists, leaders and sexual and reproductive health experts, who were also presented as potential mentors for the 21 fellows.

##### 2. Sixteen Days of Activism:

SLNMA organised an event about 16 days of activism against GBV against women and girls on 9th December 2018 at the Maansoor Hotel, Hargeisa. A total of 100 people (18 male and 82 female) attended the event, including members of the two houses of parliament and elders, MP Mr. Cabdiraxman, Indhi Idho member house of elders, Ex-mister of Somaliland Ministry of Employment Social Affairs and Family (MESAF Shukri Xariri, Fadumo Jama -Minister of Health Network Against FGM in Somaliland ( NAFIS network), Somaliland Family Health Association (SOFHA), other NGOs who work in GBV, students of University of Hargiesa, Hargiesa institute of health and science, Health staffs, and traditional birth attendants (TBA's).

##### 3. Advocacy Events in Somaliland (Hargeisa and Burao): 21st and 24th June 2018 TAD Western Region Event at Hargeisa (M/jeh region)

21st June 2018:

Focus: Policy issues

- SLNMA baseline study dissemination, advocacy, and lobbying for FGM Act
  - The gap in January 2018 legislation: falling short of outlawing all forms of FGM
  - Health and medical complications arising from GBV, especially FGM
- The reality of 'Sunna' FGM: from professional OBS/GYN, midwives' perspectives (accurate situation analysis...abetting FGM).

24th June 2018: TAD Eastern Region Event at Burao (Togdheer region)

Focus: Anti-FGM Act Community Dialogue & Support

- LNMA baseline study dissemination, Advocacy, and Lobbying for FGM Act
- The gap in January 2018 legislation: falling short of outlawing all forms of FGM
- Health and medical complications arising from GBV and especially FGM
- The reality of 'Sunna' FGM: from professional OBS/GYN, midwives' perspectives (accurate situation analysis...abetting FGM)

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

##### **Achievements and performance *(continued)***

###### **WHAT TAD HAS DELIVERED:**

###### **1. Hayaat Application:**

SSAP has linked its partners Hayaat Women Trust (HWT) and SLNMA to implement the social action projects in Somaliland. SSAP provided technical support to Wales partner HWT to prepare a grant funding application for a small Wales for Africa Grant. If successful the funds are will be used to sub-grant to 21 Tweeze Fellows to carry out social action projects in all six regions of Somaliland. Each fellow will carry out a campaign advocating for the passing of an Anti-FGM law in Somaliland.

###### **2. Think equal, build smart, innovate for change:**

We celebrated International Women's Day (IWD) by organising the IWD event for 106 people. and going along with this year's theme, 'Think equal, build smart and innovate for change', we invited 'disruptive innovators' working to support African/BAME women in Wales and across Sub-Saharan Africa. A day to celebrate, inform, participate and celebrate women achievements in Wales and Africa, it provided an opportunity to:

- Consider how to accelerate the 2030 Agenda
- Building momentum for the effective implementation of the Sustainable Development Goals, especially goal number five
- Achieve gender equality and empower all women and girls
- Ensure inclusive and quality education for all and promote lifelong learning. Helen Mary Jones AM and Delyth Jewell AM attended.

Highlights from the event can be seen here:[https://www.youtube.com/watch?v=jcyeA-7Cb\\_I](https://www.youtube.com/watch?v=jcyeA-7Cb_I)

##### **Financial review**

###### **FINANCIAL REVIEW**

A detailed analysis is shown within the financial statements.

All sources of funding were expended to meet the charity's objectives.

The charity relies upon grant aid from the donors identified in the financial statements.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

##### **Plans for future periods**

###### **Looking Ahead**

It has been a great year for SSAP, while we continue to deliver on a number of projects, we are also developing new partnerships and projects as exemplified by the NextGen project and recent partnership with Ty Cerdd.

We will be in the final year of Tuwezeshe project and at the beginning of the pilot project, NextGen funded by Big Lottery that ends in March 2021. Operationally we intend to expand and develop our portfolio by delivering development projects in Wales and Africa on the themes of youth, disability and women's empowerment. We will focus on developing partnerships with like-minded organisations especially in Africa these themes.

Change and uncertainty in the funding environment in Wales, and the UK, as a whole is considerable. Past years have been labelled the last years of 'austerity'. Political and trade uncertainties suggest that this austerity is unlikely to end and funds will be increasingly difficult to secure. SSAP will need to allocate a significant proportion of time and effort, perhaps as much as 20%, to securing future funds. Given the day-to-day pressures of delivering SSAP funded services, it is all too easy to to relegate such a priority.

Ensuring that the level of trust between SSAP and diaspora organisations and communities in Wales is robust and growing will be important in maintaining SSAP's legitimacy and influence. Extremely tight and compliant governance also needs to be maintained in order to maintain the reputation of SSAP. SSAP has proved to be particularly successful in engaging with young people through its direct work with the diaspora in Wales and with its projects. This acquisition of skills should not be overlooked and the future work of SSAP is very likely to involve the interface between young BME people and the older BME generations. Working with and through young people will strengthen the permanency and integral strength of SSAP in the future.

Finally, every effort must be made to secure enhanced and guaranteed long-term core funding. We have developed a comprehensive five years strategy from 2019 to 2024 which will work alongside our fundraising strategy which will be developed later this year.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2019**

##### **Responsibilities of the Trustees**

The trustees (who are also the directors of Sub-Sahara Advisory Panel for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 1985. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

##### **Independent Examiner**

A resolution to re-appoint Mr. Jonathan Rhodes Bsc FCA, Walter Hunter & Co Limited as independent examiner for the ensuing year will be proposed at the Annual General Meeting.

Registered office: Signed on behalf of the trustees

##### **Small company provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 4 July 2019 and signed on behalf of the board of trustees by:

F Zimbar - Treasurer

S Moyo - Chair

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel**

#### **Year ended 31 March 2019**

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2019.

#### **Responsibilities and basis of report**

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jonathan Rhodes BSC FCA

Independent Examiner

Walter Hunter & Co Limited  
Chartered Accountants  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF



# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2019

		Unrestricted funds £	2019 Restricted funds £	Total funds £	2018 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	4	445	—	445	250
Charitable activities	5	840	67,253	68,093	97,438
Other trading activities	6	100	—	100	211
<b>Total income</b>		<u>1,385</u>	<u>67,253</u>	<u>68,638</u>	<u>97,899</u>
<b>Expenditure</b>					
Expenditure on charitable activities	7,8	2,081	96,104	98,185	67,121
<b>Total expenditure</b>		<u>2,081</u>	<u>96,104</u>	<u>98,185</u>	<u>67,121</u>
<b>Net (expenditure)/income and net movement in funds</b>		<u>(696)</u>	<u>(28,851)</u>	<u>(29,547)</u>	<u>30,778</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		3,260	58,218	61,478	30,700
<b>Total funds carried forward</b>		<u>2,564</u>	<u>29,367</u>	<u>31,931</u>	<u>61,478</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 18 to 24 form part of these financial statements.

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Statement of Financial Position

31 March 2019

	Note	2019 £	£	2018 £
<b>Current assets</b>				
Debtors	13	9,065		19,776
Cash at bank and in hand		<u>25,010</u>		<u>46,995</u>
		<b>34,075</b>		66,771
<b>Creditors: amounts falling due within one year</b>	14	<u>2,144</u>		<u>5,293</u>
<b>Net current assets</b>			<b>31,931</b>	61,478
<b>Total assets less current liabilities</b>			<b>31,931</b>	61,478
<b>Net assets</b>			<b>31,931</b>	61,478
<b>Funds of the charity</b>				
Restricted funds			<b>29,367</b>	58,218
Unrestricted funds			<u>2,564</u>	<u>3,260</u>
<b>Total charity funds</b>	16		<b>31,931</b>	61,478

The statement of financial position  
continues on the following page.

The notes on pages 18 to 24 form part of these financial statements.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Statement of Financial Position** *(continued)*

**31 March 2019**

These financial statements were approved by the board of trustees and authorised for issue on 4 July 2019, and are signed on behalf of the board by:

F Zimbar - Treasurer  
Trustee

S Moyo - Chair  
Trustee

**The notes on pages 18 to 24 form part of these financial statements.**

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Notes to the Financial Statements**

#### **Year ended 31 March 2019**

##### **1. General information**

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is Temple of Peace, King Edward VII Avenue, Cathays Park, Cardiff, CF10 3AP.

##### **2. Statement of compliance**

These financial statements have been prepared in compliance with the Charities Act 2011.

##### **3. Accounting policies**

###### **Basis of preparation**

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

###### **Going concern**

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

There are no material uncertainties about the charity's ability to continue.

###### **Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Notes to the Financial Statements** *(continued)*

#### **Year ended 31 March 2019**

#### **3. Accounting policies** *(continued)*

##### **Fund accounting**

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

##### **Incoming resources**

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

# **Sub-Sahara Advisory Panel**

## **Charitable Incorporated Organisation**

### **Notes to the Financial Statements** *(continued)*

#### **Year ended 31 March 2019**

#### **3. Accounting policies** *(continued)*

##### **Resources expended**

###### **Resources expended**

Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

###### **Costs of generating funds**

Costs are included in generating income resources from all sources other than from undertaking charitable activity.

###### **Charitable activities**

Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

###### **Taxation**

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2019

#### 3. Accounting policies *(continued)*

##### Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

#### 4. Donations and legacies

	Unrestricted Funds £	<b>Total Funds 2019 £</b>	Unrestricted Funds £	Total Funds 2018 £
<b>Grants</b>				
AFFORD	—	—	250	250
Home Office Analysis & Insight	445	<b>445</b>	—	—
	<u>445</u>	<u><b>445</b></u>	<u>250</u>	<u>250</u>

#### 5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2019 £</b>
Comic Relief	—	37,253	<b>37,253</b>
Welsh Centre for International Affairs	—	30,000	<b>30,000</b>
Hub Cymru - on behalf of SSAP	840	—	<b>840</b>
	<u>840</u>	<u>67,253</u>	<u><b>68,093</b></u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Comic Relief	—	59,469	59,469
Welsh Centre for International Affairs	—	36,729	36,729
Hub Cymru - on behalf of SSAP	1,240	—	1,240
	<u>1,240</u>	<u>96,198</u>	<u>97,438</u>

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

#### 6. Other trading activities

	Unrestricted Funds £	<b>Total Funds 2019 £</b>	Unrestricted Funds £	Total Funds 2018 £
Fundraising events	100	<b>100</b>	211	211

#### 7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2019 £</b>
Hub Cymru on behalf of SSAP	1,241	—	<b>1,241</b>
AFFORD	—	—	—
Comic Relief	—	66,599	<b>66,599</b>
Welsh Centre for International Affairs	—	29,505	<b>29,505</b>
Support costs	840	—	<b>840</b>
	<b>2,081</b>	<b>96,104</b>	<b>98,185</b>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Hub Cymru on behalf of SSAP	—	—	—
AFFORD	541	—	541
Comic Relief	—	35,606	35,606
Welsh Centre for International Affairs	—	30,134	30,134
Support costs	—	840	840
	<b>541</b>	<b>66,580</b>	<b>67,121</b>

#### 8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	<b>Total funds 2019 £</b>	Total fund 2018 £
Hub Cymru on behalf of SSAP	401	—	840	<b>840</b>	541
Comic Relief	65,410	1,189	—	<b>66,599</b>	35,896
Welsh Centre for International Affairs	30,345	—	—	<b>30,345</b>	30,684
	<b>96,156</b>	<b>1,189</b>	<b>840</b>	<b>98,185</b>	<b>67,121</b>

#### 9. Analysis of support costs

	Hub Cymru on behalf of SSAP £	<b>Total 2019 £</b>	Total 2018 £
Governance costs	840	<b>840</b>	840



# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2019

##### 10. Independent examination fees

	2019	2018
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>840</u>	<u>840</u>

##### 11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2019	2018
	£	£
Wages and salaries	71,809	50,873
Employer contributions to pension plans	<u>2,143</u>	<u>1,795</u>
	<u>73,952</u>	<u>52,668</u>

The average head count of employees during the year was 4 (2018: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2019	2018
	No.	No.
Number of service delivery staff	<u>3</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2018: Nil).

##### 12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2018: nil).

##### 13. Debtors

	2019	2018
	£	£
Trade debtors	7,865	8,651
Prepayments and accrued income	<u>1,200</u>	<u>11,125</u>
	<u>9,065</u>	<u>19,776</u>

##### 14. Creditors: amounts falling due within one year

	2019	2018
	£	£
Trade creditors	—	1,948
Accruals and deferred income	840	840
Social security and other taxes	<u>1,304</u>	<u>2,505</u>
	<u>2,144</u>	<u>5,293</u>

# Sub-Sahara Advisory Panel

## Charitable Incorporated Organisation

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2019

#### 15. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,143 (2018: £1,795).

#### 16. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2018 £	Income £	Expenditure £	At 31 March 20 19 £
General unrestricted funds	<u>3,260</u>	<u>1,385</u>	<u>(2,081)</u>	<u>2,564</u>

	At 1 April 2017 £	Income £	Expenditure £	At 31 March 20 18 £
General unrestricted funds	<u>2,100</u>	<u>1,701</u>	<u>(541)</u>	<u>3,260</u>

##### Restricted funds

	At 1 April 2018 £	Income £	Expenditure £	At 31 March 20 19 £
Comic Relief	46,662	37,253	(65,759)	<b>18,156</b>
Welsh Centre for International Affairs	<u>11,556</u>	<u>30,000</u>	<u>(30,345)</u>	<u>11,211</u>
	<u>58,218</u>	<u>67,253</u>	<u>(96,104)</u>	<u>29,367</u>

	At 1 April 2017 £	Income £	Expenditure £	At 31 March 20 18 £
Comic Relief	23,137	59,469	(35,944)	46,662
Welsh Centre for International Affairs	<u>5,463</u>	<u>36,729</u>	<u>(30,636)</u>	<u>11,556</u>
	<u>28,600</u>	<u>96,198</u>	<u>(66,580)</u>	<u>58,218</u>