

COMPANY REGISTRATION NUMBER: 08704204
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2018

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2018

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Sub-Sahara Advisory Panel

Company Limited by Guarantee

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

Year ended 31 March 2018

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 2018.

Reference and administrative details

Registered charity name Sub-Sahara Advisory Panel

Charity registration number 1159990

Company registration number 08704204

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

The trustees

Selina Moyo	Chairperson
Tarig Sanousi	Vice Chair
Fred Zimba	Treasurer
Nasir Adam	Secretary
Mutale Merrill OBE	Trustee

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

Structure, governance and management

The Sub-Saharan Advisory Panel 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 across Africa, to 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.

Sub-Sahara Advisory Panel

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

Year ended 31 March 2018

Objectives and activities

Aims:

- To identify and advocate for the needs and expertise of diaspora groups in their international development work.
- To create partnerships between diaspora groups in Wales and non-diaspora Welsh international development organisations, which harness the knowledge and skills of the former, enabling them to advice and support the latter.

Mission:

As an independent think-tank on international development, our mission is to inspire and inform policies and practices that lead to the reduction of poverty and the achievement of sustainable livelihoods in Africa, with a particular focus on sub-Saharan Africa. We do this through practical policy advice, policy-focused dissemination, debate and applied research. We also work with partners in the public and private sectors across Wales and UK generally.

Our Values:

- SSAP ensures best practice and innovative approaches in international development practice.
- SSAP continuously seek collaboration and partnership in the effort to foster best working relationships in international development practice.
- SSAP upholds the principle of open reporting on the use of public funds, with full communication of our work to our donors and partners.
- SSAP works in a sustainable manner, in line with its commitment to its long-term goals.

Objectives:

- To carry out and support programmes in Sub-Saharan Africa for the public benefit" To relieve poverty and sickness.
- To advance education and to promote the efficiency and effectiveness of African diaspora charities working in international development, by providing services.
- To ensure good capacity building support for administration or infrastructure of a charities and groups, including, but not limited to, fundraising and organisational structure advice.

Activities:

The objectives of SSAP will be carried out in the following ways:

- By encouraging the adoption of strategies and actions that deliver real and measurable benefits in Sub-Saharan Africa.
- By providing insight, knowledge and experience on Sub-Saharan Africa to international development groups in Wales
- By adding value to current monitoring and evaluation practices within international development

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Year ended 31 March 2018

- By recommending and commenting upon government and civil society policies, practices and programs
- By offering a critique of the focus, criteria and processes attached to international development funding programs
- By providing a 'reality check' on all aspects of intended and existing programmes of development work in Sub-Saharan Africa
- By addressing matters of injustice, poor governance and corruption that compromise effective International development
- By providing diaspora organisations and groups with information of opportunities within international development practice
- By supporting the growth of community cohesion among diaspora groups and communities in Wales and across the UK
- By carrying out research and monitoring and evaluation assignments, to further our findings identified by our previous research.

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.

Formation of HCA

The new financial year saw SSAP entering into partnership with Wales Centre for International Affairs (WCIA); Fairtrade Wales; Wales Council for Voluntary Action and Wales Africa Health Link to bid for the Wales Africa programme's tender. The successful bid was to run and manage the grant making and development support initiative for Welsh groups working with partners across Africa. The three year bid was led by WCIA with the contract ending in April 2019. The programme was named Hub Cymru Africa (HCA)

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

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

Year ended 31 March 2018

Objectives and activities *(continued)*

Overall Mission Statement:

We want 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 Fair Trade nation.

The purpose of HCA was

- To bring together people and groups from all over Wales who want a positive future for Africa.
- To 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

- Run an annual grants scheme of £180,000 for Wales-Africa projects.
- 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.

- **Board set up**

A partnership board consisting of individuals from the 5 organisations was set up to manage the programme. Chris Jones was appointed as an independent Chair to lead the board.

- **Branding**

Prior to implementing any of these objectives, newly appointed HCA staff met to discuss various elements of the project including branding and what our focus is. A marketing company supported in developing HCA's brand and this was accomplished within the first 3 months of the project.

- **Grants Panel**

A grant panel was set up and included individuals from different backgrounds to fit the 4 grant themes, these being

- Sustainable livelihood
- Climate Change and environment
- Lifelong Learning
- Health

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

Year ended 31 March 2018

Achievements and performance

SSAP/HCA RELATED OUTPUT AND OUTCOMES:

- The main 2017 grants round was launched during the final quarter of year 2 of the programme, to allow cash to be dispersed immediately at the start of year 3. The panel sat on March 28th and payments were made throughout April allowing for a full 12 months of implementation for grantees.
 - 64 applications requesting a total of £502,393 were received. Five of these applications were judged as ineligible, leaving 59 eligible applications requesting a total of £480,393.
 - While the original budget was £180,000 with £50,000 ring-fenced for health, £28,459 was previously allocated to 5 multi year projects from 2016/2017. £15,000 was set aside for an Autumn grants round.
 - A total of 21 awards were made, with a combined value of £151,075
 - A second round of £42,000 was launched at the Eisteddfod in August. This included a £15,000 contribution from the Waterloo Foundation. 41 applications valued at £207,073 were requested with only one application deemed ineligible and a total of 13 awards were made
 - The total of 34 awards were made in 2017/2018.
 - 80 individuals, groups and organisations have accessed development support totalling 208 hours in the first two quarters of this year, including current grantees, declined applicants and new organisations making enquiries.
 - Specific development support was given to Giakonda, Somaliland Mental Health Organisation, Community Carbon Link, Teams 4U, Centre for African Entrepreneurship, Hayaat Women's Trust, SEF Cymru and Bees for Development to try and leverage funding from other private donors. Bees, Teams4U and CCL have since accessed funding from DFID of £50,000 each.
- SSAP has provided development support to a number of diaspora groups including the Kenyan Association, Tanzania Diaspora Association, The Maya Project and the Sene-Gambia Association. Work has also taken place with representatives from the Zimbabwe community at a policy level to advise on how to best engage with the Zimbabwe Government's 'diaspora policy'. In doing so, links were made with the Wales for Peace project to provide advice on conflict resolution tools/skills to use when working with government officials.
- At the end of May, HCA and partners marked Africa Day in the National Assembly for Wales. Assembly members from 4 political parties spoke in support of the Wales Africa relationship and the approximately 138 participants were also addressed by the First Minister of Wales. 12 groups from across Wales displayed their work, including the Fair Trade football campaign, SaddleAid and Ethiopia Glan Clwyd and music was provided by the Zim Singers. Groups were encouraged to invite their own Assembly Members and a total of 9 AMs, including 3 Cabinet Members, supported the day.
 - HCA and SSAP facilitated a Big Lottery visit to Wales (in Abergavenny) to meet with 3 groups aiming to apply for funding under their disability inclusive development strand.
 - In January, HCA hosted the Wales Africa awards ceremony for the Wales Africa and Fair Trade community. Following more than 80 applications, 10 winners were selected by a panel of experts from Bond, the Scotland Malawi Partnership, Welsh Government, the Waterloo Foundation and Forward. The event was opened by the First Minister and attended by over 100 people.
 - Discussion is on-going with the Uganda High Commission to facilitate another visit to Wales in early 2018. Following the success of the 2017 visit, they have asked to meet again with groups working in Uganda, as well as staff from national parks in Wales.

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Year ended 31 March 2018

- A 9 month policy plan was developed for 2017 but we also responded to opportunities to influence regarding topical issues. This year we have worked on the Fair Trade campaign, ethical procurement, advocacy on visas for African nationals travelling to the UK, trade justice and the galvanizing the third sector in Wales to support international development.
- Since then, HCA has recorded support from 20 AMs and 9 MPs including during the Senedd debate on 0.7%, speaking at the Senedd on Africa day and supporting the Sainburys FT campaign.
- The HCA website continues to attract new audiences with more than 35,744 users and is a core component of the programme for both grantees and people interested in getting involved in Wales Africa work and events.
- Hub Cymru Africa staff and grantees have appeared 127 times in print or on-line, including in the Western Mail, the South Wales Echo, the Daily Post and the Llanelli star. 20 radio appearances have been made on BBC Radio Wales, BBC Radio Cymru, Radio Cardiff and Radio Pembrokeshire. 7 TV appearances have also been made on BBC Wales, S4C and Made in Cardiff TV.

Current staffing arrangements will end on March 31st 2018 pending implementation of a new structure

In keeping with our overall project objectives, we have spent considerable time and effort to provide comprehensive feedback to grantees awarded money through both grants rounds. This has included detailed feedback on the reports submitted and guidance on future applications. The hope is that by strengthening the capacity of groups to tackle the grants process, they are better able to build on existing success including accessing other donors.

We have also spent time investigating other funding options available to grantees and to supplement the existing HCA grants pot. Our on-going discussions with Big Lottery and DFID aim to support both the HCA partnership and our wider network of partners in Wales

HCA maintains a logframe of indicators to measure progress on every aspect of the programme is on track.

Events feedback is collected through hard copy forms handed out during the actual event, and accompanied by survey monkey questionnaires later where necessary. Feedback is collated into evaluation summaries saved as part of internal project documentation.

Each grants workshop and webinar featured a discussion on how we could improve our grants criteria and processes. The 2017 documentation was modified based on grantee feedback from the 2016 and 2015 round. Comments were received in person, via phonecalls to our office and via email.

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Year ended 31 March 2018

SSAP SPECIFIC KEY OUTPUTS, OUTCOMES AND ACTIVITIES

Events

- In April SSAP worked with the Tanzania community to host H.E Dr Asha Rose Migiro, the new High Commissioner for Tanzania in the UK. 30 members of the diaspora community met her and discussions varied from dual nationality to the commissioner's support for diaspora communities.
- In August SSAP, together with BAWSO and other members of the diaspora community hosted an event to commemorate the contribution of Rhodri Morgan to the diaspora community and development initiatives in Africa. Over 100 people attended the Temple of Peace joining Julie Morgan AM and Jane Hutt AM.
- In partnership with Bridgend prison and SSAP, Somali youth led by Ali Abdi attended a charity football match with prisoners to raise funds for the drought appeal in Somaliland. Over £400 (including a match fund donation by G4S) was raised and money will be sent to the DEC appeal for Somaliland
- In December, SSAP hosted a Womens Empowerment Event looking at the challenges women face in Sub Saharan Africa on issues including land, gender based violence and education. Speakers from Full Circle Education, CORDs, and Tuwezeshe were heard by 17 attendees.
- In March SSAP hosted a full day of fundraising training for Wales Africa groups in partnership with Auton Consultancy attended by 23 people. Sessions included developing a funding strategy, building links with the business community, understanding donors and exploring trusts and on-line opportunities
- SSAP delivered a lecture to about 30 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.
- SSAP hosted an away day for its panel to strengthen its internal strategic planning and direction. A document for 2018 -2021 has now been drafted and shared and will guide the work of the panel going forward.

Networking

- SSAP worked to connect the DEC Appeal, run by Oxfam with diaspora communities from Kenya, Somaliland and Sudan. Three visits have taken place to the Somali community in Cardiff for interviews and their insight into how the appeal works.
- Working with the Wales for Peace project within WCIA, diaspora women have been identified and encouraged to contribute to the recent 'Women, Peace and War' project.

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Year ended 31 March 2018

- SSAP was invited to deliver a presentation on diaspora engagement to SWIDN, a network of NGOs in South West England and at a celebration of the Acacia Partnership in Cardiff Bay. SSAP has supported links with Burkinabes in Wales to strengthen capacity of the work taking place in Burkina Faso.

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Year ended 31 March 2018

- Uganda diaspora have also been linked with new connections in Wales through the 'Uganda is Rich' project. The project is aimed at tackling perceptions of African countries, in this case Uganda, and showing positive images of the country.

- SSAP 14 diasporas took part at a Comic Relief event titled 'Diaspora doing Development' where the event created an opportunity for diaspora groups to network, learn and build partnerships. SSAP was responsible for organising the trip as well as delivering a workshop on 'How to build capacity of African diaspora groups'. Over 80 people attended the event which was led by some of the leading African diaspora organisations in the UK. One of the Welsh diaspora has been selected to attend a conference on diaspora and migration in Malta after taking part in a diaspora leadership training that SSAP helped to share with its members. 3 Welsh based diasporas took part on the leadership training run by Common Purpose and funded by Comic Relief and she is one of 5 UK diasporas taking part in the conference.

- SSAP has worked to make specific connections between the diaspora community and projects around Wales; Abesu have been supported to explore potential collaboration with Giakonda; Gemma Light, a PHD researcher at Aberystwyth looking at the education sector in Tanzania has been linked to Dr Mlewa, an education psychologist and Chair of the Tanzanian Association; SSAP represented diaspora communities at a meeting with Lord Ahmad of Wimbledon, Minister of state for the Commonwealth and has encouraged diaspora communities to engage in Commonwealth Big Lunches

Development Support and Grant Management

- On-going support to 5 existing grantees on delivering activities and reporting on final projects (Hazina, Chainworks, SEF Cymru, DWA and DISN)

- Additional development support to projects in Zimbabwe, Uganda and DR Congo including references for funding from Ceniath (£8,366) successfully applied for by Hazina and £5000 awarded to Hayaat by the Waterloo Foundation.

Communications

- SSAP recently finished the development of a new website with new features to allow diaspora members to interact and share information among themselves. It also includes an new online directory of African diasporas in Wales. The directory is available in hard copy and will allow diaspora community to know who is who and who is doing what and where. It will be used as a sign posting tool by other stakeholders e.g. EYST are already using the directory to engage some of the diaspora groups in their project.

- With 420 subscribers, SSAP has sent 3 newsletters to its members covering upcoming events, news from diaspora community, jobs, funding as well as highlighting some of the work done by Welsh diaspora groups. 2 members meetings have also taken place to update diaspora members on issues including business and enterprise, Black History Month and youth engagement as well as inviting guest speakers from the Wales Audit office, River Africa and FORWARD.

- Watch-Africa, Wales's annual African film festival will take place from October 23rd to 12th November providing a platform to discuss issues from the continent through workshops and film.

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Year ended 31 March 2018

Activities on other elements of Inclusion:

- Working with Disability Wales Africa, SSAP led a disability inclusive development training for 21 participants (14 female, 7 male) and piloted a training module for use by Wales Africa links. Feedback was positive overall, although groups felt that having a slightly longer session, and allowing more time for practical examples and case studies would have been helpful. A (longer) follow up training will take place later in 2017 using revised materials.
- A second training using the training materials has since taken place for members of the Disability Wales Africa Network
- In December HCA marked United Nations International Day of Persons with Disabilities in Swansea together with 16 partners. The day aimed to increase understanding of how organisations can contribute to disability inclusive development.
- As part of encouraging a younger audience to engage with Africa initiatives in Wales an MoU has been signed with Restless Development to co-host at least one youth event before the end of the year.
- Planning is also underway to arrange placements either within WCIA or other Wales Africa groups for SAFE Foundation's young volunteers when they have completed an overseas placement.
- Discussions are on-going with Raleigh International linking them to Skills Cymru careers fairs that they can attend to encourage more youth volunteering from Wales.
- HCA continues to connect student groups from Welsh Universities with Temple Tours and has given talks on Hub Cymru Africa work to visiting groups from Cardiff and UWTSd
- - HCA continues to advertise and offer all services in English and Welsh, including the grants application and development support processes. Most events during this reporting period have been conducted in English with a brief Welsh Language introduction. During the National Eisteddfod, events on the HCA stall took place in Welsh. Three HCA staff have embarked on a Welsh Language course with the aim of increasing the use of Welsh in the workplace.

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Year ended 31 March 2018

- **SSAP ANNUAL REPORT 2017 - 18**

- **SSAP SPECIFIC KEY OUTPUTS, OUTCOMES AND ACTIVITIES**

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- Working with the Wales for Peace project within WCIA, diaspora women have been identified and encouraged to contribute to the recent 'Women, Peace and War' project.
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Year ended 31 March 2018

Achievements and performance *(continued)*

Achievements and performance *(continued)*

SSAP delivered a presentation as well as advice and support to South Wales International Development Network (SWIDN) on their diaspora engagement initiative in South West England. Working in collaboration with Cardiff University's School of Geography, SSAP delivered a presentation to students heading to Tanzania for fieldwork. The presentation gave an overview on culture, history and development practices in Tanzania.

SSAP has worked with the Tanzanian, Kenyan, Somali, Sudanese and Nigeria communities to deliver specific events e.g. working with Hayaat Women and SEF Cymru where we did a presentation on getting jobs in the development sector and role for Somali youth in the development sector. Over 80 young people from the community attended the event

In partnership with Watch-Africa and HCA, SSAP used films to engage the general public on discussions related to Africa. The screenings and activities associated with it reached over 400 people throughout Wales.

SSAP is developing a new website that will allow it's members to share information as well as a space to network. The website will have a platform for discussion, sharing and learning from each other as well as an online directory of diaspora groups in Wales.

Other elements of inclusion

- Working with Disability Wales Africa, SSAP led a disability inclusive development training for 21 participants (14 female, 7 male) and piloted a training module for use by Wales Africa links. Feedback was positive overall, although groups felt that having a slightly longer session, and allowing more time for practical examples and case studies would have been helpful. A (longer) follow up training will take place later in 2017 using revised materials.
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Achievements and performance *(continued)*

SSAP'S TUWEZESHE PROJECT

SSAP and partners were able to secure funding from Comic Relief to carry out a 3 year project called TuWezesha Akina Dada Africa-UK Young Women's Leadership and Empowerment Movement. Operating between July 2016-March 2019, the Project will be implemented in five countries; the United Kingdom (including England, Wales and Scotland), Kenya, Uganda, Tanzania and Somaliland. The Project will be facilitated by a consortium of four organizations namely Foundation for Women's Health Research and Development (FORWARD), Akina Mama wa Africa (AMwA), Sub-Sahara Advisory Panel (SSAP) and Young Women Leaders Institute (YWLI).

The main 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. Our vision is to raise up a new generation of young women leaders who are capable activists and advocates claiming their rights and freedoms.

REPORT FROM THE PROJECT

Key Outcomes

- **TuWezeshe Fellow projects**

Following the successful leadership training in July 2017, SSAP has been working closely with the fellows and their mentors to start planning and implementing their individual projects. 7 Fellows (Cynthia, Lucemo, Aisha, Fahima, Um, Annabelle and Wacera) have started to implement their projects whilst others are waiting for exams to finish. Aisha, Annabelle, Um and Fahima have received subgranting and are about to deliver their activities.

The fellows have been assigned mentors that either work or have relevant experience in their chosen projects. Thus far the fellows have been formally introduced to their mentors via email and encouraged to schedule meetings with their mentors – all mentees have had at least one meeting with their mentors. 18 meetings in total.

After meeting their mentors, the fellows were asked to finalise their project ideas and complete a sub-granting form which was reviewed by SSAP before starting the sub-granting process. 12 out of the 14 participants have had their projects reviewed and SSAP and their mentors are working closely with the remaining two fellows to get their projects started. SSAP has been working as a conduit or supporting mechanism by helping to facilitate meetings where there are challenges; developing clear channels of communication between mentors and mentees as well as ensuring that both parties are actively participating in the process.

The fellows were also requested to sign an MOU outlining what is to be expected of them during the project year.

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Year ended 31 March 2018

Achievements and performance *(continued)*

SSAP is on track with delivery of the project having started the sub-granting process and the fellows have finalised their project plans and initiated the first stage of their projects.

SSAP maintains regular communication with the fellows through telephone, Whatsapp and emails. During the recent trip to Scotland (17th – 19th March), Jamad Jibreel caught up with Tuwezeshe fellows in Scotland including Wacera Kimoji and Annabelle Njenga. Unfortunately, Tinofara Fombe was away and we were not able to meet her as well as Maryan Hassan.

We recently shared a funding opportunity for our fellows in order to leverage more funding for their projects. This includes the Wales Africa Funding and crowdfunding opportunities.

Currently 3 Fellows have events/activities planned for June. Aisha Kigwalilo and Umulkhayr Mohamed are in the middle of delivering some of the projects in June. Aisha Kigwalilo is working on an exhibition titled G.I.R.L. Xhibition. The exhibition will showcase some of the up and coming young women of African descent and looks at the representation and celebration of black female individuality. More information at <https://www.facebook.com/events/177111773113011/>. Fahima has started her blogsite names "Hey sis" which provides a platform for young and old women to share stories <https://theblackgirlsrights.wordpress.com/>, Um's project aims is to use Somali poetry practices to encourage intergenerational conversations about gender-based violence/she aims to achieve this by introducing British-Somali women to a number of different styles of Somali poetry. The participants will then create their own Somali poems on topics related to GBV.

- Baseline Study: Desk base research for Wales and Scotland – full baseline for Somaliland.

We recently completed the baseline study for Wales, Scotland and Somaliland. A revised streamlined baseline for Somaliland was finalised and produced along with other 2 which were desk base research. The baseline study is part of the project's overall MEL strategy to measure the project's progress and impact from its baseline through to its end line. Through baseline we can obtain amongst other things; current data and identify trends, emerging issues and patterns of gender based violence (GBV) and discrimination which affect young women in the project implementing countries; country specific baseline information on the legal context (including laws and policies) regarding GBV; assess how these laws or policies are being implemented etc.

- 16 days of Activism

SSAP and KWISA (implementing partner in Scotland) and SLNMA (implementing partner in Somaliland) have implemented activities as part of 16 days of activism 2017 to raise awareness of gender based violence. SSAP and Tuwezeshe fellows (Aisha Kigwalilo and Umulkhayr Mohamed) took part in a march by BAWSO (BME women's organisation) on Monday 27th November. The march highlighted the plight of victims and survivors of GBV and requests better recourse to justice from the Welsh Government.

We also worked Watch-Africa Film Festival to screen a film called 'Femmes Aux Yeux Ouverts' on Thursday 30th November. The film showed how African women are speaking out and organizing around five key issues: marital rights, reproductive health, female genital mutilation, women's role in

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

Year ended 31 March 2018

Achievements and performance *(continued)*

the economy and political rights. The event was attended by 20 people, a mix of young people, older women and men. It was followed by a Q&A involving BAWSO's FGM lead, Magdalena Kimani and TuWezeshe Project Officer Rahma Abdilahi.

The TuWezeshe Facebook group which consists of all of the fellows has been instrumental in creating a space for the young women to stay engaged in current issues affecting young women and discuss different issues. For instance, SSAP along with partners FORWARD and AMwA participate in 'TuWezeshe Talks' every Tuesday on the Facebook page, choosing a different topic every week to discuss.

- In Scotland, KWISA held a gender base violence awareness workshop with young people and migrant women on 8th December. There were 13 attendees.

Event in Scotland

"Press for change" and Celebrate International Women's Day was an event that was jointly planned and conducted by SSAP in Wales and KWISA in Scotland. The event was held on the 17th March 2018 at 12:30 pm to 16:30 pm. It was held at the City of Edinburgh Methodist Church,. The event was specifically designed and aimed at young African women and/or of African descent. The event was attended by 23 young women and was aimed at empowering young African women to enable them to position themselves in society to become effective leaders and drivers of positive change within the African diaspora community. The event consisted of lunch, speeches from keynote speakers, group discussions and question and answers sessions and testimonial speeches from the fellows who had embarked on the "TuWezeshe Akina Dada" programme.

• GBV Policy in Somaliland

SSAP has recently been working with SLNMA regarding GBV policy development in Somaliland. The government of Somaliland has demonstrated commitment to address the problem of GBV by passing laws (Jan 2018) with severe punishments for rapists. These laws weaken the power of traditional leaders to negotiate and resolve rape cases using Xeer. Xeer is the traditional legal system of Somalia, and one of the three systems from which formal Somali law draws its inspiration, the others being civil law and Islamic law. A fatwa was declared by the Ministry of Religious Affairs (Feb, 2018) banning the practice of Pharaonic type of FGM (Type 3 involving excision and infibulation), however it still allows FGM type 1 also known as Sunna type to be performed. In regard to early marriage, the Ministry of Justice of Somaliland developed a Code of Conduct and provided certification to Qadis (traditional marriage ceremony providers), and implemented capacity building activities for Qadis on the harmful effects of child marriage. It is implemented under the Ministry of Justice. Prevention efforts with the government also include work dedicated to strengthening existing legislative frameworks for child protection and gender equality, and improving implementation of these frameworks.

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Year ended 31 March 2018

Achievements and performance *(continued)*

However, despite these developments made by the government and civil society, gaps exist in regard to the legislative framework which still allows Type 1 FGM, and no laws states child marriage is illegal. There is also limited knowledge among the public regarding the adverse effects of FGM as well as child marriage as explained in a recent report (2018) by the Population Council. The report concluded that " Normative changes appear to be occurring in Somaliland society and there is a growing readiness for change. However, the nature of that change is not towards the abandonment of the practice per se, but rather its transformation into a more socially acceptable version. There is a new norm emerging in Somaliland, but that norm appears only to be changing to reinforce the continuity of the practice".

From these developments, we intend to host 2 events in June to bring policy makers, religious leaders and general public and engage on discussions related to these new laws/policies. Many across Somaliland are not aware of the implications of these new policies so the events will also raise awareness of these developments as well as holding policy makers accountable for areas that are not covered.

- SSAP/Tuwezeshe speaking at an event in Empowering young women in Africa

Drawing from the panel's knowledge and expertise, this shared learning event run by Hub Cymru Africa in collaboration with SSAP explored the need and how to empower women in Africa, why investing in gender equality is crucial for Africa's transformation and the effectiveness of the new Sustainable Development Goals (SDGs) in supporting women. Speakers included Lilian Looloitai (CORDS), Rahma Abdilahi (SSAP), Nikki Giant (Full Circle) and Usha Ladwa Thomas (Welsh Government). 35 people attended the event and it created an opportunity to connect and link up with other organisations working on GBV, youth and BAME projects. The event was run by SSAP under the Hub Cymru Africa project and 35 people attended the event where. The event allowed us to engage civil society organisations and the general public about Tuwezeshe, highlighting some of the activities carried out so far.

Themes discussed: Economic Empowerment, Gender Based Violence, Female Genital Mutilation, Land Rights

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Year ended 31 March 2018

Achievements and performance *(continued)*

- **Meeting with Uganda High Commissioner:**

SSAP recently hosted His Excellency Peter Julian Moto, the new High Commissioner of Uganda in the UK. During his time in Wales, he met SSAP member of staff and was introduced to the Tuwezeshe Project and recent issues affecting young women in Uganda. SSAP liaised with Akina Mama Wa Afrika on areas that affect young women in Uganda and how the Ugandan Government is dealing with the GBV cases in Uganda where it remains largely unaddressed leading to impunity i.e. over 28 women were killed last year (2017) and to date there was no conviction. This creates an environment of impunity and the main questions we posed to him was 'what the Uganda Government is doing to address GBV in Uganda as over 28 women were killed last year and to date there is no conviction'. In response to the question posed by AMWA, H.E responded by saying that the Government is doing all it can to ensure that there are legal frameworks in place to tackle GBV. Prosecution is one of many areas that need to improve and the Government is working hard to do so. H.E was also able to confirm that he would like to see more young women from the diaspora are involved in development initiatives in Uganda and is able to advertise/publicise any activities related to Tuwezeshe on the High Commissioner's website.

- **Workshop on GDPR and Sub-granting forms**

On the 14th April, SSAP hosted a Tuwezeshe fellows catch up where fellows were updated on recent development on GDPR to enable them understand the implications of data protections on projects they plan to deliver. 3 fellows from Wales were able to attend. They were also able to go through the sub granting forms and understand what is expected of them.

- **Tuwezeshe - Glasgow**

We are working with Annabelle, one of the fellows and KWISA to establish a black and ethnic minority women's network in Glasgow to give moral support and a sense of community through sharing hardship and stories that inspire each other. It will be named BFFs, which stands for Black Feminists and Friends and was it was an outcome from the event we did in Edinburgh for international women's day. It was decided by the fellows as this space is for them to feel heard and recognised. To do so Annabelle will work with KWISA and SSAP's support to mobilise young African women in Scotland and form a network. They will initially take part on 66 meetings to put ideas of what the network will involve which will culminate with an event to get people together in the summer. This activity is NOT part of Annabelle part of her social action project.

- **'Voices of Young African Women'- Wales: 25th May**

The event was all about developing young African women as leaders of tomorrow and celebrating diverse African cultures in Wales. To celebrate Africa Day, the event led by Tuwezeshe fellows from Wales brought to the fore concepts, ethos and values covered as part of Tuwezeshe Akina Dada. It showcased some of the projects planned and delivered by Tuwezeshe fellows who took part on the leadership training last year and raise key questions on how we can empower future leaders. Along with Tuwezeshe fellows, we had leading women from the community who are mentoring our fellows and guest speakers from across Wales supporting BAME, Young people and Women. 102 people

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Year ended 31 March 2018

Achievements and performance *(continued)*

attended, 5 policy makers and 15 BAME-led organisations.

Main Objectives of the event:

1. Celebrate Africa Day by highlighting the importance of developing young women in the diaspora and across Sub Saharan Africa as leaders and active agents for change.
2. Importance of developing sisterhood and connections between young women in Wales and in Africa
3. Highlight some of the work done by Tuwezeshe fellows.
4. Explore opportunities and gaps in developing young African women as agents of change in Wales.

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

Year ended 31 March 2018

Achievements and performance *(continued)*

Challenges:

- Recruitment and Departure of Project officer

The Project officer that is was previously in post is no longer be a part of the project team and left on the 31st January 2018.

- Fellows late sub-granting form submission

The fellows were required to complete their sub-granting forms at a set deadline, however not all of the participants handed in their forms. 3 have been sub-granted with 15 remaining. One of the challenges we have faced is the forms as they were not filled within the deadlines because the fellows were very busy with university exams.

OUR THANKS

SSAP works with many partner organisations across Wales. We are grateful for the support they have given us over this past year, and look forward to continuing to work them over the coming 12 months. We would like to especially thank the following:

1. AFFORD
2. BAWSO
3. Black & Minority Ethnic organisations
4. Black & Minority Ethnic communities in Wales
5. Hub Cymru Africa
6. Fairtrade Wales
7. Wales Centre for International Affairs (WCIA)
8. Wales Council for Voluntary Action (WCVA)
9. Welsh Government and the Wales for Africa Initiative
10. The Wales International Development Hub (HUB)
11. The Wales for Africa Health Links (WAHL)
12. The Wales for Africa Community Links (WACL)
13. Watch-Africa: Wales African Film Festival
14. SSAP Board Members; staff and volunteers
15. Interpreters

Sub-Sahara Advisory Panel

Company Limited by Guarantee

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

Year ended 31 March 2018

Achievements and performance *(continued)*

Financial review

The principal funders were as follows

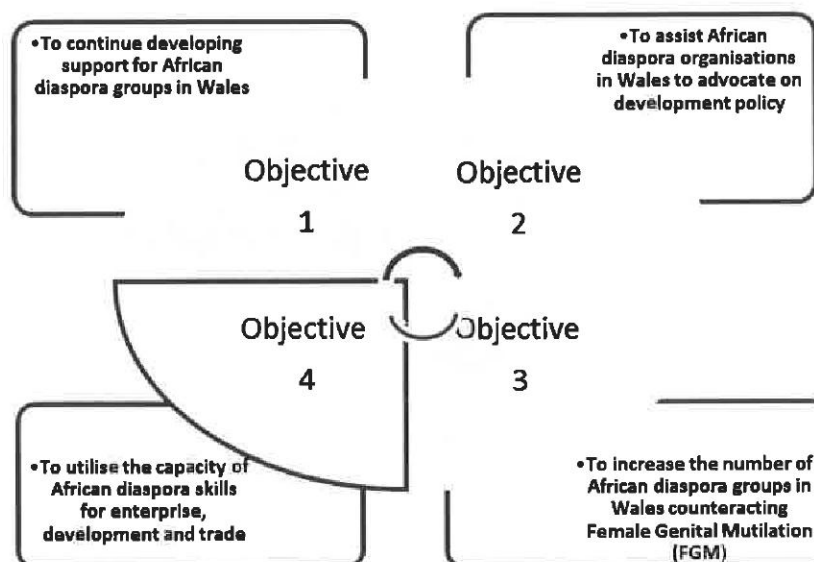
	£
WCIA	£46,854
Comic Relief	£36,250

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.

Plans for future periods



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 12th November 2018 and signed on behalf of the board of trustees by:


T Sanousi
Trustee

Sub-Sahara Advisory Panel

Company Limited by Guarantee

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

Year ended 31 March 2018

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 2018.

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 (Hons) FCA

Independent Examiner

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

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2018

	Note	Year to 31 Mar 18			Period from 1 Oct 15 to 31 Mar 17
		Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	250	—	250	1,950
Charitable activities	6	1,240	96,198	97,438	94,702
Other trading activities	7	211	—	211	—
Total income		<u>1,701</u>	<u>96,198</u>	<u>97,899</u>	<u>96,652</u>
Expenditure					
Expenditure on charitable activities	8,9	541	66,580	67,121	66,162
Total expenditure		<u>541</u>	<u>66,580</u>	<u>67,121</u>	<u>66,162</u>
Net income and net movement in funds		<u>1,160</u>	<u>29,618</u>	<u>30,778</u>	<u>30,490</u>
Reconciliation of funds					
Total funds brought forward		2,100	28,600	30,700	210
Total funds carried forward		<u>3,260</u>	<u>58,218</u>	<u>61,478</u>	<u>30,700</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 25 to 31 form part of these financial statements.

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Statement of Financial Position

31 March 2018

	Note	2018 £	£	2017 £
Current assets				
Debtors	14	19,776		10,875
Cash at bank and in hand		<u>46,995</u>		<u>25,444</u>
		66,771		36,319
 Creditors: amounts falling due within one year	 15	 <u>5,293</u>		 <u>5,619</u>
Net current assets			61,478	30,700
Total assets less current liabilities			61,478	30,700
Net assets			61,478	30,700
 Funds of the charity				
Restricted funds			58,218	28,600
Unrestricted funds			<u>3,260</u>	<u>2,100</u>
Total charity funds	17		61,478	30,700


For the year ending 31 March 2018 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 20 Dec 18, and are signed on behalf of the board by:



T Sandousi
Trustee

The notes on pages 25 to 31 form part of these financial statements.

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2018

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity 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 FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

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.

Going concern

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

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

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

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

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

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

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. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 5 members of the company (2015: 5).

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2018 £	Unrestricted Funds £	Total Funds 2017 £
Grants				
AFFORD	250	250	1,700	1,700
Tuwezeshu Safe Space	—	—	250	250
	<u>250</u>	<u>250</u>	<u>1,950</u>	<u>1,950</u>

6. Charitable activities

	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>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Comic Relief	—	36,250	36,250
Welsh Centre for International Affairs	—	46,854	46,854
Hub Cymru - on behalf of SSAP	—	11,598	11,598
	<u>—</u>	<u>94,702</u>	<u>94,702</u>

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

7. Other trading activities

	Unrestricted Funds £	Total Funds 2018 £	Unrestricted Funds £	Total Funds 2017 £
Fundraising events	211	211	—	—

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
AFFORD	541	—	541
Comic Relief	—	35,606	35,606
Welsh Centre for International Affairs	—	30,134	30,134
Hub Cymru	—	—	—
Support costs	—	840	840
	541	66,580	67,121

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
AFFORD	60	—	60
Comic Relief	—	13,113	13,113
Welsh Centre for International Affairs	—	41,390	41,390
Hub Cymru	—	10,693	10,693
Support costs	—	906	906
	60	66,102	66,162

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2018 £	Total fund 2017 £
AFFORD	541	—	541	60
Comic Relief	35,606	290	35,896	13,113
Welsh Centre for International Affairs	30,134	550	30,684	41,390
Hub Cymru	—	—	—	11,599
	66,281	840	67,121	66,162

10. Analysis of support costs

	Comic Relief £	Welsh Centre for International Affairs £	Total 2018 £	Total 2017 £
Governance costs	290	550	840	906

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

11. Independent examination fees

	Year to 31 Mar 18 £	Period from 1 Oct 15 to 31 Mar 17 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>840</u>	<u>1,020</u>

12. Staff costs

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

	Year to 31 Mar 18 £	Period from 1 Oct 15 to 31 Mar 17 £
Wages and salaries	50,873	50,624
Employer contributions to pension plans	<u>1,795</u>	<u>864</u>
	<u>52,668</u>	<u>51,488</u>

The average head count of employees during the year was 2 (2017: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2018 No.	2017 No.
Number of service delivery staff	<u>2</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2017: Nil).

13. 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 (2017: nil).

14. Debtors

	2018 £	2017 £
Trade debtors	8,651	—
Prepayments and accrued income	<u>11,125</u>	<u>10,875</u>
	<u>19,776</u>	<u>10,875</u>

Sub-Sahara Advisory Panel

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

15. Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	1,948	1,823
Accruals and deferred income	840	1,020
Social security and other taxes	2,505	2,776
	<u>5,293</u>	<u>5,619</u>

16. 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 £1,795 (2017: £864).

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2017	Income	Expenditure	At 31 March 2018
	£	£	£	£
General unrestricted funds	2,100	1,701	(541)	3,260

	At 1 October 2015	Income	Expenditure	At 31 March 2017
	£	£	£	£
General unrestricted funds	210	1,950	(60)	2,100

Restricted funds

	At 1 April 2017	Income	Expenditure	At 31 March 2018
	£	£	£	£
Comic Relief	23,137	59,469	(35,944)	46,662
Welsh Centre for International Affairs	5,463	36,729	(30,636)	11,556
	<u>28,600</u>	<u>96,198</u>	<u>(66,580)</u>	<u>58,218</u>

	At 1 October 2015	Income	Expenditure	At 31 March 2017
	£	£	£	£
Comic Relief	—	36,250	(13,113)	23,137
Welsh Centre for International Affairs	—	46,854	(41,391)	5,463
Hub Cymru	—	11,598	(11,598)	—
	<u>—</u>	<u>94,702</u>	<u>(66,102)</u>	<u>28,600</u>