PCAP

Improving lives through education, leadership and engagement

POLICY CENTRE FOR AFRICAN PEOPLES' REPORT AND ACCOUNTS FOR THE FINANCIAL YEAR ENDED 31ST MARCH 2025

Policy Centre for African Peoples (PCAP)
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www.pcap.org.uk
Charity Registration Number: 1131139

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LEGAL AND ADMINISTRATIVE INFORMATION:

Trustees
Antonique Adriana Afonso
Eneless Nyoni
Joshua Chukwudi Aghadiuno
Olajide Alabi
Thelma Okey-Adibe

Chair
Thelma Okey-Adibe

Treasurer
Olajide Alabi

Registered/Kent Office
Broadside, Leviathan Way
Chatham, Kent
ME4 4LL

London Office
Units 24 & 35
St Olav's Court
London
SE16 2XB

Independent Examiner
Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Charity Registration Number
1131139

Bankers
HSBC

CHAIR'S STATEMENT

We look back on the year 2024 – 2025 with pride and delight at PCAP's enhanced ability to fulfil its mission. For throughout this period, our charity has recorded outstanding strategic achievements including:

- **Financial growth of over 12% –** we are infinitely grateful to funders such as Paul Hamlyn Foundation, City Bridge Foundation, the National Lottery's Community Fund, and Garfield Weston Foundation for their support. Thanks to their financial contributions, our charity's turnover increased from £167,986 in 2023-2024 to £189,668 this year.

- **Enhanced governance infrastructure –** we were delighted to welcome Dr Eneless Nyoni, who holds a Doctorate Degree in Law with a focus on Company Law and Corporate Governance, to our Board this year. In so doing, we fulfilled the strategic objective we set ourselves following the trustees' skills audit we conducted. In addition, we enhanced our monitoring, evaluation and learning capacity by contracting 2 independent assessors for our programmes. We also strengthened our Safeguarding procedures by appointing a Safeguarding Custodian at Board level.

- **Successful strategic expansion –** having opened an office in Chatham, Kent, we successfully launched our Hope After Covid project in Medway and Swale. We, therefore, were able to fulfil our strategic goal to enhance our capacity to operate at national level.

We look forward to building on the aforementioned achievements to strengthen our charity's capacity to use African philosophy, expertise and knowledge to improve the lives of African individuals and disadvantaged people of all ethnic origins through education, leadership development and social engagement.

We give huge thanks to our trustees, staff members, volunteers, advisers, projects' participants, funders, partners and friends, and very much look forward to their continuous support as we strive to fulfil PCAP's mission.

Dr Thelma Okey-Adibe (PhD)
Chair, PCAP

EXECUTIVE DIRECTOR'S STATEMENT

I am humbled and grateful to report the following positive progress of PCAP throughout the financial year 1st April 2024 – 31st March 2025:

- **Expansion and strengthening of the Operational Team** – for the first time since the creation of PCAP in 2008, the charity has contracted 2 full-time staff members. This facilitates succession planning, and strengthens PCAP's sustainability. In addition, the number of paid staff members has increased from 3 in 2023 – 2024 to 5 this year. These developments have strengthened PCAP's capacity to serve more African people and disadvantaged individuals of all ethnic origins.

- **PCAP's enhanced capacity to operate nationally** – thanks to the aforementioned expansion of its staff members, as well as the opening of the new, bigger London and Kent offices, PCAP was able to successfully deliver more activities and serve more people throughout the UK.

- **Increased focus on projects showcasing PCAP's core strengths** – we were able to implement the main lessons learnt from the projects undertaken by PCAP over the last few years. These involve the need for the charity to focus on its core strengths, namely leadership training and professional or personal development through African-inspired motivation, wellbeing and self-improvement techniques. The successful launch and implementation of the Lead4Hope Network programme in London, and the Hope After Covid project in Medway and Swale, allowed us to achieve this goal.

I am extremely grateful to the Trustees, staff and volunteers for their unwavering support of PCAP, and their dedication to the fulfilment of its objectives. I also take this opportunity to profusely thank our funders, service-users, friends and partners for their trust and backing.

Sylvie Aboa-Bradwell, MPhil
Executive Director, PCAP

OUR VISION, MISSION AND VALUES

The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members and supporters led by Sylvie Aboa-Bradwell.

The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is **1131139**.

PCAP is committed to enabling African individuals and disadvantaged people of all ethnic origins to improve their lives through education, leadership development and social engagement

Our Vision

We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.

Our Mission

In order to fulfil our vision,
our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to enable African individuals and disadvantaged people of all ethnic origins to improve their lives by implementing projects for them in the areas of education, leadership training and social engagement.

Our Values

* **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.
* **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.
* **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.

Our Motto

Improving lives through education, leadership and engagement.

PCAP
Improving lives through education, leadership and engagement

TRUSTEES' REPORT

Structure, Governance and Management

The Governing Document
PCAP is registered at the Charity Commission under the name of Policy Centre for African Peoples under the charity number 1131139.

PCAP's main governing document is its Constitution as amended on 27th July 2023. As well as its governing document, it has a number of policies and procedures which ensure that the objects of the charity are delivered, and the organisation managed transparently and effectively.

Trustees as of 31st March 2025

Thelma Okey-Adibe, PhD - Dr Thelma Okey-Adibe is a lecturer with the Glasgow Caledonian University, Scotland. She holds a Doctorate degree in Banking and Finance and Master's degree in Business Administration. She is the founder of Jezreel Consultancy LTD, a company supporting minoritized communities especially, African and Caribbean communities in Scotland. Areas of support include evidencing need, demonstrating impact and learning. She became PCAP's Chair in 2022 and is spearheading the charity's good governance and consolidation.

Olajide Alabi, MBA – Olajide (Ola) Alabi holds a Master's Degree in Business Administration, specialty in Human Resources Management, and a Degree in Business Administration, specialty in Finance and Banking. He is a retired Senior Local Government Officer, and Founder and Director of Choice Global Ltd, a successful Home Care business. Ola is an experienced Trustee, business and community leader. He is PCAP's Treasurer, and works to strengthen our charity's financial management and capacity to capitalise on growth opportunities.

Joshua Aghadiuno, BA – Joshua Aghadiuno is a civil servant currently working in community engagement for the Department for Levelling Up, Housing and Communities (DLUHC). He possesses a bachelor's degree in Economics with French, as well as Level 7 Certificate in Leadership and Management. As PCAP's youngest Trustee, Joshua is excited to focus on youth engagement as well as supporting the organisation to unlock additional funding opportunities.

Antonique Afonso, BSc – is a Commercial Operations Assurance Manager with the Department for Business and Trade. She joined PCAP as a trustee in 2023 and brings a strong commitment to good governance, accountability, and strategic oversight. Antonique is from South Africa, and holds a Bachelor's Degree in Politics, Philosophy and Economics and is completing an MSc in Global Political Economy. She aims to support PCAP's mission through her expertise in project management, finance, stakeholder engagement, assurance and governance.

Eneless Nyoni, PhD – Dr Eneless Nyoni is a lecturer at Middlesex University London, and holds a Doctorate Degree in Law with a focus on Company Law and Corporate Governance. Additionally, she holds an LLM specialising in Commercial Law. She is keen to use her legal expertise to contribute to the advancement of PCAP's mandate, promoting good governance and identifying opportunities for learning and growth. As of March 2025, she is PCAP's Safeguarding Custodian.

Organisational Structure as of 31st March 2025

Board of Trustees

Thelma Okey-Adibe

Olajide Alabi

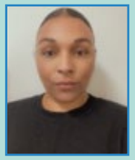
Joshua Aghadiuno

Antonique Afonso

Eneless Nyoni

Operational Team

Executive Director:
Sylvie Aboa-Bradwell



Programmes Director:
Lee-Anne Coe

UK Engagement and Admin Officer:
Zubeir Woozeer

London Training Officer:
Abigail Joseph

Finance Officer:
Ahmed Temitayo Ogunrombi

IT Volunteer: Sonny Hawkins
3 Events Support Volunteers

Holistic Support Volunteer: Ian Bradwell
4 Hope After Covid Champions in Kent

Advisory Committees' Volunteers

Christopher Buckwell

Thomas (Tom) Bamford

Yeukai Taruvinga

Objectives and Activities

The objectives of the Policy Centre for African Peoples (PCAP), as recorded by Charity Commission and in its Constitution, are:

1. The promotion of equality and diversity for the public benefit by:

(a) promoting knowledge and mutual understanding between different racial groups and genders;
(b) advancing education;
(c) the elimination of discrimination on the grounds of race or gender;

2. The advancement of education and relief of financial hardship amongst African Communities worldwide.

In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African individuals and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.

To fulfil this vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell: Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

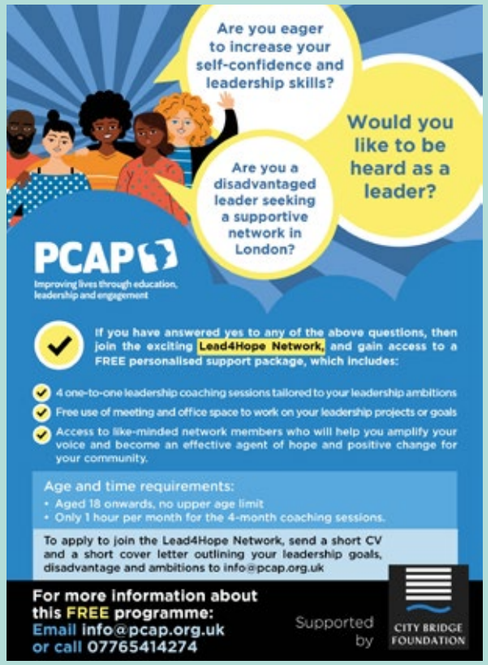
We use this original model to develop and undertake activities and realise projects in the areas of:

Education

PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement. Our flagship education project between 2022 and 2025 has been **the Youth Innovation Fellowship project, which we were able to successfully implement thanks to the generous support of the Paul Hamlyn Foundation.**

Leadership training

PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers using African philosophy as inspiration. **Our flagship leadership programme for the foreseeable future will be the Lead4Hope Network, which we successfully launched this year after securing funding from the City Bridge Foundation.**



Social engagement

PCAP trains, nurture and encourages participants to become agents of positive social change. **Thanks to funding from the Garfield Weston Foundation and, above all, the National Lottery's Community Fund, we were able to successfully launch the Hope After Covid project this year.** Through this project, PCAP will be working between 2024 and 2026 to improve the wellbeing, mental health and social engagement of up to 100 Medway and Swale residents who have been affected by Covid. We will also aim to organise social engagement events with up to 300 attendees.

OUR PROGRAMMES' IMPACT

I Lead4Hope Network

Having learnt the lessons of the Lead4Hope project which ended in 2023, we successfully raised £87,546 from the City Bridge Foundation (with £43,193 disbursed to PCAP as of 31st March 2025) to create the Lead4Hope Network, aimed at improving the leadership skills and amplifying the voices of African or disadvantaged London leaders. We are delighted to report that we have:

- Set up a base for the Lead4Hope Network in the London borough of Southwark;

- Delivered a very successful public launch of the Network. It was hosted on 11th September 2024 at the House of Lords by The Rt Hon the Lord Boateng CVO, who, to our eternal gratitude, performed a traditional African endorsement of the programme;

- Recruited and started training 10 London leaders, with several completing their training and reporting outstanding outcomes in terms of improved leadership skills, wellbeing, and capacity to achieve their leadership goals;
- Organised 7 Network meetings;
- Harnessed our media contacts to ensure the amplification of the voices of the Lead4Hope Network members for the foreseeable future.

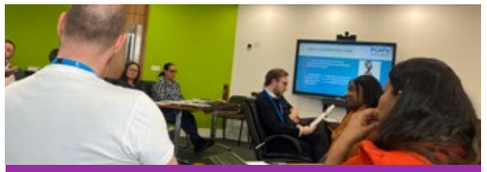
We are committed to training 20 London leaders and enabling at least 12 of them to operate as agents of hope, positive social change, justice and collective advancement by March 2026. In addition, we aim to expand the Lead4Hope Network to other parts of the UK.

Picture above: Traditional African endorsement of Lead4Hope Network by Lord Boateng
Picture right: Broadcaster Devon Daley (R) at Lead4Hope Network public launch

II Hope After Covid

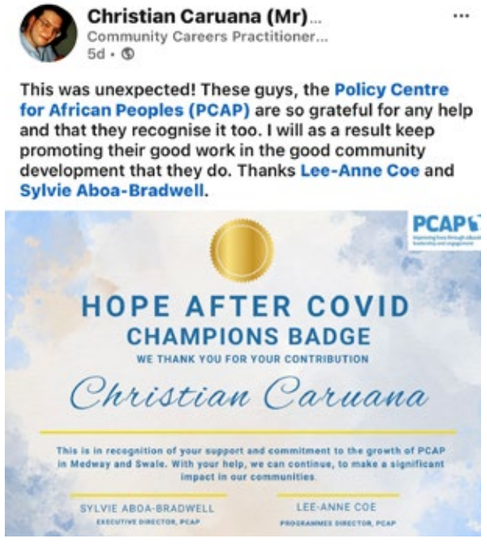
We were thrilled to raise £129,809 (with £97,243.5 disbursed to PCAP as of 31st March 2025) from the National Lottery Community Fund first, and later £10,000 from Garfield Weston Foundation, for the Hope After Covid project. This support enabled us to:

- Open an office in Chatham, Kent, which is now PCAP's registered office;
- Strengthen our charity's sustainability – We achieved this by contracting a Training Officer, Ms Lee-Anne Coe, who has proved very reliable and has now been promoted to the role of Programmes Director. We also employed 2 Administration and Engagement Officers, in addition to recruiting an additional 7 volunteers, including 5 project champions in Kent.
- Organise 6 social events in Medway and Swale, with a total of 201 participants, 94% of whom reported reduced loneliness and social isolation, and 98% stating that these events have improved community cohesion between African and other communities.
- Deliver 24 one-to-one coaching sessions to 6 Medway and Swale residents affected by Covid through illness, social isolation, or loss of employment. We were delighted that 100% of the coachees reported improved self-confidence and motivation, and 96% expressed enhanced capacity to achieve their goals.



- Provide 18 group workshops and lunch and learn events attended by a total of 73 participants, with 99% reporting improved wellbeing and enhanced social engagement.
- Recruit and have our Year 1 work assessed by an independent assessor, whose report we will publicly share in April/May 2025.

We are excited at the opportunity we have to carry on implementing the Hope After Covid activities in Year 2. Our foremost goal is to build on this project to strengthen PCAP's capacity to serve African individuals and disadvantaged people of all ethnic origins for the foreseeable future.



Picture top: Hope After Covid Lunch and Learn workshop in March 2025
Picture above: A Hope After Covid Champion appreciates acknowledgement from PCAP
Picture left: Kent-based Pilot and Businessman Alain Mbe addressing guests at HAC launch in June 2025

III Youth Innovation Fellowship Programme

The support we received from the Paul Hamlyn Foundation in the form of a £96,058 grant between 2022 and 2025 has been crucial in terms of developing our capacity to serve young people aged 18 – 25 with lived experience of mental health, poverty or discrimination outside London. Furthermore, we are very grateful to PHF because both the duration and flexibility of the funding have given us the space necessary to think strategically, review our approach to working with young people, and design a long-term youth engagement and nurturing action plan based on the lessons learnt. As we conclude this project, we are delighted to report that we have:

- Increased from 0 to 52 the number of our young service-users based outside London throughout the 3-year duration of the Youth Innovation Fellowship programme;
- Received very encouraging feedback from the Youth Innovation Fellows, with 88% reporting positive outcomes in terms of self-confidence, motivation, wellbeing and capacity to achieve their life goals.
- Increased the turnover of our charity by 412% during this 3-year grant period. It is humbling to look back and remember that when we approached PHF back in 2021, our turnover was only £37,000 whereas we now have £189,628.
- Conducted an impact assessment of the Youth Innovation Fellowship programme.
- Identified the need to focus on our core strength of leadership training as a result of the aforementioned impact assessment. Rather than seeking to work with all disadvantaged youths as we did with Youth Innovation Fellowship, we will target young people who have leadership aspirations, and nurture them through our Lead4Hope Network programme.
- Decided to create a Youth Advisory Council that will enhance the Lead4Hope Network's capacity to engage with young people.

We look forward to building on the positive outcomes and lessons learnt from the Youth Innovation Fellowship. More specifically, we will seek to create the Youth Advisory Council that will improve PCAP's capacity to train young leaders and amplify their voices through the Lead4Hope Network programme.

Picture above: Youth pipeline and youth engagement: girls at a PCAP workshop in January 2025
Picture left: A young PCAP mentee at a social event in Kent in 2024

IV Widening Participation in South-East London (SEL) Health and Care Workforce of Black, African and Caribbean People

In April 2024, we received the remaining £4,800 of this grant from SEL Voluntary, Community and Social Enterprise Strategic Alliance, and SEL Integrated Care System to work on widening the participation in health and care workforce of people of Black, African or Caribbean heritage in SEL.

Having worked with 123 participants across the 6 catchment boroughs of Bromley, Bexley, Greenwich, Lambeth, Lewisham and Southwark, we released a final report in May 2024, which is available on our website through the link https://pcap.org.uk/wp-content/uploads/2024/04/Phase-2-Report-Widening-Participation-of-Black-African-and-Caribbean-People-in-SEL-PDF.pdf Highlights included:

- The co-identification of the main barriers as being lack of information on training and opportunities, racial discrimination, childcare, mental health, as well as pay and financial resources.
- The co-creation of solutions to these barriers, with proposed solutions including a one-stop- shop for information and resources; training and coaching to improve self-confidence, application capacity, and personal development; encouragement of reporting of racial discrimination incidents; the establishment of support networks; childcare assistance and employers' flexibility; the combating of mental health stigma, and the improvement of growth and progression pathways.

While PCAP will support any groups and organisations seeking to implement the aforementioned solutions, we will discontinue the activities of this project to work on programmes focusing on our core mission and strengths, Lead4Hope Network and Hope After Covid.

Picture above: L to R: PCAP staff Zu and Sylvie pictured with Amie from VCSE and Yeukai from Active Horizons, at a Widening Participation event in 2024
Picture left: Widening Participation community meeting in 2024

ILLUSTRATION OF OUR IMPACT AND ACHIEVEMENTS

Key Performance Indicator	Year Ended 31st March 2025	Year Ended 31st March 2024	Achievements and Increased Impact
TURNOVER	£189,668	£167,986	Turnover has increased by 12.90%
NO. OF DIRECT BENEFICIARIES OUTSIDE LONDON	321	50	No. of new direct projects' beneficiaries has increased by 400%
NO. OF SAFEGUARDING CUSTODIANS	2 (1 AT BOARD LEVEL, 1 IN THE OPERATIONAL TEAM)	1	No. of Safeguarding Custodians has increased by 100%
NO. OF TRUSTEES WITH LEGAL EXPERTISE	1	0	No. of trustees with legal expertise has increased by 100%.

CASE STUDIES FROM OUR PROJECTS' PARTICIPANTS

Throughout this year, we were privileged to be able to fulfil our mission by improving the lives of hundreds of African individuals and disadvantaged people of all ethnic origins through the delivery of our education, leadership training and social engagement projects.

For the sake of concision, we will outline only 3 case studies from our projects' participants and a few quotes here. More testimonies are available on specific programme reports such as Trained, Empowered, Heard (https://pcap.org.uk/wp-content/uploads/2025/04/PCAP-Report-Interviews-of-Lead4Hope-Network-Year-1-Graduates.pdf) which contains the interviews of our Year 1 Lead4Hope Network Graduates, and on the impact section of our website https://pcap.org.uk/our-impact/

Case Study 1:

Sarah – Outstanding Work Placement Experience at PCAP's Kent Office

Sarah, a young Medway resident of Caribbean descent was completing her GCSE studies at the Dartford Grammar School in spring 2024 when she applied for a work placement at PCAP's Kent office.

As part of her 1-week work placement in July 2024, Sarah:

- Was assigned 2 PCAP staff members to guide and support her on a full-time basis throughout her work placement;
- Received a thorough induction on the Kent Office administration and IT system;
- Attended PCAP meetings with potential partners, including MHS Homes and Department for Work and Pensions – Chatham Job Centre Plus;

- Attended PCAP meeting at the House of Lords with the Rt Hon the Lord Boateng CVO, who gave her a guided tour of the Palace of Westminster alongside the PCAP staff members;
- Managed and updated PCAP's social media accounts with new posts outlining her work experience at PCAP;
- Produced an inventory of PCAP's Kent Office possessions;
- Used Canva to produce an anthology of African proverbs.
- Contributed to the drafting of the Thank You letter to Lord Paul Boateng after PCAP team's meeting with him in Parliament.

Sarah enjoyed her work placement at PCAP's Kent Office that she:

- **Gave a rate of 5 out 5 when asked in her feedback form how she would you rate her well-being and safety while at PCAP;**
- **Rated her overall experience at PCAP 5 out of 5;**
- **Provided a glowing report of her work experience at PCAP to her school. As a result, Dartford Grammar School added PCAP to their list of work placement and employers' partners.**

Sarah says: **"Great work placement experience, very insightful and enjoyable. Looking forward to helping out in any future events."**

Picture on page 18: Sarah (L) at the PCAP Kent Office with Lee-Anne, PCAP Programmes Director
Picture above left: In Parliament with Lord Paul Boateng
Picture above right: Sarah (L) at the Palace of Westminster with Sylvie, the PCAP Executive Director

Case Study 2:

MY – Young Carer Who Found a Job Following PCAP Coaching

> **No sweat, no sweet**
>
> Ghanaian proverb

Back in November 2024, MY, a young carer from Kent, was unemployed. They were very nervous at the prospect of going for a job interview. Furthermore, they doubted that they could combine a paid job with their duties as a carer.

After enrolling in PCAP's Hope After Covid programme, MY received a personalised coaching and support package including:

- **Motivation and encouragement to overcome their doubts;**
- **Tips and practical exercises to improve their self-confidence;**
- **CV writing guidance and support;**
- **Public speaking tips and techniques, as well as practical exercises to confront and overcome their fear of interviews.**

Barely a month after their enrolment in Hope After Covid, MY went on to:

- **Apply for a job as a part-time teaching assistant;**
- **Shine at the interview;**
- **Secure and accept the position.**

MY says: **"I am very grateful to PCAP for the 1-to-1 support, which I found very effective in terms of helping me find a job."**

> **If you waste time, surely time will waste you**
>
> Sierra Leonean proverb

Case Study 3:

Lionel Best, Founder and Director of Operations, BiG CIC – Improved Leadership Skills Thanks to Lead4Hope Network

Lionel acknowledges that as an extremely busy business leader, prior to joining PCAP's Lead4Hope Network programme in 2024, he had not really thought about the management of his wellbeing. Furthermore, his initial assessment baseline revealed that he was overburdened with the administration activities, delivery of projects and efforts to secure income for BiG. He was undertaking most of these tasks alone.

PCAP designed a personalised package of 4 coaching sessions for Lionel, with specific advice and practical exercises aimed at enabling him to:

- **Increase his focus by prioritising tasks that will enhance his ability to realise his leadership vision and strengthen his legacy, with a view to helping him manage his workload and avoid burnout.**
- **Make the most of his contacts and resources, to enable him to find reliable volunteers to diminish his workload.**
- **Improving his capacity for self-care and wellbeing, to ensure that he remains healthy and full of positivity while seeking to striving to achieve his leadership goals.**

By the time he completed his leadership training and became a Lead4Hope Network Graduate 4 months later, Lionel had:

- Designed a volunteer strategy and published volunteer calls, these were produced with the help of PCAP's Lead4Hope Network's training officer.
- Completed and submitted 2 grant applications, including provisions for additional staff members to deliver BiG's activities and carry out administration tasks.
- Developed a self-care and wellbeing routine , which he applying with very satisfactory results.

Lionel received a toolkit from PCAP aimed at enabling him to carry on fulfilling his leadership goals independently. He is now a lifelong Lead4Hope Network member, and says: **"It is important to put your health and wellbeing first. Some of the things that we have discussed in PCAP's coaching sessions have been invaluable in that sense and a big surprise. The programme came at a good time when everything was coming together. I was around the right people that were helping me develop BiG's capacity and increase funding."**

> I learnt new ways to use the support infrastructure provided by the Lead4Hope Network
>
> Serena, 2024 Lead4Hope Network participant

> This was so wonderful! I feel motivated and fired up for the rest of the year!"
>
> Nelly, Southwark resident, attended PCAP's January 2025 community wellbeing and motivation workshop

> It was very interactive, I loved the cultural aspect of the event. It's beyond rewarding to hear about the African culture, getting together with like-minded people and networking. I feel very motivated and spiritually relaxed. Wellbeing and motivation aspect is covered very well. Thank you so much!!!
>
> Feedback received at the community wellbeing and motivation workshop PCAP organised in Medway in March 2025 to celebrate National Lottery Open Week

> I think that the whole session was truly inspirational in so many ways. Well run with informative content not just for the day but for the future. It would be amazing to see this grows into an even bigger success than it is already. Just amazing!
>
> Feedback from PCAP Lunch and Learn session in Medway in March 2025.

> Question: Can you envision collaborating with PCAP in the future? Tell us briefly why you would?
>
> Answer: Yes, to support our customers to be able to help themselves by building self-confidence and self-esteem,"
>
> MHS Homes employee, attended a PCAP Lunch and Learn session in 2025.

FUNDRAISING AND THANKS TO OUR FUNDERS

We are extremely grateful to the following funders who have supported and financed our work throughout this year:

City Bridge Foundation

awarded us a grant of **£87,546**

(with £43,193 disbursed to PCAP as of 31st March 2025) to deliver our Lead4Hope Network programme in London between 2024 and 2026.

National Lottery

thanks to the 2-year grant of **£129,809**

we raised from the National Lottery's Reaching Communities Fund (with £97,243.5 disbursed to PCAP as of 31st March 2025) PCAP has been able to open an office in Kent, and is now serving hundreds of Kent residents through the Hope After Covid project.

Garfield Weston Foundation

the **£10,000**

we received from the Garfield Weston Foundation in April 2024 contributed towards the implementation of the activities of our Hope After Covid project in Medway and Swale – with the bulk of these activities funded by the National Lottery's Reaching Communities Fund.

Paul Hamlyn Foundation

the 3-year grant of **£96,058**

PCAP received from the Paul Hamlyn Foundation enabled our charity to deliver motivational, coaching and personal development sessions to 52 disadvantaged young people aged 18-25 as part of the Youth Innovation Fellowship programme between 2022 and 2025.

Furthermore, we are very grateful to PHF because both the duration and flexibility of the funding have given us the space necessary to think strategically, review our approach to working with young people, and design a long-term youth engagement and nurturing action plan based on the lessons learnt.

South-East London Voluntary, Community and Social Enterprise Alliance and SEL Integrated Care System

a grant totalling **£48,000**

(with the remaining £4,800 received in April 2024) enabled our charity to partner with community organisations and leaders to work between November 2023 and May 2024 on widening the participation in health and care workforce of people of Black, African or Caribbean heritage in SEL.

Thanks to the support from the aforementioned funders, PCAP was able to obtain a turnover of

£189,668

this year. We are committed to using the funds entrusted to us in a transparent, strategic, responsible and highly accountable manner as we strive to realise our charity's vision and mission.

Thank you

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS OF THE POLICY CENTRE FOR AFRICAN PEOPLES FOR THE YEAR ENDED 31ST MARCH 2025

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Trustees

Dr Thelma Okey-Adibe - Chair
Mr Olajide Alabi - Treasurer
Mr Joshua Chukwudi Aghadiuno
Ms Antonique Adriana Afonso
Dr Eneless Nyomi

Charity registration no

1131139

Registered /Kent office

Broadside, Leviathan Way
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Bankers

HSBC UK

INDEPENDENT EXAMINER'S REPORT FOR THE PERIOD 1st April 2024 to 31st March 2025

I report on the financial statements of Policy Centre for African Peoples for the year ended 31st March 2025 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act),as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

(i) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 41 of the Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements

of the Act have not been met; or

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

Tunji Ogedengbe FCCA
Director DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

	Policy Centre for African Peoples						1131139
	Annual accounts for the period						
	Period start date		1st Apr 2024	To	Period end date	31st Mar 2025	
Section A Statement of financial activities							
Recommended categories by activity	Details of own analysis	Note	Unrestricted fund contrac-tually bound to be spent within a year	Restricted income funds	Reserve	Total this year	Total last year
			£	£	£		£
Incoming resources (Note 3)			F01	F02	F03	F04	F05
Incoming resources from generated funds			-	-	-	-	-
Grants		S01	33,439	153,030	3,199	189,668	167,937
Voluntary Income		S02	-		-	-	-
Investment income		S03	-	-	-	-	-
Incoming resources from charitable activities		S04	-				
Other incoming resources		S05	-	-	-	-	-
Total incoming resources		**S06**	**33,439**	**153,030**	**3,199**	**189,668**	**167,937**
Resources expended (Notes 4-8)							
Joseph Rowntree Charitable Trust Lead4Hope		S12	-	-	-	-	4,901
Community fund			-	69,654	-	69,654	1,578
Lambeth Council Grant - Black Communities Welfare Network			-	-	-	-	14,555
South East London Integrated Care System			-	5,896	-	5,896	42,104
City Bridge Foundation				41,037	-	41,037	1,726
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant			33,439		-	33,439	34,884
Impact on Urban Health Covid Continuation Grant			-		-	-	23,433
GWF Revenue Grant - Hope After Covid			-	10,000	-	10,000	-
PCAP RESERVES				-	2,311	2,311	60
Total resources expended		**S13**	**33,439**	**126,587**	**2,311**	**162,337**	**123,242**
Net incoming/(outgoing) resources before transfers		S14	-0	26,444	888	27,332	44,695
Gross transfers between funds		S15	-	-	-	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)		S16	-0	26,444	888	27,332	44,695
Other recognised gains/(losses)							
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-
Prior Year Adjustment		S18	-	-	-	-	50
Net movement in funds		S19	-0	26,444	888	27,332	44,745
Total funds brought forward		S20	76,710	55,332	-	132,042	87,297
Total funds carried forward		**S21**	**76,710**	**81,776**	**888**	**159,374**	**132,042**

Section B Balance sheet as at 31st Mar 2025							
	Note		**Unrestricted funds**	**Restricted income funds**	**Endow-ment funds**	**Total this year**	**Total last year**
			£	£	£	£	£
Total funds	B20		**76,710**	**81,776**	**888**	**159,374**	**132,042**
Signed by	**Print Name**					**Date of approval**	
Mr Olajide Alabi - Treasurer	**Mr Olajide Alabi - Treasurer**					**13/05/2025**	

PCAP's RESERVES POLICY

PCAP's Reserves Policy is based on three principles:

First, it represents a prudent approach to the management of the organisation's finances, highlighting key areas in which reserves might be identified and engaged where appropriate.

Second, and reflecting the current financial situation of PCAP, the Policy is largely aspirational and is couched in terms such as "reserves are to protect the continuity of PCAP's core activities" rather than a normative desire to, for example, ensure that PCAP has "three months of unrestricted funding in the bank account". The latter is almost certainly impossible to achieve at the present time while the former is a working definition of intent and does not make PCAP a hostage to fortune.

Third, PCAP's funding currently comes from external charitable organisations that, even when they provide core funding, give PCAP a restricted timescale, often a year, to spend that money. Occasionally, PCAP is allowed to keep a few hundred pounds, as unrestricted reserves. As such, the Policy is costed along the following lines –

a. A level of core funding to be spent within a year, which allows PCAP's core activities to be delivered throughout that year. **Aspirational amount: £60,000.**

b. A level of unrestricted reserves, with no timescale restrictions, for unexpected opportunities which arise, and risks such as unexpected expenditure or unplanned for loss of income. **Aspirational amount: £6,000 by end of 2026.**

Section C Notes to the accounts

Note 1 **Basis of preparation**

This section should be completed by all charities.

1.1 Basis of accounting
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with* ☑ Accounting Standards;

or ☐ Financial Reporting Standards for Smaller Enterprises (FRSSE);
- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:
- if all relevant disclosures shown in the pack have been given then please tick "Accounting Standards";
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick "Financial Reporting Standards for Smaller Enterprises (FRSSE)".

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Changes to previous accounts
No changes have been made to accounts for previous years.

Note 2 Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING RESOURCES	
	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES	
Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

Section C	Notes to the accounts		(cont)		
Note 3	**Analysis of incoming resources**				
Incoming resources may be further analysed if this would help the reader of the accounts.					
	Analysis	**Brought Forward**	**This year**	**This Year Total**	**Last year**
		£	**£**	**£**	**£**
Restricted	King's College London – Medway Community Music-Making Workshops	-	-	-	1,000
	Joseph Rowntree Charitable Trust Lead4Hope	-	-	-	4,901
	Lambeth Council Grant - Black Communities Welfare Network	-	-	-	14,555
	National Lottery Community Fund - Hope After Covid	30,761	64,905	95,666	32,339
	South East London Integrated Care System/Widening Participation	1,098	4,800	5,898	43,200
	City Bridge Foundation/ Lead4Hope Network	9,072	32,395	41,467	10,798
	Garfield Weston Foundation	-	10,000	10,000	
	Total Restricted Fund	**40,931**	**112,099**	**153,030**	**106,793**
Unrestricted fund contractually bound to be spent within a year	Paul Hamlyn Foundation – Youth Fund Revenue Grant Income	439	33,000	33,439	35,324
	Impact on Urban Health - Covid Continuation Grant		-	-	23,383
	Total Unrestricted fund contractually bound to be spent within a year	**439**	**33,000**	**33,439**	**58,707**
Reserves Income	**Reserves Income**	**2,376**	**823**	**3,199**	**2,437**
	Restricted Funds	40,931	112,099	153,030	106,793
	Unrestricted fund contractually bound to be spent within a year	439	33,000	33,439	58,707
	Reserve Income	2,376	823	3,199	2,437
	Total Funds	**43,746**	**145,922**	**189,668**	**167,937**

Section C	Notes to the accounts	(cont)			
Note 4	**Analysis of resources expended**				
		This year	**This year**	**This year**	**Last year**
		Unrestricted contractually bound to be spent within a year	**Restricted**	**Total**	**£**
	Expenditure				
	KCL - Staff costs	-	-	-	625
	KCL - Publicity and Workshop Costs	-	-	-	375
	King's College London – Medway Community Music-Making Workshops		0		1,000
	JRCT/Lead4Hope - Staff costs	-	-	-	1,777
	JRCT/Lead4Hope - Outreach & Publicity	-	-	-	375
	JRCT/Lead4Hope - Trips	-	-	-	1,150
	JRCT/Lead4Hope - Equipments	-	-	-	182
	JRCT/Lead4Hope - Volunteers	-	-	-	300
	JRCT/Lead4Hope - Miscellaneous	-	-	-	1,057
	JRCT/Lead4Hope - Monitoring & Evaluation	-	-	-	60
	Total Joseph Rowntree Charitable Trust Lead4Hope Expenditure	-	-	-	**4,901**
	National Lottery/Hope After Covid - Staff costs	-	48,877	48,877	1,526
	National Lottery/Hope After Covid - Monitoring & Evaluation	-	20,777	20,777	52
	Total National Lottery Community Fund - Hope After Covid Expenditure	**-**	**69,654**	**69,654**	**1,578**
	BCWN - Staff costs	-	-	-	10,655
	BCWN - Miscellaneous	-	-	-	3,900
	Total Lambeth Council Grant - Black Communities Welfare Network Expenditure	**-**	**0**	**0**	**14,555**
	Widening Participation - Human resources	-	5,639	5,639	34,107
	Widening Participation - Community Conversation hostings ; Partners' expense	-	44	44	1,741
	Widening Participation -IT, Communication& Publicity cost	-	160	160	736
	Widening Participation - Transport	-	53	53	210
	Widening Participation - Participant Time compensation	-	-	-	5,310
	Total South East London Integrated Care System/Widening Participation- Expenditure	**-**	**5,896**	**5,896**	**42,104**

Note 4 contd	Analysis of resources expended			
	This year	This year	This year	Last year
	Unrestricted contractually bound to be spent within a year	Restricted	Total	£
Expenditure contd	**-**	**75,550**	**75,550**	**63,138**
City Bridge Foundation/ Lead4Hope Network - Staff costs	-	29,374	29,374	1,526
City Bridge Foundation/ Lead4Hope Network - Miscellaneous Project cost	-	1,298	1,298	200
City Bridge Foundation/ Lead4Hope Network - Equipment costs		1,164	1,164	
City Bridge Foundation/ Lead4Hope Network - Outreach and publicity costs		240	240	
City Bridge Foundation/ Lead4Hope Network - Impact assessment reports & monitoring & evaluation		1,200	1,200	
City Bridge Foundation/ Lead4Hope Network - Contributions towards infrastructure costs including rent, insurance and safeguarding training		7,761	7,761	
Total City Bridge Foundation/ Lead4Hope Network Expenditure	**-**	**41,037**	**41,037**	**1,726**
GWF Revenue Grant - Staff Costs	-	8,253	8,253	-
GWF Revenue Grant - Marketing, Outreach & Publicity	-	1,169	1,169	-
GWF Revenue Grant - Training, Monitoring & Evaluation	-	95	95	-
GWF Revenue Grant - Miscellaneous	-	88	88	-
GWF Revenue Grant - Bookkeeping		288	288	
GWF Revenue Grant - Transport	-	107	107	-
Total GWF Revenue Grant Hope After Covid - Expenditure	**-**	**10,000**	**10,000**	**-**
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Staff Costs	28,703		28,703	32,322
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Goverance	2,126		2,126	
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Marketing, Outreach & Publicity			-	947
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Materials & Resources	93		93	250
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Training, Monitoring & Evaluation	1,475		1,475	257
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Transport	511		511	106
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Bookkeeping & Accountancy	288		288	-
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Miscellaneous	244		244	1,002
Total PAUL HAMLYN FOUNDATION - YOUTH FUND Expenditure	**33,440**	**-**	**33,440**	**34,884**
Impact on Urban Health (Core funding) - Staff Costs	-	-	-	21,037
Bank Charges(Core funding)	-	-	-	30
Subtotal Impact on Urban Health (Core funding)	**-**	**-**	**-**	**21,067**
Grant Plus (Strategic development)			-	1,772
Grant Plus (Accounts review)			-	300
Subtotal Impact on Urban Health (Grant plus)	**-**	**-**	**-**	**2,072**
Total of Impact on Urban Health Covid Continuation Grant Expenditure	**-**	**-**	**-**	**23,139**
Miscellaneous	-	2,311	2,311	60
Total PCAP RESERVES Expenditure	**-**	**2,311**	**2,311**	**60**
Total Expenditure	**33,440**	**128,898**	**162,338**	**122,948**

Section C Notes to the accounts (cont)

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

6.2 Fees for examination or audit of the accounts

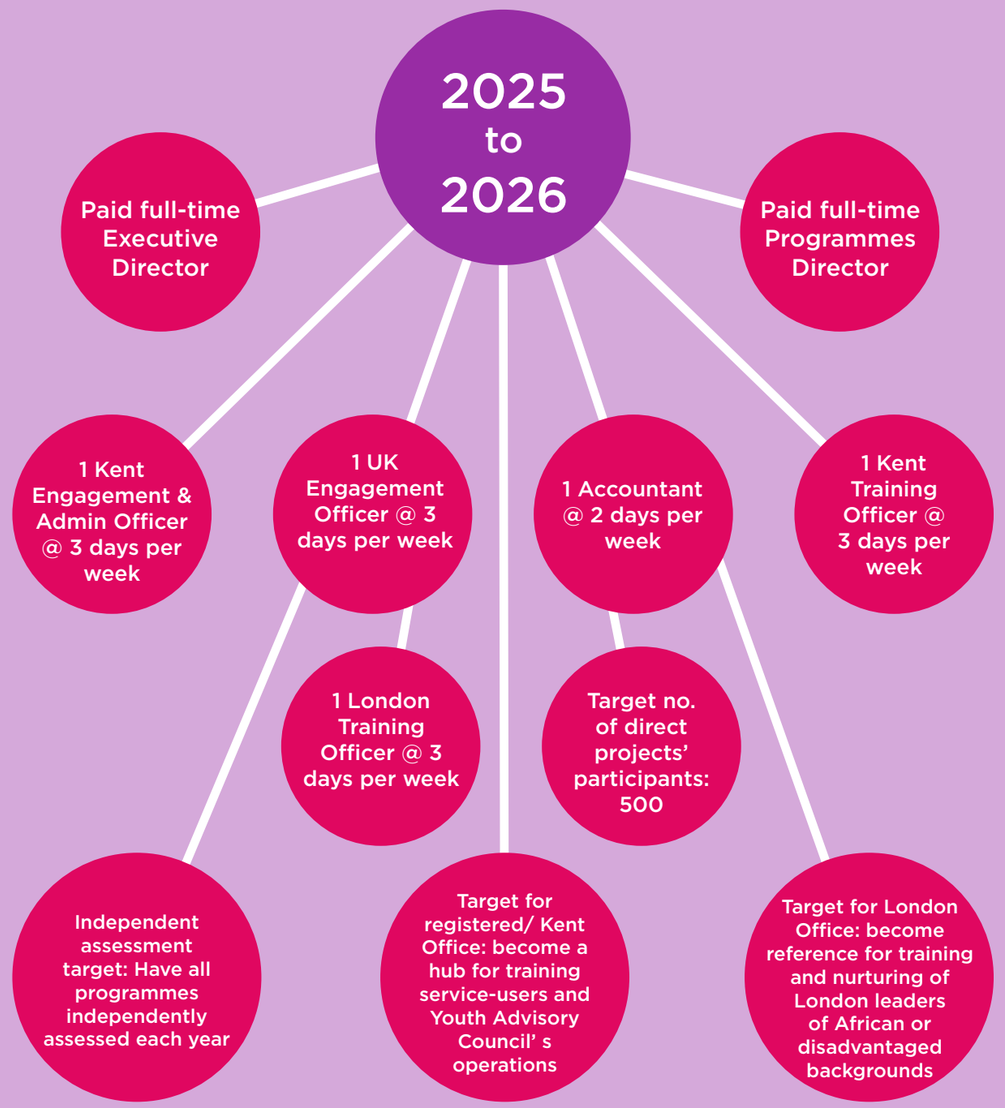
Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	590	575
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

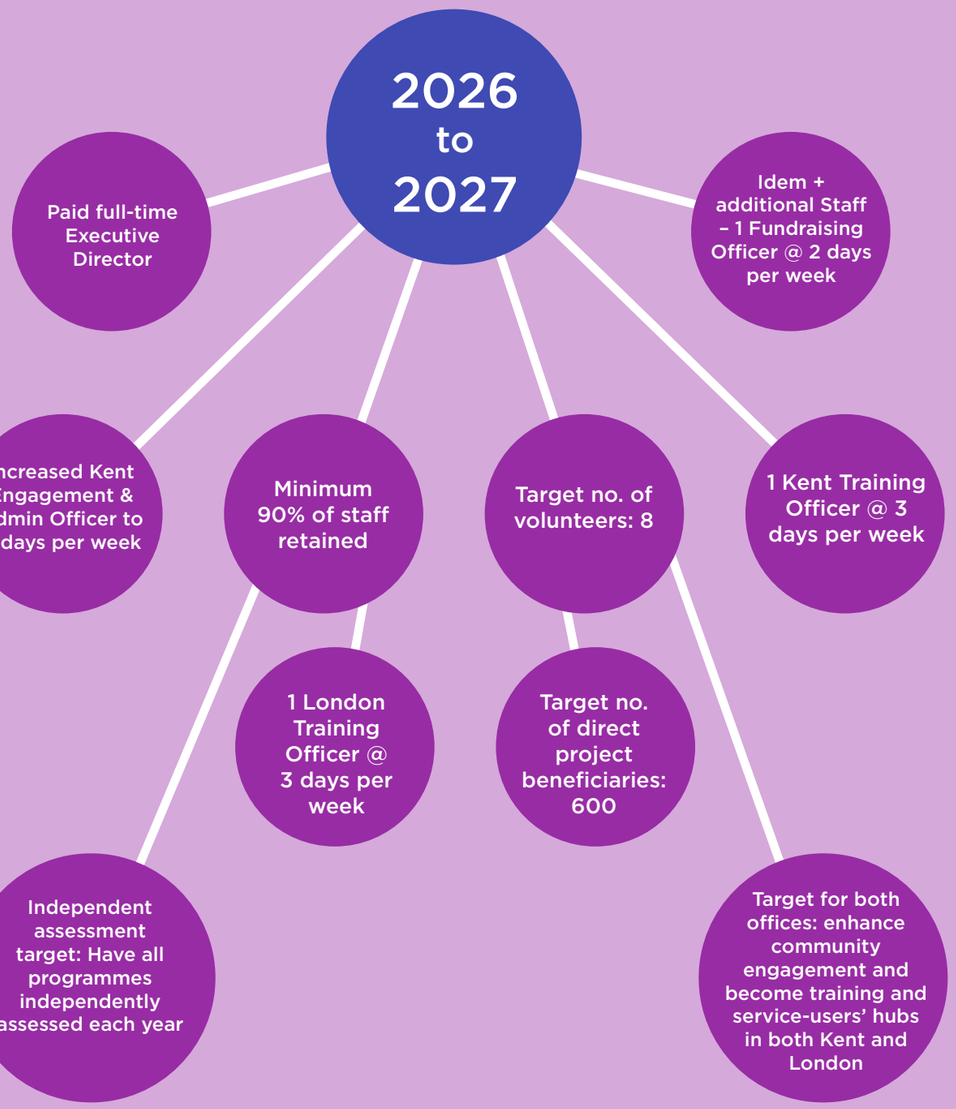
Section C	Notes to the accounts		(cont)	
Note 11	**Debtors and prepayments**			
Please complete this note if the charity has any debtors or prepayments.				
Analysis of debtors	**Amounts falling due within one year**		**Amounts falling due after more than one year**	
	This year	**Last year**	**This year**	**Last year**
	£	**£**	**£**	**£**
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors		-	-	-
Prepayments and accrued income	-	-	-	-
Total	-	-	-	-
Note 12	Creditors and accruals			
Please complete this note if the charity has any creditors or accruals.				
12.1 Analysis of creditors				
	Amounts falling due within one year		**Amounts falling due after more than one year**	
	This year	**Last year**	**This year**	**Last year**
	£	**£**	**£**	**£**
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	590	575	-	-
Accruals and deferred income		-	-	-
Total	**590**	**575**	-	-
12.2 Security over assets				
If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.				

APPENDIX I – STRATEGIC DEVELOPMENT PLAN AND GOALS FOR THE FORTHCOMING 3 YEARS (2025 – 2028)

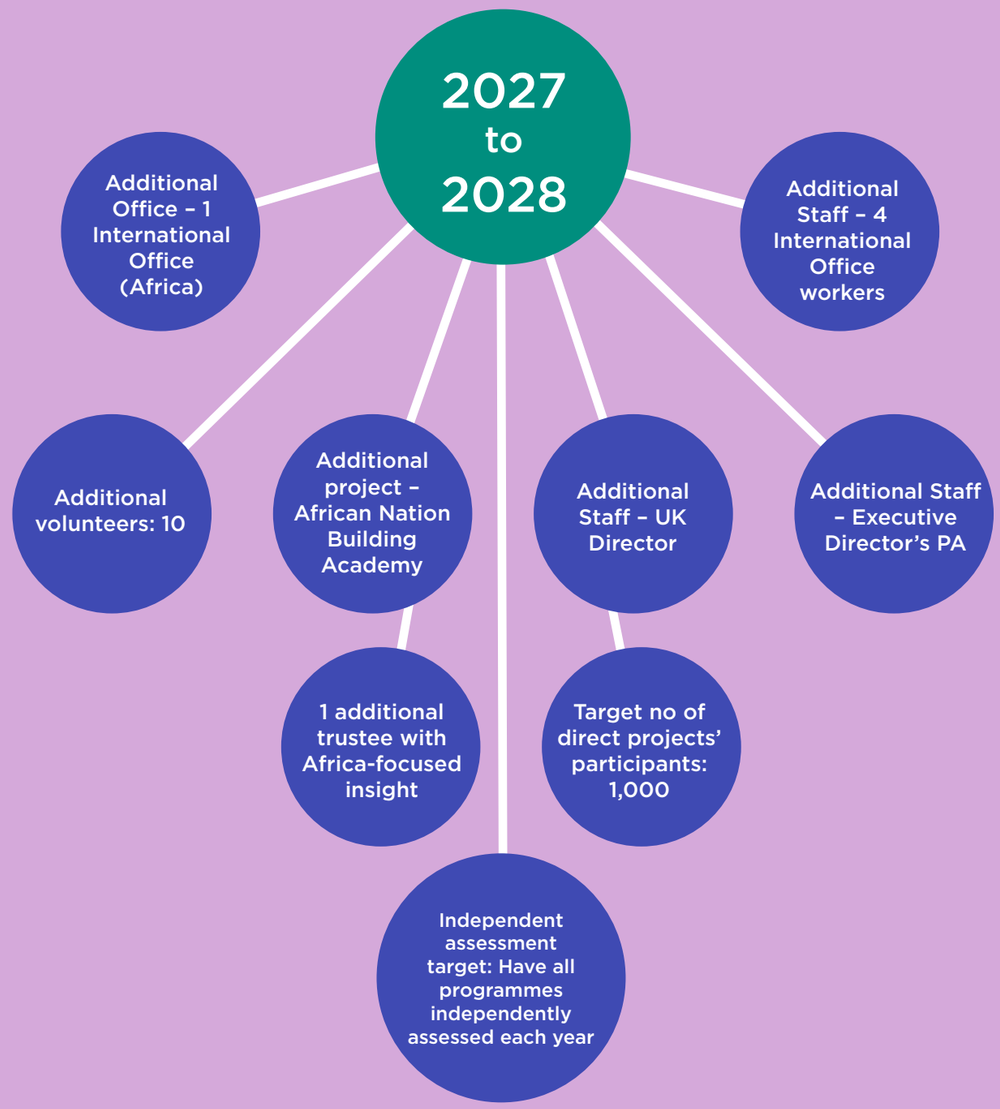
PCAP's strategic development plan and goals over the next 3 years are as follows:



Target budget: £300,000



Target budget: £400,000



Target budget: £1,200,000

The strategic objectives and indicators throughout the forthcoming 3 years include:

Objective 1:
To strengthen the staff capacity of the organisation.

Indicators

1.1.1 To have all required additional staff of the Kent and London offices working by Q3 2026.
1.1.2 To have all additional UK volunteers in place by Q1 2027.
1.1.3 To have all staff required for the international office in place by Q1 2028.

Objective 2:
To strengthen the independent assessment of PCAP's programmes

Indicators

2.1.1 Mid-term independent assessment reports of Hope After Covid and Lead4Hope Network programmes completed by Q4 2025.
2.1.2 Final independent assessment reports of Hope After Covid and Lead4Hope Network programmes completed by Q2 2026.
2.1.3 Independent assessors for any new programme contracted within 3 months of the launch of the programme.

Objective 3:
To strengthen the financial sustainability of PCAP

Indicators

3.1.1 An updated fundraising plan for 2025 – 2028 with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations produced by Q3 2025.
3.1.2 A minimum of 25% of the 2025- 2028 budget to be raised by Q1 2026.
3.1.3 A minimum of 60% of the 2025-2028 budget to be raised by Q1 2027.
3.1.4 100% of the 2025-2028 budget to be raised by March 2028.

Objective 4:
To consolidate the programme portfolio of the organisation

Indicators

4.1.1 Additional activities of Hope After Covid and Lead4Hope Network, or any other programmes deriving from them, to be fully funded and ongoing by Q1 2026.
4.1.2 A minimum of 2 of the UK programmes, to be long-term and established as foundation stone programmes by Q1 2027.
4.1.3 The African Nation Building Academy, fully funded, to be launched by Q1 2028.

Objective 5:
To increase the number of programmes' participants and service-users

Indicators

5.1.1 To increase the number of programmes' participants and service-users to 500 by Q1 2026.
5.1.2 To increase the number of programmes' participants and service-users to 600 by Q1 2027.
5.1.3 To increase the number of programmes' participants and service-users to 1,000 by Q1 2028.

APPENDIX 2 – OPERATIONAL TEAM

Sylvie Aboa-Bradwell, MPhil – Sylvie Aboa-Bradwell is an award-winning educator, leader, coach and mentor with a Master's of Philosophy in Postcolonial Studies from the Complutense University of Madrid, a Diploma in International Development from Birkbeck, University of London, and a Certificate in Science of Wellbeing from Yale University. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.

Lee-Anne Coe, BA – Lee-Anne Coe brings over 15 years of experience in social care and now leads as Programmes Director at PCAP. She holds a BA in Social Science and a Level 6 qualification in Careers, Information, Advice, and Guidance. Her extensive background enables her to provide meaningful support across various capacities. Lee-Anne is passionate about empowering individuals and remains committed to using her skills and experience, in line with PCAP's mission, to positively impact and enhance the lives of others.

Zubeir Woozeer, MSc – Zubeir Woozeer is currently pursuing a Master's in Global Governance and Ethics at University College London. He first worked with PCAP in the King's Civic Challenge where PCAP and King's students collaborated successfully to develop and concretise the Hope After Covid Project in 2020 - 2021. After 2 years as our Admin Officer, Zubeir was recently promoted to the role of UK Engagement Officer.

Abigail Joseph, MPhil – Abigail Joseph is PCAP's London Training Officer. She has a BA and MPhil in Sociology from Goldsmiths and the University of Cambridge, respectively. Alongside her work at PCAP, Abigail works as a social impact consultant. Prior to this, she worked at an architectural consultancy as well as founding and managing social enterprises in London and Copenhagen. Abigail is excited about being able to work with PCAP to help people fulfil their potential and become the best version of themselves.

Ahmed Ogunrombi, MSc – Ahmed Ogunrombi has a Master's in Business with Business Analytics from Northumbria University. He joined PCAP in January 2023 as a part-time accountant. He also has a BSc in Accounting and has worked in different Accounting and Finance roles in the manufacturing Industry, Fintech, and Oil Sector over the course of 8 years' career. He is originally from Nigeria, and believes in an equal society.

Ayo Aladekomo, BSc – Ayo Aladekomo is an experienced and versatile manager with a demonstrated history of working in the creative, media and fintech industries with special interest in project management. A graduate of the University of Lagos with a BSc in Communication, Ayo worked as PCAP Kent Engagement and Admin Officer between May and July 2024.

Stephanie Papie, BA – Stephanie Papie has a BA in Childhood Studies from the Open University. She possesses extensive experience in Social Services, Community Engagement and work in corporations. She served as PCAP Kent Engagement Officer between November 2024 and January 2025.

Sonny Hawkins – Sonny Hawkins is an outstanding IT Systems Engineer with extensive experience. He is highly skilled in various hardware and software technologies, and has a keen interest on the hardware side of IT, infrastructure design and deployment. Sonny joined PCAP as an IT volunteer in October 2021 and proved to be a mighty knight in shining armour by promptly relieving the team from stressful website-related issues. He is a wonderful example of how societies can hugely benefit from fully embracing neurodiversity.

Our sincere and huge thanks to the following Volunteers:

Ian Bradwell,
who has been providing PCAP with holistic support as a volunteer since 2008;

Ken,
for helping with the purchase of equipment, management and delivery of events at PCAP's Kent Office;

Nicholaus,
for facilitating the welcoming, registration and seating of guests at the events of PCAP's Kent office;

Timothy,
for coordinating the welcoming, registration and seating of guests at the events of PCAP's Kent office.

Thank you

APPENDIX 3 – ADVISORY COMMITTEES' VOLUNTEERS

Christopher Buckwell, BA – Christopher Buckwell has been a participant in PCAP's activities for over a decade, and served as a trustee between February 2018 and September 2021. A lawyer by background, he is in an ideal position to provide advice, leadership and any relevant input on programmes that have social and legal dimensions. As a long-time community activist, Parish and Borough Councillor in Medway, Kent, Chris has extensive experience and skills pertaining to community representation, including assessing and advocating community needs.

Yeukai Taruvinga, BSc – Yeukai Taruvinga is the Founder and CEO of Active Horizons, a Bexley-based charity created in 2006, which promotes youth engagement and leadership development. She has an outstanding track record as a community leader, and a catalyst for the education, training and empowerment of young adults initially in Bexley, and now throughout the UK.

Tom Bamford, MBA - Tom Bamford is a corporate lawyer and management consultant with over a decade of work experience in the professional services space. He has advised companies on a range of strategic, operational, legal and transactional matters across EMEA and has spent time volunteering in schools and communities in Africa. He is passionate about development and holds a BSc in Politics and Economics from the University of Bath, a graduate LLB and an MBA from IESE Business School.

CONTACT DETAILS

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