



Promoting diversity, tolerance and dignity for humanity

Scottish Charity No – SC046488

Pachedu Annual Report and Financial Statements
for the year ended 31 March 2019

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Statement from the Chair of the Trustees



The trustees have pleasure in presenting their report together with the financial statements for the year ended 31 March 2019.

Achievements and Performance

2019 Projects & Events

Women Included Connected and Empowered

The National lottery Community funded-Women Included, Connected and Empowered project was launched in September 2018. It aimed to help BME women identify and tackle barriers to accessing mainstream services and support through increased engagement in a culturally sensitive environment. The WICE Project Lead was a BME woman studying for a BA (Hons.) in Integrated Health and Social Care who had no previous experience of this kind of leadership opportunity. She was supported to create an advisory committee made up of some of the other participants and the resulting panel consulted with all of the women involved before coming up with a programme of activities for the duration of the project. WICE activities included fortnightly coffee mornings, conversation and communication cafés around topics such as mental health, jobs and hate-crime awareness (facilitated by Police Scotland), a Christmas lunch, a Burns Night multicultural food festival and visits to museums and other places of interest.

Over the duration of the project, WICE engaged with over 500 women who reported that as a result of project activities they were able to gain access to information about and increase awareness of mainstream services available to them.

2019 Organisational Development

Volunteer Co-ordinator & Project Lead

In addition to the Operations Manager, Pachedu has added another member to its Core Staff Team in the person of a Volunteer Co-ordinator & Project Lead who joined the charity as a volunteer in March and then became a part-time, salaried staff member in June. This new addition to the team is responsible for volunteer recruitment and co-ordination (support, training and management) and for leading our Sharing Lives Sharing Languages project.

Volunteer Recruitment

Pachedu has recruited 3 new regular volunteers to join the team in the latter part of the 2019. As mentioned previously, we now have a Peer Education Volunteer assisting with Pachedu Sharing Lives Sharing Language (project) PSLSLP, as well as a Volunteer Project Lead coordinating the School of African Culture project, and a new, young Youth Engagement/Youth Forum volunteer. This youth-focused volunteer position is particularly important to us to ensure that the voices and aspirations of young people from Renfrewshire's diverse minority communities are reflected in our projects and other wider work moving forward.

2019 Other Activities

The Diversity and Equality Alliance in Renfrewshire

DEAR is an initiative of Renfrewshire Council's Community Planning Partnership. It brings together equality groups from the Renfrewshire area to advise and contribute to the development and promotion of the current, emerging and evolving equalities agenda within the local authority area. The group aims to tackle inequality issues in constructive ways to positively change perspectives and promote more inclusive attitudes. We have attended DEAR group meetings throughout the year and actively contributed to discussions on the group's direction, mission, outcomes and activities. In 2020 Pachedu will work closely with other group members, namely University of West of Scotland and West of Scotland Regional Equality Council, on the planning of events, etc. to mark Black history Month in Renfrewshire

2019 Miscellaneous

Media coverage

Pachedu has been able to secure coverage of its activities through both local and national print and online media channels on at least 4 occasions over the last 6 months. The charity was spotlighted twice in articles in the *Paisley Daily Express* as a result of our Volunteer Co-ordinator speaking at Engage Renfrewshire's 'Celebration of Volunteers' event in June, then in another article in July reporting on our 'Positive Steps: Breaking Down Barriers' event as part of Scottish Refugee Council's Refugee Festival Scotland 2019. More recently, on 31st October, Pachedu was featured in an article in *The National* reporting on the launch of the Scottish Refugee Council's online interactive map offering "support, friends, information and advice" to New Scots as part of the EU-funded New Scots Integration project.

Social Media

With our Volunteer Co-ordinator also taking on responsibility for regular management and updating of our Facebook, Twitter and Instagram accounts, we have been able to increase the numbers of our followers across all 3 social media platforms, with new posts/Tweets at minimum on a weekly basis. This has allowed us to both showcase and promote our work, showcase and promote the work of partner organisations, increase engagement with new potential partners, supporters, volunteers, and to a lesser extent service users, while generally enhancing our profile and our reputation in the third/community sector locally, regionally and even nationally.

Our challenges 2018-2019

Premises

Funding

Engagement

Resources (human, financial and material)

Periodic guiding remit e.g. 3-year plan

Lessons learnt: Moving forward 2019-2020

- The need for a 5 year business plan
- The need to expand core team and clearly define roles and responsibilities
- The need for dedicated guidance and mentorship on project management

FINANCIAL REVIEW

Total receipts received during this year ended 31st March 2019 was £7,946 (£1,135 in 2018). Our main source of funding was a National Lottery Awards for All grant for Women Included Connected & Empowerment project. Total payments were £7,573 which was spent on the charity's activities leaving a surplus for the year of £373.

Risk Management

The trustees regularly review the risks to which the charity is exposed and do not consider there are any substantial monetary risks in the financial statements. However, the Board committed to undertaking a thorough risk assessment during the next financial period.

The trustees consider the charity faces reputational risk and continues to review processes and procedures to provide reasonable protection to mitigate this risk.

Reserves Policy

The Board aims to hold a minimum of three months of running costs in reserve in order to meet commitments and to cover any unexpected expenditure, which prudently equates to £1000. Total Unrestricted Funds held at 31st March 2019 were £376. The trustees believe that this is still an acceptable range but will continue to monitor the position.

REFERENCE AND ADMINISTRATIVE INFORMATION

There are currently no new board appointments

Trustees: All those who served during the period 2018-2019	Ghzala Khan (Chair) Elected Nadeem Hanif (Vice Chair) Elected Annabelle Njenga (Treasurer) Elected Dr Mohammed Ishaq (Secretary)Elected
Employees and Volunteers	Operations Manager -Johannes Gonani Finance Officer -Godknows Tairodza Volunteer Coordinator -Gregor Smart Community Engagement Officer -Conne Hinds Cultural Engagement Officer -Regine Bews Youth Engagement Officer- Carla Valeterrassa
Charity Numbers	SCO46488
Registered Address	St Ninians Church Hall, Blackstoun Road, Paisley, PA3 1NR
Website	http://pachedu.org/
Bank	Barclays Bank
Independent Examiner	Nathan Toronga (FCCA , ACPA) GNTAX Accounting Services 4/2,61 Scaraway Drive, Glasgow, G22 7EZ

APPROVAL

This report was prepared in accordance with the Charities & Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and was approved by the Trustees and signed on their behalf by:



Ghzala Khan (Chair)

Date 18/12/ 2019

ANNUAL REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

INDEPENDENT EXAMINER'S REPORT

**Independent Examiner's Report to the Trustees of Association of Charity
Independent Examiners**

I report on the accounts of the charity for the year ended 31 March 2019, which are set out on pages 7 to 12.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustees Investments (Scotland) Act 2005 and the Charities.

Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation(10) (1) (d) of the 2006 Accounts Regulations does not apply.

It is my responsibility to examine the accounts as required under section 44(1) © of the charities Act and to state whether particular matters have come to my attention.

Basis of Independent examiner's Statement

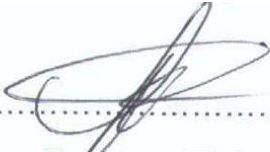
- My examination was carried out in accordance with the general directions given by the Charity Commission and Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes 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 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 the course with my examination, no matter has come to my attention (other than disclosed below)

1. Which gives me reasonable cause to believe that in any material respect there requirements:

- To keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations.
 - To prepare accounts which accord with the accounting records and comply with Regulations 9 of the 2006 Accounts Regulations.
2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



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12-12-2019
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Nathan Toronga

Association of Certified Chartered Accountants (FCCA)
4/2, 61 Scaraway Drive, Glasgow G22 7EZ
GNTAX Accounting Services LTD

Date

FINANCIAL STATEMENTS					
FOR THE YEAR ENDED 31 MARCH 2019					
Statement of Receipts and Payments for the year ended 31 March 2019					
		Unrestricted	Restricted	Year ended	Year ended
		Funds	Funds	31-Mar-19	31-Mar-18
	Notes	£	£	£	£
Receipts					
Donations	3		600	600	120
Grants	4		7,346	7,346	900
Fundraising				-	
Receipts from charitable activities					115
Total Receipts		-	7,946	7,946	1,135
Payments					
Fundraising Costs					
Cost of Charitable Activities	5		7,075	7,075	1,132
Governance Costs	6	13		13	
Administration Costs	6	182		182	
Purchase of Equipment	5		304	304	
Total Payments		195	7,378	7,573	1,132
Surplus/ Deficit for the year		-	195	373	3
Transfers between Funds		195	-	195	
Surplus/ Deficit for the year		0	373	373	3

FINANCIAL STATEMENTS				
FOR THE YEAR ENDED 31 MARCH 2019				
Statements of Balances -As at 31 March 2019				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-19	31-Mar-18
	£	£	£	£
Opening cash at Bank and in Hand	3		3	-
Surplus/ (Deficit) for the year	373		373	3
Closing cash at Bank and in Hand	376	-	376	3
Bank and Cash Balances				
Bank Deposit Account	376		376	3
Total Funds as at 31 March 2019	376	-	376	3

The trustees confirm that for the year ended 31 March 2019:

- The charity was entitled to exemption from audit under section 44(1) of the Charities Act 2011 (the 2011 Act) or under Regulation (10) (1) (a)-(c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) (the 2006 Regulations)
- However, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005 the accounts have been examined by an independent examiner whose report appears on page 7 and 8.

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

The Notes of pages 10 to 11 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees and signed on their behalf by:

Ghzala Khan (Chair)

Date: 18th December 2019



ANNUAL REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

NOTES TO THE FINANCIAL STATEMENT

1. Basis of Preparation

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities & Trustee (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended)

2. Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purposes.

The purpose of the funds are shown on Note 5 and 6

Governance costs include the costs of preparation and examination of the statutory accounts and the cost of trustee meetings.

During the year the charity received donations of £600 towards advocacy work partnering with West of Scotland Regional Council.

3. Donations				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-19	31-Mar-18
	£	£	£	£
West of Scotland Regional Equality Council (WSREC)		500.00	500.00	120.00
The New Tunna Hill		100.00	100.00	
Membership Contributions				115.00
	-	600.00	600.00	235.00

4. Grants received				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-19	31-Mar-18
	£	£	£	£
National Lottery Awards for All		7,346.00	7,346.00	
Women-Included Connected & Empowered (WICE)				
Over to You Renfrewshire				900.00
	-	7,346.00	7,346.00	900.00

5. Cost of charitable activities				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-19	31-Mar-18
	£	£	£	£
Wages and National Insurance		5,928.24	5,928.24	345.00
Travel Expenses		216.66	216.66	
Events Venue Hire		440.00	440.00	341.02
Events and Activities		489.62	489.62	370.00
Marketing Materials and Project Capital		303.93	303.93	
	-	7,378.45	1,450.21	1,056.02

6. Governance costs				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-19	31-Mar-18
	£	£	£	£
Board meetings refreshments	13.00		13.00	
Administration Expenses	181.60		181.60	76.20
	194.60	-	194.60	76.20