



Promoting diversity, tolerance and dignity for humanity

Scottish Charity No – SC046488

Pachedu Annual Report and Financial Statements for the year ended 31 March 2021

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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 2021.

Achievements and Performance

2021 Projects & Events

(Connected & Empowered) Health and Wellbeing Project

- The project was set out to engage individuals and families from diverse ethnic backgrounds to share information on health-related issues. The areas of work include providing covid-19 updates, mental health and wellbeing information and support, health and wellbeing information and activities to support individuals and families to be more active in their communities.
- In partnership with various organisations, individuals and professionals engages in activities around information, discussions, referrals, trainings around topics like mental health awareness, challenging mental health stigma in BAME communities, employability, diverse culturally appropriate mental health services for BAME population, apprenticeships and pathway to voluntary and paid employment, prostate cancer awareness, menopause, diabetes awareness, etc.

The main success stories were

- The project took off in June 2020 with planning, consultations, printing of flyers, and launching in August 2020. The project recorded positive stories in terms of actualising the aims of the project.
- Project started with 6 weeks funding and later funded for 1 year.
- 32 weekly virtual Health & Wellbeing sessions held on various issues such as mental health, employability, tackling poverty, digital access for BAME communities, etc. The year saw about 564 participants in our various sessions with an average attendance of 18 persons per session.

- Of the 32 sessions, 24 guest speakers participated from various ethnic and professional backgrounds, 8 speakers were from Pachedu Team.
- Feedback from Senior Links Officer Renfrewshire HSCP (Bernadette Reilly) on one of our sessions on “Thank you for having us and the project is very inspiring. You are reaching out to members of the community who would not perhaps reach out to services, and access to information and how to support your mental wellbeing is important. Having a conversation or chatting about mental health is powerful. I loved the gardening initiative, and it gave people a sense of achievement. Having themes and topics that the group are interested in and want information on is a good way to encourage mental health and wellbeing activities.
- Partnered with UWS to organise an event (Resilient Voices) with international students on resilience building during the pandemic.
- Feedback from some participants in one of our mental health awareness sessions with a mental health nurse Dennis Chiwuta from a BAME background.

“All of us who are privileged to get such awareness should go out into the communities as ambassadors to increase awareness and help seeking”.

“Thank you Dennis that was awesome. We need more of this in our community”.

“Too many flavours of mental ill-health discussed, very helpful session well packed with information”.

“I have worked with various organisations, the cultural understanding is still not as it should be, I hope Scotland can get on top of this for BAME communities. And recognise that one size does NOT fit all.

“I have heard of MH professionals struggling to understand some of our ways of doing things, plus culture. Let’s get more BME mental health professionals into the conversation”.

“On a personal note, I see Pachedu’s work as my work as an African woman. I benefited from one of the sessions on mental health presented by a mental health nurse from a BAME community. It stood out for me that we have the power in our hands to manage our mental health issues in a way that we will overcome the challenges without escalating to the point of over medicalisation. You provided us a platform to discuss difficult topics and you are doing very well, keep it up”.

- Free tickets to watch a film (A Dark Mind) a mental health awareness movie given to 13 service users, courtesy of Southbank Centre UK. The Film was aimed at engaging in a conversation promoting ethnically diverse appropriate mental health support.

- 2 staff progressed from volunteering roles to part-time paid roles (Gregor & Chinenye)
- 1 volunteer IT support recruited
- About 24 audio recorded sessions aired on Jambo Radio with wide range of listeners.
- 3 staff & volunteer benefitted from mental health awareness training, suicide prevention awareness training and mental health training for managers.
- Project gave birth to a gardening project that supports positive mental health and wellbeing which include physical activities with a 4 growing beds, organic growing and gardening training sessions.
- Content posted on social media increased by 50%
- Facebook followers increased by 5%

The challenges included

- Difficulty getting professionals from BAME background to drive home some of the issues in a simplified form.
- Lack of culturally diverse appropriate information and support services from the government.
- Difficulty getting people to share personal experiences due to fear of being stigmatised.

The spill over from Connected and Empowered has been the gardening project. The West End Growing Grounds afforded Pachedu members to be involved in gardening opportunities by offering them four raised beds and it has been a great boost in the face of mental health challenges especially during lockdown.

From the surveys done Pachedu members indicated that they would benefit immensely by being involved in gardening experiences. Janet Woodburn from West of Scotland Regional Equality Council (WSREC) came to do a bespoke gardening session and she was able to connect Pachedu with WEGGA and the rest is history.

The opportunity for gaming was open to all members of Pachedu including kids from School of African Cultures who eventually won the sunflower growing competition.

One member from Pachedu said, "It has been amazing to get an opportunity to be at peace with nature and have my hope rekindled through the growing plants especially when the COVID pandemic seems to bring doom and gloom all round. " The gardening experiences have given members from ethnically diverse backgrounds to exercise, grow fresh organic food and not have to buy, learn new skills and rekindle old ones and most importantly have diversionary activities for mental health challenges.

Over a thousand people benefitted directly and indirectly from this project.

580 contacts received emails with information & activities updates and presentations from Pachedu sessions.

Over **200** emails were received from service users regarding information updates, services, activities, inquiries, referrals.

About **550** emails received regarding networking partnerships, networking, events, training/workshops and marketing.

5 persons got volunteering roles and paid employment through our information sessions and sign posting.

The project managed to cement relations with various networks and it also went on to create new networks.

Existing networks maintained-WSREC, Engage Renfrewshire, Scottish Refugee Council, Kairos Women space, UWS.

New networks created- Invest Renfrewshire, Poverty Alliance, Prostate cancer UK, Menopause Warriors, Jambo Radio, Paisley FM, RAMH, HSCP Renfrewshire, Fair Start Scotland, Beverley Care, Mental Welfare Commission of Scotland, DWP Renfrewshire, RASA, Interfaith Group and various professionals from diverse backgrounds.

Connected and Empowered has plans to keep improving.

- It is hoped that we will build on the networks already established while reaching out to community groups, church and mosque leaders to help get closer to members of our communities.
- More work will be done to create physical activities that will engage more men and young people aimed at encouraging positive mental health and wellbeing among our population.
- We must continue to raise awareness using every available opportunity to reach out to members of our communities.
- More resources required to help keep staff and volunteers to match the amount of work that is planned within the project. More funding should be sought to support the work of the project.

It is also hoped that the delivery will take a different dimension as the lockdown restrictions are being lifted. Physical meetings will be encouraged under a strict adherence to covid-19 protocol

SCHOOL OF AFRICAN CULTURES

The core remit of the project is to promote cultural identity for children of African descent born in Scotland.

To capacity build young Afro-Scot people to be able to challenge stigma and stereotypes about Africa and African people.

The project hopes to promote cultural awareness and appreciation of mainstream and wider diverse cultures.

To organise recreational activities to keep young people engaged and safe during weekends and school holidays,

The main success stories were:

Before April 2020 we were working with 5 families, by April 2021 we have been working with about 30 families.

The project has been part of various initiatives including Engage in Conversation, Robertson Story, Devolution Restitution.

Museum of Me Project in Partnership with Renfrewshire Leisure and Paisley Museum for BHM 2020. This project was showcased on STV.

Birthday Card for Russia Project in partnership with Michael Kerins.

Secured Digital Devices from YMCA and directly Connecting Scotland to support families excluded digitally.

Put 10 Volunteers through Digital Champions Training with Connecting Scotland 10 Digital Champions

Involved in Tiny Revolution During BHM 2020

The challenges included

Inability to meet face to face

Very limited funding opportunities

About **100** people directly benefited from the project and these included **30** children, **60** parents and **10** facilitators. The project indirectly reached over **1000** people through our social media posts, print media in the form of Paisley Daily Express and also STV.

The project managed to build new networks, and these included

Ethnic Community Steering group

Renfrewshire leisure

Renfrewshire Council

Engage Renfrewshire

Paisley Museum

Future plans for the project include:

Dedicating time to apply for funding

More presence on social media

Engaging more families

Renfrewshire Council -Cultural Cafes

Another Pachedu project, Pachedu Cultural Café Project, was involved in planning and co-hosting a 'Burns Day Multicultural Food Festival'. During this session, participants learned about what was planned for the event and were given the opportunity to take part by preparing traditional foods to contribute. Participants were also told that they would have the opportunity to attend a free food hygiene training workshop and take a test which could see them awarded a basic food hygiene certificate, valid for one year.

Scottish Refuge -Refuge Week Celebrations

On 23rd June, Pachedu hosted an event at St. Ninian's Church Hall, Ferguslie Park, Paisley as part of the Scottish Refugee Council's Refugee Festival Scotland 2019. The event, entitled 'Positive Steps: Breaking Down Barriers', began with a video of a speech made by Takunda Muzondiwa at New Zealand's 2019 Race Unity Speech Awards. The Race Unity Speech Awards theme for 2019 was "Speaking for Justice, Working for Unity" and in her speech, Takunda, a child of the African diaspora, recounted her observations about the inherent racism of cultural assimilation and her own story of immigrating to New Zealand from Zimbabwe when she was seven years old. The video was used to spark discussion and encourage attendees to share their own experiences, as well as suggest actions that would contribute to breaking down barriers and promoting integration among different communities.

The event also included art activities and a bouncy castle for children, musical performances, dancing, food and drink. Over 60 people attended the event, and the response from attendees captured on comment/feedback post-its and posters was overwhelmingly positive, with requests for more similar events to be held in future.

2020-21 Organisational Development

Recruitment and depatures

Pachedu recruited 6 part time paid staff and 10 new regular volunteers including 5 youth and one new board member in the latter part of the 2020. The other arrears covered by the recruitments include an ESOL tutor, Health and Wellbeing Officer who also doubles up as volunteer coordinator, School of African Cultures project coordinator, 2 Digital Inclusion officers and an IT and Admin resource person. Pachedu sadly had to say goodbye to the former Sharing lives and Sharing language project Coordinator and Admin officer who moved on to greener pastures. We continue to be indebted to his contribution and wish him well in his new role. Pachedu are still looking for a volunteer to work with young people. This 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.

2021 Other Activities

The Diversity and Equality Alliance in Renfrewshire

Pachedu continues to be a part of DEAR which 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 2021/22 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.

New Gardening initiative

Pachedu has been in talks with Sherwood church over the prospect of developing a growing space on their church land and this seems to be progressing. The planning and designing were overseen by a professional from West of Scotland Regional Equality Council.

2020 Miscellaneous

Media coverage

Pachedu has continued to attract coverage of its activities through television, local and national print, and online media channels. The charity was spotlighted in articles for Scottish Refugee Council and University of Glasgow. The charity also had collaborative activities with the University of the West of Scotland to highlight challenges to mental health as well as encourage community resilience in view of the challenges presented by the pandemic. The charity also participated in marking Refugee week celebrations and Black History Month activities respectively.

Social Media

There has been a coordinated effort 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 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 2020-2021

Premises

Funding

Engagement

Resources (human, financial and material)

Periodic guiding remit e.g. 3-year plan

Lessons learnt: Moving forward 2021-2022

- 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

The income and expenditure statement shows income for the year ended 31st March 2021 as £40,191, an increase of over 100% from £15,600 in 2020. Total payments were £26,839 compared 2020 of £11,509 which was spent on the charity's activities leaving a surplus for the year of £13,352.

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 2021 were £50. 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 2020-2021	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 Sakina Mutendi-WICE Activities Coordinator
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 15/12/2021

ANNUAL REPORT & FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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 2021, 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

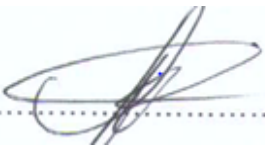
- My examination was carried out in accordance with the general directions given by the Charity Commission and Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes 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 therequirements:
 - 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.



A handwritten signature in blue ink, appearing to read 'Nathan Toronga', is written over a horizontal dotted line. The signature is enclosed within a rectangular box.

Date 13/12/2021

Nathan Toronga

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

FINANCIAL STATEMENTS					
FOR THE YEAR ENDED 31 MARCH 2021					
Statement of Receipts and Payments for the year ended 31 March 2021					
		Unrestricted	Restricted	Year ended	Year ended
		Funds	Funds	31-Mar-21	31-Mar-20
	Notes	£	£	£	£
Receipts					
Donations	3	50	-	50	-
Grants	4		40,141	40,141	15,600
Fundraising				-	
Receipts from charitable activities					-
Total Receipts		50	40,141	40,191	15,600
Payments					
Fundraising Costs					
Cost of Charitable Activities	5		25,454	25,454	10,333
Governance Costs	6	-	-	-	-
Administration Costs	6	-	507	507	-
Purchase of Equipment	5		878	878	402
Total Payments		-	26,839	26,839	10,735
Surplus/ Deficit for the year		50	13,302	13,352	4,866
Transfers between Funds		-	-		
Surplus/ Deficit for the year		50	13,302	13,352	4,866

FINANCIAL STATEMENTS				
FOR THE YEAR ENDED 31 MARCH 2021				
Statements of Balances -As at 31 March 2021				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-21	31-Mar-20
	£	£	£	£
Opening cash at Bank and in Hand		4,467	4,467	373
Surplus/ (Deficit) for the year	50	13,302	13,352	4,866
Closing cash at Bank and in Hand	50	17,769	17,819	5,239
Bank and Cash Balances				
Bank Deposit Account		17,819	17,819	4,467
Total Funds as at 31 March 2021	-	17,819	17,819	4,467
Other assets -unrestricted fund				
Equipment (Estimated Value)	935		935	453
	935	-	935	453

The trustees confirm that for the year ended 31 March 2020:

- 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 10to 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: 15/12/2021

ANNUAL REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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-21	31-Mar-20
	£	£	£	£
S McCruther	50	-	50	-
	50	-	50	-

4. Grants received				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-21	31-Mar-20
	£	£	£	£
Heritage Project		7,300	7,300	-
Digital Inclusion Project		4,750	4,750	-
ESOL Classes Project		4,000	4,000	12,200
Health and Wellbeing Project		23,091	23,091	-
Refugee week celebrations		1,000	1,000	1,000
Cultural Cafes				2,400
	-	40,141	40,141	15,600

5. Cost of charitable activities				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-21	31-Mar-20
	£	£	£	£
Wages and National Insurance		22,302	22,302	7,525
Volunteer Expenses		-	-	195
Travel Expenses		-	-	-
Events Venue Hire		80	80	1,220
Events and Activities		3,072	3,072	1,393
Marketing Materials and Project Capital		878	878	402
	-	26,332	26,332	10,734

6. Governance costs				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-21	31-Mar-20
	£	£	£	£
Board meetings refreshments		-	-	39
Administration Expenses		507	507	736
	-	507	507	775