ANNUAL OVERVIEW





CHARITY OVERVIEW

TRUSTEES

Abdi Isamil Hamud Shukri Warsame Mohamed Hagi Nur Abdi Nur Mazamed Cabdi Yusuf

CHARITY NUMBER

1148304

COMPANY NUMBER

07822573

REGISTERED OFFICE

Office 3 7 Thorpe Close North Kensington London W10 5XL

BANKERS

Unity Trust Bank 9 Brindley Place Birmingham B1 2HB

Barclays Bank plc 137 Ladbroke Grove London W11 1PR

INDEPENDENT EXAMINER

Chamberlains
Elm House, Tanshire Park
Elstead, Godalming
Surrey
GU8 6LB

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CHAIRPERSON'S REPORT

ABDI ISMAIL HAMUD

It is a great pleasure to present Midaye Somali Development Network's Annual Accounts Report for the 2017-2018 financial year. It has been another busy year for us. The organisation is still seeking to expand and succeed in both sustainability and partnership. In addition to hosting vital programmes, such as access to education and health services for women and the wider-community, we also continue to respond to a significant demand for services from our diverse communities.

The Grenfell Tragedy in June 2017 deeply touched our lives and has had a huge impact in our local community. I am proud that Midaye has played a pivotal role in assisting the local community and contributing to the emergency response by offering one-to-one support as well as mobile therapy, family respite trips and local activities and events.

By increasing and harnessing our connections with various organisations, we have been able to continue to support our clients in services such as health and well-being, which is a lifeline for our users. We have, therefore, focused on the main health concerns of our service users and work to deliver a user-centred service. We have provided our staff and volunteers with training in order for these services to run successfully.

Education is a gateway for empowerment and we strive to leverage the education and skills of our service users to further their personal development and provide benefits for the service

users. Midaye continues to effectively develop various activities and events which support the development of each child's, young person's and adult's personal, social and learning progression.

The eradication of harmful practices and issues that affect the welfare of women and children is something that we are passionate about. We aim to empower, protect and support the women in our community, in regards to: FGM, reproductive and sexual health and emotional wellbeing awareness. One of our flagship projects, our FGM project in partnership with the local social services and NHS, was recognised with a national award in November 2017. As a part of this project, we have also produced a significant report on our model for addressing entitled 'Building New Alliances to End FGM'.

Midaye works tirelessly to address the needs of the Somali and other ethnic minority communities in West London by fighting to eradicate the barriers to main stream services which these communities face. It is a pleasure to state that our work delivers vital information, leadership and support to the community. We aim to give the community a voice, and a platform to develop their needs without facing any issues, as much as providing a chance to network, learn and exchange information amongst the communities and mainstream services. In January 2018 we took our first steps to bring together a range of grassroots community organisations representing a wide variety of BME communities in this area. This initiative is called the Musawa BME Community Consortium. We hope to see this consortium develop effectively in the next few years.

Over the coming years, we aim and look forward to concentrating on developing services that address the needs of our community, and the educational, economic and social welfare of children, young adults and their parents. As a passionate, grassroots organisation, we aim to develop the accomplishment of this year and seek to establish sustainable services which are delivered in a professional manner. We will do this by developing the capacity of the Board of Trustees and the organisation to respond to a changing sector and to the differing needs of its wider stakeholders. We are very appreciative for the support, input, and expertise knowledge of the members, staff, volunteers and finally our funders; who have not only helped us to move the organisation forward, but also aided us in the success of our work with self-assurance.

Midaye is a learning and developing charity and we aim to increase programmes and activities to facilitate sustainability and increase support to those most in need of integrating and grassroots development.

I wish to extend my sincere gratitude to our funders and the partners of the organisation. I am also pleased to extend a warm welcome to all the new staff who have joined us during the past year.

I would like to commend the tireless and hard work by all the staff, trustees, and volunteers. We are operating in the complex and uncertain landscape of the voluntary sector, but I am confident and sincerely hope that we will strive forward to become an increasingly sustainable, effective and vibrant organisation.

Abdi Ismail Hamud

Chair, Midaye Board of Trustees

PROJECTS

SUPPORT AND OUTREACH

Bilingual Befriending Older People & Carers

During the year, we supported 36 people aged 50 or more, through befriending sessions or by helping them access services. Furthermore, we delivered 4 social network event and 3 BME Carers' Forums, overachieving our target.

This is a partnership project led by Midaye and delivered jointly with Hodan Somali Community and Dadihiye Somali Development Organisation. We provide support for the elderly and vulnerable adults and help to improve their knowledge on how to access beneficial services. This service enables both carers and those they care for to access the support they need to reduce isolation and improve activity levels through signposting and accompanying them to access services.

Family Well-being Service

This project began in September 2017. During the last 6 months of this financial year, we supported 14 families, overachieving our target by 17%. Each family is supported for a period of 3-6 months or long, if necessary.

This service supports families in the Royal Borough of Kensington and Chelsea. We offer intensive-wrap around support for BME families with English as a second language. We help

families access ESOL classes, health parenting courses, services, educational outreach support, and the local children's centres. We work very closely with early help teams, social services and children's centres. The main objective of this service is to improve the parent's selfesteem, eliminate isolation and improve the well-being of the families. This, in turn, enable them to access their local services and understand what is available to them.



"I really appreciate what you have done for me. I told my mum back home to not worry because I have a family called Midaye"

Service user

Drop-in

Our drop-in and advice service reached 822 clients throughout the year, overachieving our target by 36%.

This is Midaye's core community-led service. The service is available four days a week, with dozens of clients making use of it every week. The scope and range of topics we deal with are diverse and sensitive, and the number of clients accessing the service has increased immensely. During the session, clients receive one-to-one support and are referred or accompanied to other specialist services when needed.

PROJECTS

HEALTH AND WELL-BEING

Emotional well-being

Our target was to help 50 clients this year. We overachieved this by 20%, supporting 60 clients.

This service delivers up to 4 sessions of one-to-one emotional well-being support for RBKC residents. Most of the clients supported through this project speak English as a second language. The main focus is to help clients improve their emotional well-being with the guidance of accredited counsellors, enabling them to access mental health and other local services.

I really didn't have anyone to support emotional and practical since I have broken up with my partner. I didn't know what to do but since I have met you. You have referred to professionals and your colleagues but also you continually supporting me. You are god sent, my angel."

- Service user

Diabetes Mentoring

Throughout the year, we mentored 52 clients, overachieving our target by 30%.

Our diabetes mentoring service provides one-to-one support for people living with diabetes. The mentoring sessions provided allow mentees to develop effective techniques and

strategies to manage their health condition, improve their quality of live and increase their confidence. This service is delivered both at a local General Practice Surgery and in the community. Clients are encouraged to access physical activities, as well as local targeted programmes. This project was due to end in march 2018 but has been renewed for another year.



"I had enough time to ask many questions and got the answers, without this service I would never be able to manage my diabetes"

Service user

BME Community Engagement

During year 2 of this project, we were able to support 1094 clients from BME Communities in West London for whom English is an additional language, and who are multiply disadvantaged, isolated, and do not have a voice in health services.

This service supports the development of the community's voice within the health services provided for marginalised BME communities in West London for whom English is an additional language. Through outreach, community forums and liaison with decision makers, service providers are able to better understand our communities and to respond adequately to their needs.

FGM

Our target for this year was to engage with 900 community members, train 50 professionals, and improve the well-being and access to the service of 500 women. We are happy to say that we significantly over-achieved all of our targets, engaging with 1267 community members (140%), trained 105 professionals (210%), and reached 567 women (113%).

Midaye provided advocacy at multi-agency FGM clinics in three hospitals: St. Mary's Hospital, Queen Charlotte's Hospital, and Chelsea and Westminster Hospital. Women that access these clinics primarily, but not exclusively, come from Kensington and Chelsea, Westminster,

Hammersmith and Fulham, Brent, Ealing, and Wandsworth. The service provided in St. Mary's and Queen Charlotte's Hospitals (Imperial Trust) won an award from the Royal College of Midwifery. Midaye's health advocates also supported social workers with home visits and risk



assessments. Furthermore, we delivered FGM training for professionals, workshops for the community, and engaged the community in Birmingham through a self-advocacy programme.

"When I first came to the FGM Clinic I was a different person. I was new to the country, I felt isolated, I did not know how to use transport, I did not have a bank account, even if I'd had one, I did not know how to use a bank card! With the help of [Midaye], now am a different person. My self-esteem and confidence are great. This made a huge impact on my relationship with my daughter. Thank you for everything you done for my family and me. "

Service user

Inspire Women

During this financial year, we delivered 45 hrs of physical activities, 126 hours of peer support groups and 336 hours of advocacy sessions.

This service is delivered in partnership with Al-Hasaniya Moroccan Women's Project. This programme supports service users by providing weekly peer support, physical activity and advocacy for BME women for whom English is an additional language. The service is open to all but is focused on RBKC residents. Adopting a holistic approach, we help Arabic and Somalispeaking women take control of their physical and mental well-being. Our peer support group is very popular, running every Thursday.

"Before I knew you guys, I felt depressed and lonely. Now, I feel I'm in safe hands and I invited all the women that need your support to come to Midaye to meet you."

Service user

Women Well-being Club

We supported 49 women over the course of the financial year in the peer-support group and 39 in one-to-one sessions exceeding our targets for both offerings.

This service is based in White City and functions as a peer-support group that meets every Friday. The club encouraged and improves the participation of approximately fifty local residents by empowering them to learn and encouraging them to become active in their local area. In addition, we provide one-to-one support to those needing extra help. Volunteering opportunities are also available, allowing community members to lead the group, offer peer support, and attend training sessions to further develop their skills. The majority of participants have reported that they now feel less isolated, more active and involved in the community, and as a result, better able to cope with their problems.

PROJECTS

DEVELOPMENT AND EDUCATION

Educational Outreach

Through our outreach services, we helped 52 children from BME families.

This service benefits families in RBKC, Hammersmith and Fulham, and Westminster. We work closely with social services and Early Help to provide holistic support to families with schoolaged children. Our support enables parents to have a better understanding of the British education system, and helps them improve their relationship with their children's schools and teachers.



"I really appreciate your support and coming to my son's school, now I am more confident to go and speak to the teachers"

Service user

Better Futures

We are in the second year of this programme. To date, we have supported 228 people through the delivery of activities and regular sessions. In the coming year, we anticipate exceeding our target, due to the extensive need for our programme.

The Better Futures and Aspirations programme has continued to successfully focus on empowering isolated, disengaged women from the BAMER communities residing within RBKC, Hammersmith and Fulham, and Westminster. The programme activities provide targeted self-help skills to resolve issues of exclusion and deprivation faced by the community. Through a bottom-up approach we have developed and strengthened initiatives such as: employability skills, physical classes, confidence-building and empowerment sessions, sexual and mental health lessons, access to volunteering, and work experience placements. We also deliver weekly sewing, IT, and communication lessons.

Supplementary School

We reach and actively support over 60 children between the ages of 6 and 7 on a weekly basis. We also offer training to teachers and volunteers to ensure our ethos of effective teaching is met. In addition, we deliver more classes and sessions to ensure that we meet the educational support needs of children from the school.

Midaye's Supplementary School was initiated in 2002, to create an environment of education support for children and families facing great difficulties in understanding and integrating with the British education system due to language and cultural barriers. Feedback from parents indicate that children love attending the school and that it has had a significant impact on the children's education experience, their grades and quality of school work, and their confidence.

PROJECTS

SPECIAL PROJECTS

Grenfell Summer Activities

We provided activities, emotional support and day trips for women and children from the affected community. Over 200 families were supported.

Midaye received emergency funding to provide support and activities for the Grenfell-affected community in the immediate aftermath of the fire. These activities included a wide-range of relaxation, emotional support activities and day trips for parents and children. We also organised a trip to the Isle of Wight for children during the summer holidays.

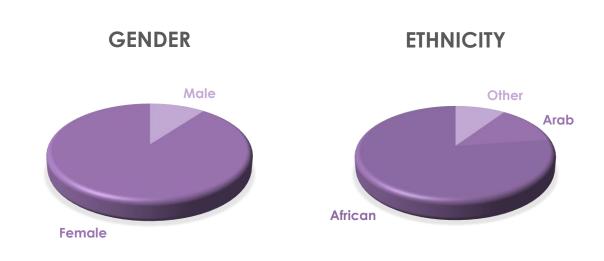
MUSAWA: The BME Community Consortium

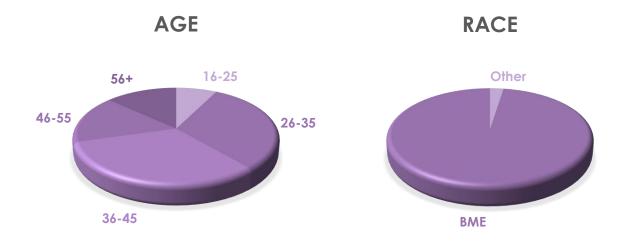
Eleven BME grassroots organisations signed the terms of reference in January 2018 creating the Musawa consortium.

In the aftermath of the Grenfell fire, Midaye realised the need for small grassroots organisations representing the vulnerable and deprived BME communities in North Kensington to be heard in a more effective and influential manner. We secured funding to initiate the creation of a consortium of these organisations representing the needs of BME communities. The first steps in this process were achieved in the 2017/8 reporting year and a research project was launched to properly assess the needs of these communities. The outcome of the needs assessment will be used to map a path for the consortium's future work.

DEMOGRAPHICS

A GLIMPSE AT OUR CLIENT PROFILE





BIG MOMENTS

MEMORIES FROM THE PAST YEAR

The Grenfell Fire

The horrific events on the 14th of June 2017 deeply affected the Midaye team and will always stand as a key moment in our history and our identity. For years Midaye has been a constant advocate for the deprived communities of North Kensington, constantly speaking out for the poor conditions in which many people have to live. We still battle to cope with the thought that we and many other voices like ours were unable to sufficiently penetrate the morass of indifference that swathes so many and which inevitably led to the tragedy.

Since the very night of the fire, the Midaye team threw themselves into the job which they do best – supporting and caring for their community, and never has their love, skill and willingness to help been more needed. The team worked tirelessly for days and weeks to help community members, support families who lost their homes, link victims to key services and aid, and grieve with those who lost loved ones. Midaye was fortunate enough to secure some emergency funding and we were able to provide activities and support for community members throughout the summer.

Our hearts have been broken and we will never forget those whose lives were lost. We continue to work to support community members who have been affected. However, the incident has also hardened and sharpened our resolve to advocate fiercely and persistently on behalf of the people we serve. We are determined to do our best to help ensure our communities receive the attention it deserves.

The nOscar Awards

At a ceremony on the 17th of November 2017, Midaye's FGM team together with other members of the FGM partnership were presented with the nOscar Wellbeing Award. The award was presented by HSH Prince Leo of Breithen-Thurn. The nOscar Awards are hosted by Naz, a charity working for improved sexual health.



The FGM Partnership for Change team at the nOscar awards

The team, together with a specialist midwife, a lead social worker, and trauma counsellor, support pregnant women affected by FGM at Chelsea and Westminster hospital. The Arabic and Somali speaking health advocates provide emotional and practical support to women, playing a vital role in breaking down barriers between women, their families and statutory support services. They also run community engagement events with the lead social worker from Westminster, Hammersmith and Fulham, and Kensington and Chelsea council, which is vital to protecting girls from FGM and ending the practice.

This collaborative model has made women's experience of, and access to maternity and social care, better for them and their baby. The team creates a safe and trusting health and social work service as there is better communication and exchange of ideas.

FINANCIAL REPORT

2017 - 2018

Note: Please see the Annual Report and Financial Statements for the year ended 31 March 2018 for complete detail.

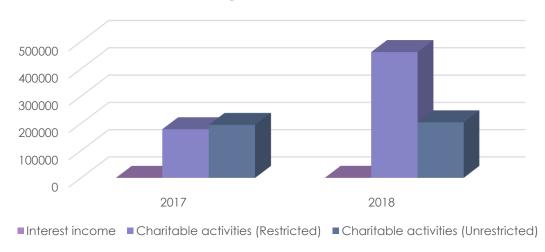
Financial Activities for the year ended 31 March 2018

Incoming resources	Restricted £	Unrestricted	2018 Total £
Incoming resources from generated funds Interest income	-	93	93
Incoming resources from charitable activities	461,151	203,793	664,944
Total incoming resources	461,151	203,886	665,037
Resources expended			
Charitable activities Governance costs	432,270	97,006 8,932	529,276 8,932
Total resources expended	432,270	105,938	538,208
Net incoming / (outgoing) resources for the year	28,881	97,948	126,829
Reconciliation of funds			
Transfer of funds	22,717	(22,717)	-
Total funds brought forward	750	75,427	76,177
Total funds carried forward	52,348	150,658	203,006

Financial Activities - Overview



Incoming resources - Detail



Resources expended - Detail



Financial Position as at the 31 March 2018

	£	2018 £
Fixed assets		4 050
Tangible fixed assets	_	6,950
		6,950
Current assets		
Debtors and accrued revenue	89,018	
Cash at bank and in hand	214,738	
	303,756	
Liabilities		
Creditors: amounts falling due within one year	107,700	
Net current assets		196,056
Net assets	=	203,006
The funds of the charity		
Restricted funds		52,348
Unrestricted funds		
Designated funds		45,000
General funds	_	105,658
Total charity funds		203,006

List of funders

We would like to acknowledge and thank every one of our funders. Your assistance is greatly appreciated and makes the work that we do possible.

BBC Children in Need	Educational Outreach & Supplementary School Grenfell Children & Young People Fund	24,107 15,000
Big Lottery Fund	Grenfell Children & Young People Fund Adult Training Network – Launchpad Extra	36,651 3,000
	Better Futures	64,013
	Musawa BME Community Consortium	35,356
Comic Relief	BME Community Engagement	29,807
Dept. for Education	FGM (Safeguarding Girls)	168,875
Hodan Somali Community	Drop-in (Outreach & Support)	7,270
John Lyons Charity	Educational Outreach (Reaching High)	27,500
London Funders – Tudor Trust	Community Core Costs – Grenfell	24,000
NHS West London CCG	Diabetes Mentoring Service	10,000
People's Health Trust	Women's Wellbeing Support Club	18,742
Royal Borough of Kensington	Befriending Older People	20,850
& Chelsea	Family Support (Bilingual Family Support Services)	16,333
	Musawa BME Community Consortium	9,108
	Grenfell Emergency Funding	17,000
	Inspire Women Wellbeing	45,000
	Core funding	59,423
The BME Health Forum	Emotional Wellbeing Project	12,000
The Westway Trust	Supplementary School	6,750
Various donors	International Fund	12,350
Training and other services re	ndered	1,809

THANKS

We would like to extend our deepest thanks and appreciation to our staff, trustees, funders, partners and supporters. Your contributions are invaluable and make the work that we do possible. We exist to serve and empower the vulnerable and it is only by working together that we are able to do that. We thank you for what you do.

Charity Registration No. 1148304

Company Registration No. 07822573

MIDAYE SOMALI DEVELOPMENT NETWORK ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees Abdi Ismail Hamud

Shukri Warsame Mohamed Hagi Nur

Abdi Nur

Mazamed Cabdi Yusuf

Chair

Secretary Treasurer

Member

Member

Charity number 1148304

Company number 07822573

Registered Office Office 6

7 Thorpe Close North Kensington

London W10 5XL

Bankers Unity Trust Bank

9 Brindley Place Birmingham B1 2HB

Barclays Bank plc 137 Ladbroke Grove

London W11 1PR

Independent Examiner

Chamberlains

Elm House, Tanshire Park Elstead, Godalming Surrey GU8 6LB

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

The Trustees present their report and accounts for the year ended 31 March 2018.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: 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 Section 1A) (effective 1 January 2015)".

Structure, governance and management

The charity is a company limited by guarantee not having share capital (Company Registration No. 07822573). The company registered as a charity on 26 July 2012 (Charity Registration No. 1148304). The charitable company's memorandum and articles of association are its primary governing documents.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Abdi Ismail Hamud

Shukri Warsame

Mohamed Hagi Nur

Abdi Nur

Mazamed Cabdi Yusuf

Membership of the board is kept continually under review. Any new Trustees are appointed to contribute particular knowledge, experience, expertise or perspective to complement that which is already available to the board.

The Trustees may attend any courses which they feel are relevant to the development of their role and to keep up-to-date on any changes in legislation.

None of the Trustees had any beneficial interest in the company during the year. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

Organisation

The Trustees meet to discuss and amend the organisation and structure of the charitable company. The day-today organisation of the charity is the responsibility of the Director of Operations and this is supported by quarterly meetings with at least one Trustee in attendance.

1

The directors consider the board of Trustees and the Director of Operations comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year.

The pay of the senior staff is reviewed annually.

Objectives and activities

Our vision is to improve the quality of life for disadvantaged, isolated and marginalised Somali refugees and other ethnic minorities, covering all age groups and sexes, ensuring people are given equal rights to education, health and well-being, living conditions, legal justice, recreational and adequate economic advancement.

We do this by:

- Providing generalist information and advice to our service users that will enable them to become more aware of their rights and better informed about the services available to them and how to access them.
- Supporting the most vulnerable in our community through befriending, mentoring and advocacy as necessary.
- Providing classes to adults to help them to overcome barriers, increase their skills, integrate fully into society and increase their self-confidence in the process.
- Providing supplementary education to children and young people that complements their mainstream education and provides a greater level of support.
- Encouraging and arranging regular consultation sessions for our service users to contribute and assist
 in the planning, development and delivery of new and existing services and projects.
- Encouraging all members within the community to express their needs and help themselves study and build their skills, in order to gain employment and so create a better future for their families.
- Encouraging and supporting women to become empowered and achieve their full potential to become
 more active and confident members of society.
- Liaising and working with other organisations and groups which have the same or similar purpose as our own to achieve a common goal and increase our capacity.
- Supporting the involvement, personal and professional growth of our volunteers.

Additionally, the eradication of harmful practices and issues that affect the welfare of women and children are areas that have taken on greater significance. Consequently, over the past year based on user feedback we have developed new services to target families with higher needs and Female Genital Mutilation (FGM) focused programmes.

It was another challenging year for Midaye as the organisation continued to expand and introduce new projects to satisfy the demands of our client base. We are grateful to our partners, generous funders, staff and volunteers who have allowed us to continue our invaluable service to the community. Our staff and volunteers have received training in a range of subjects in order for the services to run successfully.

Over the coming years Midaye will strive tirelessly to retain and continue to develop a stable, highly qualified and motivated workforce that actively delivers the organisation's mission. We are also aiming to attract an increased number of volunteers and higher levels of funding to support our operations.

Project reports

SUPPORT AND OUTREACH PROJECTS

Bilingual Befriending Older People & Carers: This is a partnership project led by Midaye and delivered jointly with Hodan Somali Community and Dadihiye Somali Development Organisation. This service supports elders, vulnerable adults and carers living in the Royal Borough of Kensington and Chelsea (RBKC). For the elders and vulnerable adults, this service provides support and helps to improve their knowledge on how to access beneficial services. This service enables both carers and those they care for to access the support they need to reduce isolation and improve activity levels through signposting and accompanying them to access services. During the year, we supported 36 people aged 50 or more, through befriending sessions or by helping them access services. Furthermore, we delivered 4 social network events and 3 BME Carers' Forums, overachieving our target.

<u>Drop-in (Outreach, Information & Support Service)</u>: This is Midaye's core community-led service. The service is available four days a week, with dozens of clients making use of it every week. The scope and range of topics we deal with are diverse and sensitive, and the number of clients accessing the service has increased immensely. During the session, clients receive one-to-one support and are referred or accompanied to other specialist services when needed. Our drop-in and advice service reached 822 clients throughout the year, overachieving our target by 36%.

Family Well-being Service: This service supports families in RBKC. We offer intensive wrap around support for BME families with English as a second language. We support families to access ESOL classes, parenting support, health services, educational outreach support and the local children's centre. We work closely with early help teams, social care services and promote children's centre services. The main objective of this service is to improve the parents' self-esteem, eliminate isolation and improve the families' wellbeing. This enables them to better access their local services and understand and work with local service providers. During the last 6 months of this financial year we supported 14 families, overachieving our target by 17%. Each family is supported for a period of 3-6 months or longer, if necessary.

HEALTH & WELL-BEING PROJECTS

Working together: BME community engagement with health services in West London: This service supports the development of the community's voice within the health services provided for marginalised BME communities in West London for whom English is an additional language. Through outreach, community forums and liaison with decision makers, service providers are able to better understand our communities and to respond adequately to their needs. During year 2 of this project, we were able to support 1094 clients from BME

Communities in West London for whom English is an additional language, and who are multiply disadvantaged, isolated, and do not have a voice in health services.

<u>Diabetes Mentoring:</u> This service provides one-to-one support for people living with diabetes. The mentoring sessions allow mentees to develop effective techniques and strategies to manage their health condition, improve their quality of life and increase their confidence. This service is delivered both at a local General Practice Surgery and in the community. Clients are encouraged to access physical activities, as well as local targeted programmes. This project was due to end in March 2018 but has been renewed for another year. Throughout the year we mentored 52 clients, overachieving our target by 30%.

<u>Emotional Well-being Service</u>: This service delivers up to 4 sessions of one-to-one emotional well-being support for RBKC residents. Most of the clients supported through this project speak English as a second language. The main focus is to help clients improve their emotional well-being with the guidance of accredited counsellors, enabling them to access mental health and other local services. Our target was to help 50 clients this year. We overachieved this by 20%, supporting 60 clients.

Supporting FGM affected women and safe guarding girls: Midaye provided advocacy at multi-agency FGM clinics in three hospitals: St. Mary's Hospital, Queen Charlotte's Hospital and Chelsea and Westminster Hospital. Women that access these clinics primarily, but not exclusively, come from Kensington and Chelsea, Westminster, Hammersmith and Fulham, Brent, Ealing, and Wandsworth. The service provided in St. Mary's and Queen Charlotte's Hospitals (Imperial Trust) won an award from the Royal College of Midwifery. Midaye's health advocates also supported social workers with home visits and risk assessments. Furthermore, we delivered FGM training for professionals, workshops for the community, and engaged the community in Birmingham through a self-advocacy programme. Our target for this year was to engage with 900 community members, train 50 professionals and improve the well-being and access to the service of 500 women. We are happy to say that we significantly over-achieved all of our targets, engaging with 1,267 community members (140%), trained 105 professionals (210%), and reached 567 women (113%).

Inspire Women: This service is delivered in partnership with Al-Hasaniya Moroccan Women's Project. This programme supports service users by providing weekly peer support, physical activity and advocacy for BME women for whom English is an additional language. The service is open to RBKC residents. Adopting a holistic approach, we help Arabic and Somali-speaking women take control of their physical and mental well-being. Our peer support group is very popular, running every Thursday. During this financial year, we delivered 45 hrs of physical activities, 126 hours of peer support groups and 336 hours of advocacy sessions.

Women Well-being Club: This service is based in White City and functions as a peer-support group that meets every Friday. The club encouraged and improved the participation of approximately fifty local residents by empowering them to learn and encouraging them to become active in their local area. In addition, we provide one-to-one support to those needing extra help. Volunteering opportunities are also available, allowing community members to lead the group, offer peer support and attend training sessions to further develop their skills. The majority of participants have reported that they now feel less isolated, more active and involved in the community and as a result, better able to cope with their problems. We supported 49 women over the

course of the financial year in the peer-support group and 39 in one-to-one sessions exceeding our targets for both offerings.

DEVELOPMENT & EDUCATION PROJECTS

Better Future and Aspirations / Better Futures: The Better Futures and Aspirations programme has continued to successfully focus on empowering isolated, disengaged women from the BAMER communities residing within RBKC, Hammersmith & Fulham and Westminster. The programme activities provide targeted self-help skills to resolve issues of exclusion and deprivation faced by the community. Through a bottom-up approach we have developed and strengthened initiatives such as: employability skills, physical classes, confidence-building and empowerment sessions, sexual and mental health lessons, access to volunteering, and work experience placements. We also deliver weekly sewing, IT and communication lessons.

We are in the second year of this programme. To date, we have supported 228 people through the delivery of activities and regular sessions. In the coming year, we anticipate exceeding our target, due to the extensive need for our programme.

Educational Outreach: This service benefits families in RBKC, Hammersmith & Fulham and Westminster. We work closely with social services and Early Help to provide holistic support to families with school-aged children. Our support enables parents to have a better understanding of the British education system, and helps them improve their relationship with their children's schools and teachers. Through our outreach services, we helped 52 children from BME families.

<u>Supplementary School</u>: Midaye's Supplementary School was initiated in 2002, to create an environment of education support for children and families facing great difficulties in understanding and integrating with the British education system due to language and cultural barriers. Feedback from parents indicate that children love attending the school and that it has had a significant impact on the children's education experience, their grades and quality of school work and their confidence.

We reach and actively support over 60 children between the ages of 6 and 17 on a weekly basis. We also offer training to teachers and volunteers to ensure our ethos of effective teaching is met. In addition, we deliver more classes and sessions to ensure that we meet the educational support needs of children from the school.

Financial Review

For the year ended 31 March 2018 the charity had total incoming resources of £665,037 (2017: £373,081) and total resources expended of £538,208 (2017: £378,105), resulting in a net surplus in funds for the year of £126,829 (2017: -£5,024).

The restricted fund balance was in surplus at 31 March 2018 of £52,348 (2017: £750).

The unrestricted fund balance was in surplus at 31 March 2018 in the amount of £150,658 (2017: £75,427).

The Trustees are confident that they will be able to continue sourcing funds to support their work in the coming

year and manage costs to ensure reserves are maintained at the target level.

Reserves Policy

It is the charity's policy to hold reserves to ensure it can meet its operational and project financial liabilities for

a period of at least three months, without obtaining additional funding.

The current reserves policy is formally reviewed and monitored by the trustees at its annual trustee meeting to

ensure the policy still achieves the required levels of financial cover.

The reserves target will be reviewed and adjusted in response to internal and external changes. The target

minimum is equal to three months of average operating costs.

The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries

and benefits, occupancy, office and programme expenses. Depreciation and other non-cash expenses are not

included in the calculation. The amount of the reserves target will be calculated each year after approval of the

annual budget, reported to the Board of Trustees and included in the annual financial statements. Reserves will

be funded and available in cash or cash equivalent funds.

The target for the year ended 31 March 2018 was £110,533.

Independent Examiner

The Independent Examiner, Paul Chamberlain, was appointed on 1 December 2017.

Disclosure of information to the Independent Examiner

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the

examination, but of which the examiner is unaware. They have further confirmed that they have taken

appropriate steps to identify such relevant information

The Trustees' report was approved by the Board of Trustees

Mr Abdi Ismail Hamud

19 November 2018

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2018

The Trustees, who are also the directors of Midaye Somali Development Network for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- o select suitable accounting policies and then apply them consistently;
- o observe the methods and principles in the Charities SORP;
- o make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the Trustees confirms that:

- so far as the Trustee is aware, there is no relevant audit information of which the charity's independent examiner is unaware;
- o the Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act.

The Trustees are responsible for the maintenance and integrity of financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT EXAMINER'S REPORT

TO THE MEMBERS OF MIDAYE SOMALI DEVELOPMENT NETWORK

I report on the financial statements of the Midaye Somali Development Network, which are set out on pages 10 to 19.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- o examine the accounts under section 145 of the 2011 Act:
- o follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- o state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - o to keep accounting records in accordance with the Companies Act 2006, section 386; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Companies Act 2006 section 386 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Palle 20 December 2018

Paul Chamberlain FCA DChA

Chamberlains Elm House, Tanshire Park Shackleford Road Elstead, Godalming Surrey, GU8 6LB

MIDAYE SOMALI DEVELOPMENT NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2018

	Restricted	Restricted Unrestricted £	2018 Total	Restricted	Unrestricted	2017 Total £
Incoming resources Incoming resources from generated funds Interest income	•	8	69	•	84	48
Incoming resources from charitable activities	461,151	203,793	664,944	178,625	194,408	373,033
Total incoming resources	461,151	203,886	665,037	178,625	194,456	373,081
Resources expended						
Charitable activities Governance costs	432,270	97,006	529,276 8,932	180,955	188,578	369,533
Total resources expended	432,270	105,938	538,208	180,955	197,150	378,105
Net incoming/(outgoing) resources for the year	28,881	97,948	126,829	(2,330)	(2,694)	(5,024)
Reconcillation of funds Transfer of funds Total funds brought forward	22,717	(22,717) 75,427	76,177	3,080	78,121	81,201
Total funds carried forward	52,348	150,658	203,006	750	75,427	76,177

All of the above results are derived from continuing activities. There were no recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2018

			2018	2017
	Note	£	£	£
Fixed assets				
Tangible fixed assets	6		6,950	
			6,950	-
Current assets				
Debtors and accrued revenue	7	89,018		89,983
Cash at bank and in hand	_	214,738		51,082
		303,756		141,065
				•
Liabilities				
Creditors: amounts falling due within one year	8 _	107,700		64,888
Net current assets			196,056	76,177
Net assets	9		203,006	76,177
The funds of the charity				
Restricted funds	10		52,348	750
Unrestricted funds			-	
Designated funds			45,000	-
General funds			105,658	75,427
	40		202 0	76.4
Total charity funds	10		203,006	76,177

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Approved by the Board on 19 November and signed on their behalf by:

Abdi Ismail Hamud

Chair

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2018

	Note	2018 £	2017 £
Net cash generated/(used) in operating activities	12	171,602	(16,740)
Payment to acquire tangible fixed assets Interest received		(8,039) 93	48
		(7,946)	48
Net increase in cash and cash equivalents		163,656	(16,692)
Cash and cash equivalents at 1 April 2017		51,082	67,774
Cash and cash equivalents at 31 March 2018		214,738	51,082

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2018

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention and in accordance with UK Generally Accepted Accounting Practice, the Companies Act 2006 and "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and "Accounting and Reporting by Charities: the Statement of Recommended Practice" for charities applying FRS102 ("SORP"). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest \pounds .

- b) The charity is a company limited by guarantee. The members of the company are the trustees named on page 2.
- c) All incoming resources are included in the Statement of Financial Activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. Any income received where entitlement has not been earned at the year end is deferred.
 - In accordance with the SORP, grants received in advance and specified by the donor as relating to a specific accounting period or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.
- d) General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- e) Designated funds are those unrestricted funds which have been set aside by trustees for a specific future purpose. These funds are 'ring-fenced' and no longer form part of the unrestricted general fund
- f) Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
- g) All expenditure is accounted for on an accruals basis as a liability as incurred and includes attributable VAT which cannot be recovered.
 - i) Charitable expenditure comprises expenditure on the charity's primary charitable purposes
 - ii) Governance costs comprise the costs associated with governance of the charity incurred in connection with the administration of the charity and compliance with institutional and statutory requirements. Included within this category are costs associated with the strategic as opposed to the day to day management of the charity's assets.
- h) Tangible fixed assets are stated at cost less depreciation. The threshhold for the capitalisation of assets is £500. Depreciation is provided at rates calculated to write off the cost of those assets, less their estimated residual value, over their expected useful lives on the following basis:

Plant and machinery

25% pa straight line

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

2. Grants and donations

Received from	Project	£
Adult Training Network	Launch Pad Extra	3,000
BBC Children in Need	Educational Outreach and Supplementary School	24,107
BBC Children in Need	Grenfell Children & Young People Fund	15,000
Big Lottery Fund	Grenfell Children & Young People Fund	36,651
Big Lottery Fund	Better Futures	64,013
Big Lottery Fund	Reaching Communities	35,356
Comic Relief	BME Community Engagement	29,807
Department for Education	Safeguarding Girls Programme	168,875
Hodan Somali Community	Outreach and Support	7,270
John Lyons Charity	Reaching High Educational Outreach	27,500
London Funders - Tudor Trust	Community Core Costs - Grenfell	24,000
NHS West London CCG	Diabetes Mentoring Service	10,000
People's Health Trust	Women Wellbeing Support Club	18,742
RB of Kensington & Chelsea	Befriending Older People	20,850
RB of Kensington & Chelsea	Bilingual Family Support Services	16,333
RB of Kensington & Chelsea	Musawa BME Community Consortium	9,108
RB of Kensington & Chelsea	Grenfell emergency funding	17,000
RB of Kensington & Chelsea	Inspire Women Wellbeing	45,000
RB of Kensington & Chelsea	Core funding	59,423
The BME Health Forum	Emotional Wellbeing Project	12,000
The Westway Trust	Supplementary School	6,750
The International Fund	Various donations	12,350
Training and other services		1,809
		664,944

3. Net incoming resources for the year

This is stated after charging:

	2018 £	2017 £
Depreciation owned by the charity	1,089	-
Operating lease rentals: property	5,238	5,212

No Directors received any remuneration or reimbursement for expenses incurred in behalf of the charity during the period.

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

4.	Staff costs and numbers		
	Staff costs were as follows:		
		2018	2017
		£	£
	Wages and salaries	313,318	189,925
	Employers National Insurance	18,804	5,786
		332,122	195,711
		332,122	
	The number of employees whose emoluments were in excess of £60,000 for the year	were:	
		2018	2017
		No.	No.
	The average weekly number of employees (full-time equivalent) during the year was a	as follows:	
		2018	2017
		No.	No.
		12	8

5. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

6. Tangible fixed assets

	Plant and machinery £
Cost	
At the start of the year	17,092
Additions in year	8,039
Disposals in year	<u> </u>
At the end of the year	25,131
Depreciation	
At the start of the year	17,092
Charge for the year	1,089
Disposals in year	<u> </u>
At the end of the year	18,181
Net book value At the end of the year	6,950
At the start of the year	-
•	

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

7.	Debtors and accrued revenue		
		2018	2017
		£	£
	Trade debtors	82,593	30,500
	Accrued revenue	3,800	52,194
	Prepayments	2,625	7,289
		89,018	89,983
	Out 124 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
8.	Creditors: amounts falling due within one year		
		2018	2017
		£	£
	Trade creditors	12,330	25,318
		=	
	Other taxation and social security	8,047	3,432
	Accruals	14,373	6,003
	Deferred income	72,950	30,135
		107,700	64,888

The deferred income balance of £72,950 relates to amounts deferred in 2018. All of the prior year deferred income (£30,135) was released to the Statement of Financial Activities during 2018.

9. Analysis of net assets between funds

Analysis of fict assets between failes				
	Designated	Restricted	General	
	funds	funds	funds	Total funds
	£	£	£	£
Tangible fixed assets	_	_	6,950	6,950
Current assets	45,000	89,339	169,417	303,756
Creditors due within 1 year		(36,991)	(70,709)	(107,700)
Net assets at the end of the year	45,000	52,348	105,658	203,006

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

10. Movements in funds (current year)

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At the start of the year	Incoming resources	Outgoing resources	Transfers	At the end of the year £
Restricted funds: BBC Children in Need Educational	-	24,107	(21,840)	_	2,267
Outreach					
BBC Children in Need/Big Lottery		51,651	(51,651)	-	-
Grenfell Summer Activities					
Big Lottery - Better Futures	74	64,013	(63,708)	-	379
Comic Relief - Working Together	676	29,807	(29,132)	-	1,351
Department for Education	-	168,875	(168,875)	ath.	-
VCS Safeguarding Programme					
John Lyon's Charity - Reaching	-	27,500	(23,771)	-	3,729
High Educational Outreach					
Big Lottery Fund - Reaching Communities	***	35,356	(31,124)	-	4,232
		40.742	(40.004)		***
People's Health Trust - Wellbeing Support Club	-	18,742	(18,294)	-	448
West London CCG - Diabetes	_	10,000	(5,125)	-	4,875
Mentor Programme					
BME Health Forum - Emotional	-	12,000	(12,000)	-	-
Wellbeing Project		C 750	(6.750)		
Westway Trust - Supplementary School	-	6,750	(6,750)	-	-
International Fund	-	12,350		22,717	35,067
Total restricted funds	750	461,151	(432,270)	22,717	52,348
Unrestricted funds: Designated funds:					
Business development fund		No.		45,000	45,000
Total designated funds	-	-	-	45,000	45,000
General funds	75,427	203,886	(105,938)	(67,717)	105,658
Total unrestricted funds	75,427	203,886	(105,938)	(22,717)	150,658
Total funds	76,177	665,037	(538,208)		203,006

Where project costs on restricted funds exceed income, the shortfall is met from unrestricted funds.

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

Aim and use of restricted funds

BBC Children in Need - Educational Outreach

1 July 2017 to 30 June 2020

Providing support to families with school age children by facilitating and improving the parent/school relationship and home support.

Big Lottery - Better Futures

19 November 2016 to 18 November 2019

An initiative to empower and to support BME women in the community.

Comic Relief - Working Together

26 February 2016 to 25 February 2019

A programme aimed at improving the quality and access to health services for BME communities.

Department for Education - VCS Safeguarding Programme

29 November 2016 to 31 March 2018

A community-led initiative to end FGM through an advocacy, support and awareness programme in the community.

John Lyon's Charity - Reaching High Educational Outreach

1 May 2017 to 30 April 2019

Providing support to families with school-age children by facilitating and improving the parent/school relationship and home support, and supporting the provision of a supplementary school.

Big Lottery Fund - Reaching Communities

1 August 2017 to 31 July 2020

A project to establish a consortium of grassroots BME organisations working with local communities in North Kensington.

People's Health Trust - Wellbeing Support Club

1 September 2016 to 31 August 2018

Supporting socially isolated and disadvantaged women for whom English is a second language.

West London CCG - Diabetes Mentor Programme

1 April 2017 to 31 March 2018

A chronic health mentoring service at Barlby Medical Practice for Somali or Arabic speakers.

BME Health Forum - Emotional Wellbeing Project

1 April 2017 to 31 March 2018

Providing emotional and mental wellbeing support sessions to BME families.

Westway Trust - Supplementary School

A project providing supplementary school sessions to local children.

International Fund

Funds set aside for future work in Somalia.

Designated fund - business development

The income funds of the charity include funds set aside for the specific purpose of developing the infrastructure and governance of the charity over the next two years.

11. Operating lease commitments

The charity had annual commitments at the year end under operating leases expiring as follows:

	2018	2017
	£	£
Land and buildings		
Less than 1 year	5,585	5,228
Between 2 and 5 years	7,125	1,310
	12,710	6,538

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2018

2017
£
(5,024)
(48)
_
44,275
(55,943)
(16,740)