

BELEVE UK



TRUSTEES' REPORT AND UNAUDITED ACCOUNTS 30 APRIL 2024



Charity No.
1176525
Company No.
07587692

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Administrative Information

BELEVE UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692

Charity No. 1176525

REGISTERED OFFICE

372 Brockley Road
London
SE4 2BY

DIRECTORS AND TRUSTEES

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

S. Dube – **Chair of Trustees'**

J. Tolmie - **Treasurer**

K. Clark

R. Ahmed Tejani

S. Haughton-Peters

J. Opare-Aryee (appointed 16 May 2023 and resigned after year end on 6 November 2024))

ADDITIONAL DIRECTORS'

C. Powell

M. Powell

ACCOUNTANTS

Angle Accountants
Airport House
Purley Way
Croydon,
Surrey
CR0 0XZ

Thank you from the CEO

It is with great pride and excitement that I present BelEve's Annual Report for the year ending 30 April 2024. This year has been one of growth, transformation, and deepened impact. Together, we have achieved incredible milestones that speak to the strength of our mission and the power of our community.

This report captures the essence of a remarkable year—highlighting our progress, challenges, and aspirations. It reflects not only the outcomes of our work but also the values and vision that guide us. Through the dedication of our staff, volunteers, mentors, and partners, we have strengthened our ability to empower girls and young women to thrive as leaders in their communities and beyond.



MARSHA POWELL (CEO)

This year, we sharpened our focus on creating meaningful connections and delivering impactful programmes. By expanding our team and resources, we were able to enhance our presence, deepen our support, and build stronger relationships with the girls, young women, and families we serve. These efforts have positioned BelEve as a cornerstone of empowerment and inspiration in our community.

As we enter the third year of our 5-year strategy, we are committed to reaching even more girls and young women, scaling our evidence-based programmes, and fostering sustainable growth. Our vision for the future is clear: to ensure every girl and young woman has the opportunity to realise her potential, supported by a community that believes in her capabilities.

I am immensely grateful to our dedicated staff, volunteers, and corporate partners who have worked tirelessly to bring our mission to life. Your contributions have allowed us to provide transformative opportunities for young women to build their confidence, leadership skills, and aspirations. To the parents, schools, and supporters who have placed their trust in us—thank you for walking alongside us on this journey.

Looking ahead, I am filled with optimism for what we can achieve together. The impact we have made this year is a testament to the power of collaboration and shared purpose. As we continue to innovate and adapt to the needs of our community, we are building a legacy of empowerment that will shape the lives of future generations.

Thank you for your unwavering support and belief in BelEve. Together, we are creating a limitless future for the next generation of female leaders.

REPORT OF THE TRUSTEES



The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2024, The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support & build a community through sisterhood, providing equal opportunities to allow young girls to discover their full potential. "Inspiring The Next Generation of Female Leaders, leaders of their own world". We encourage a transformational journey that allows girls to push past their limits & embrace new experiences, with no judgment.



Our Vision

All girls and young women are empowered to become leaders of their world.

Our Mission

To equip girls and young women, with the skills, support, and confidence to find their voice and make informed choices about their future.

Who we are and what we do

BelEve is grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of Female leaders.

Our aim

is to Inspire, Motivate, Lead and create a community for our girls and young women.



BelEve's key objectives

1. A sustainable charity with a defined sector position -

BelEve is sustainable, capable of delivering effective programmes and ensuring ongoing financial stability and security.

2. Deliver greater impact for girls and young women -

Build, sustain and grow all BelEve's programmes to offer more activities to support existing beneficiaries and cumulatively welcome 50,000 girls and young women by 2027 into these programmes.

3. Influence and transform girls and young women's lives -

Clear pathways for girls and young women, offering new projects, developed by the girls for the girls to expand the offer to existing beneficiaries and to reach new beneficiaries.

4. Stronger and deeper partnerships and collaboration - Collaborating with Corporates, Trusts and Donors to generate higher funding for BelEve to ultimately impact more girls and young women.

These objectives collectively drive BelEve's commitment to creating a world where every girl and young woman has the tools, support, and opportunities needed to thrive, lead and make a positive impact in their communities.



Core Values

- *Love - Love is at the core of everything we do, enabling us to be non-judgemental, open-minded, and passionate.*
- *Sisterhood - Creating and developing spaces to support & build a community through sisterhood.*
- *Opportunity - Providing equal opportunities to allow young girls to discover their full potential.*
- *Transformation - Encouraging a transformational journey that allows girls to push past their limits & embrace new experiences.*
- *Collaboration - Sharing ideas and co-creating in a collaborative manner with those on a similar mission to reach a shared goal.*
- *Legacy - All girls and young women need to be empowered to become leaders of their own world.*

Letter from the Chair of Trustee

As I reflect on the past year at BelEve, I am struck by the extraordinary resilience and determination demonstrated by our team, our partners, and most importantly, the girls and young women we serve. Despite ongoing global challenges—from economic pressures to social inequities—we have not only sustained but expanded our impact, reaching thousands of individuals and strengthening our position as a cornerstone of empowerment in the community.

The past year has seen remarkable progress as we entered the third year of our five-year strategy. We doubled the number of girls engaged in our programmes, reaching 5,976 participants through 1,823 sessions, we raised £407,000 to support our initiatives, and we grew our team from 9 to 12 people by the end of the year. These numbers are a testament to the collective effort and dedication that drive our mission forward.



SHRUTI DUBE (CHAIR OF TRUSTEES)

Our focus on collaboration and inclusivity has resulted in strengthened partnerships with schools, corporates, and community organisations. The expansion of our team has allowed us to deepen our impact, delivering tailored programmes that address the unique needs of girls and young women at every stage of their development. From the empowering BEAM sessions for younger girls to the transformative Lead Her Ship and BelEve in Her Success initiatives, we have continued to equip participants with the skills, confidence, and networks to thrive.

This year, we also took significant steps to advocate for systemic change through our "It Is That Deep" campaign, addressing critical issues of peer-on-peer harassment and fostering a culture of respect and equality within schools. These efforts reflect our unwavering commitment to creating safe and supportive environments for girls to grow and lead.

Looking ahead, our vision remains ambitious. We are determined to expand our reach further, ensuring no girl is left behind. By enhancing the scalability and sustainability of our programmes, fostering deeper connections within underserved communities, and amplifying the voices of the young women we serve, we are building a legacy of empowerment that will endure for generations. I want to extend my heartfelt gratitude to our dedicated staff, facilitators, mentors, volunteers, and board members, whose tireless work makes our impact possible. To our corporate and community partners, thank you for your belief in our vision and for walking alongside us in this journey. And to the girls and young women of BelEve—thank you for inspiring us every day with your courage, determination, and dreams.

Together, we are proving that when we invest in the potential of girls and young women, we create ripples of change that transform not only individual lives but entire communities. Here's to another year of growth, collaboration, and impact.

With gratitude and optimism.

Our Year at a Glance

Deepening Connections with the Girls and Young Women in Our Community

“Building deeper connections and fostering a community where girls and young women feel empowered, supported, and valued.” This year, BelEve focused on strengthening our relationships with the girls and young women in our community, creating lasting impact through tailored support, innovative programmes, and meaningful engagement. Our mission to empower and uplift girls was brought to life through deeper collaborations, enhanced programme delivery, and a shared commitment to making a difference.

EXPANDING OUR TEAM AND DEEPENING COMMUNITY RELATIONSHIPS

“In 2023/4, one of our most notable milestones was expanding our team from 9 to 12 members, the addition of 3 new staff members has significantly supported our efforts to scale our initiatives and deepen our relationships with our communities. In addition, it has enabled us to:

- **Enhance Programme Delivery:** With more facilitators, mentors, and programme coordinators, we could offer tailored support to a broader range of participants, ensuring that every girl and young woman receive the attention and guidance she needed.
- **Strengthen Community Ties:** Having a larger team allowed us to build stronger, more meaningful relationships with schools, parents, and local organisations. These connections foster trust and collaboration, enabling us to deliver programmes that are truly responsive to the community's needs.
- **Increase Capacity:** The increased staffing meant we could deliver more workshops, reach more schools, and extend our impact into neighbouring boroughs, ensuring that no girl is left behind.

EXPANDING OUR REACH

This year, we worked with 5,976 girls and young women and facilitated 1823 sessions across our five programmes.

This significant achievement reflects our commitment to scaling our impact while maintaining the quality and depth of our engagements.

Long-Term Impact on Girls, Families, and the Community

The positive ripple effects of our expanded team and increased activity are already visible:

- Participants reported feeling more supported, understood, and confident in themselves. Smaller group sizes and personalised attention allowed them to engage more deeply with our programmes, leading to stronger outcomes in areas such as leadership, self-esteem, and resilience.
- The trust built between our facilitators and the girls has created a safe space for open dialogue, enabling them to navigate challenges and embrace opportunities with greater confidence.
- By equipping girls with skills to lead and advocate for themselves and their communities, we are nurturing a generation of change makers who will continue to contribute positively to their environments.



Looking Ahead

As we continue to deepen our connections and expand our reach, the foundation laid this year will serve as a catalyst for long-term, sustainable impact and transformational change for our participants. BelEve is more than a charity; it is a community, a movement, and a promise to every girl and young woman that she is seen, heard, and valued.

Together, we are building a brighter future—one connection at a time.

Impact at a Glance

We are proud to have impacted 5976 young people through our 5 core programmes along with bespoke workshops.

Over the year we facilitated 1,823 sessions in 38 Schools and partnered with 8 corporates:

PROGRAMME	IMPACT NUMBER	NUMBER OF SESSIONS
BEAM	1,434	272
Lead Her Ship	321	179
BelEve In her success	196	1,176
Career insight day	81	4
It is that deep	3,782	188
Bespoke workshops	162	4
TOTAL GIRLS IMPACTED	5,976	1,823

“Keeping the girls and young women at the centre of everything we do”

BeEve Empowerment Programmes



Nurturing Tomorrow's Leaders

At BeEve, we believe in the power of empowering young girls and women to become confident, resilient leaders in their communities. Our programs are carefully designed to address the unique challenges each age group faces while fostering personal growth, leadership skills, and a sense of community.

BELEVE'S CORE COMPETENCIES

- **Managing Feelings:** being able to reflect on our feelings, understand what they are, and how to manage them
- **Communication:** being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions.
- **Confidence and Agency :** The self-belief to act on issues that are important to us and others.
- **Relationships and Leadership:** Promoting the participation of our peers in our work (as our equal) as part of our own development and that of others.
- **Collaboration:** Actively seeking development and that of others' ideas in our work.
- **Creativity:** Thinking creatively to find solutions to the challenges we encounter.
- **Planning and Problem-Solving:** setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges.
- **Resilience:** Seeing challenges in a positive way, seeking to understand them before acting.
- **Self-Reflection:** Learning from our experience and using this when making plans.

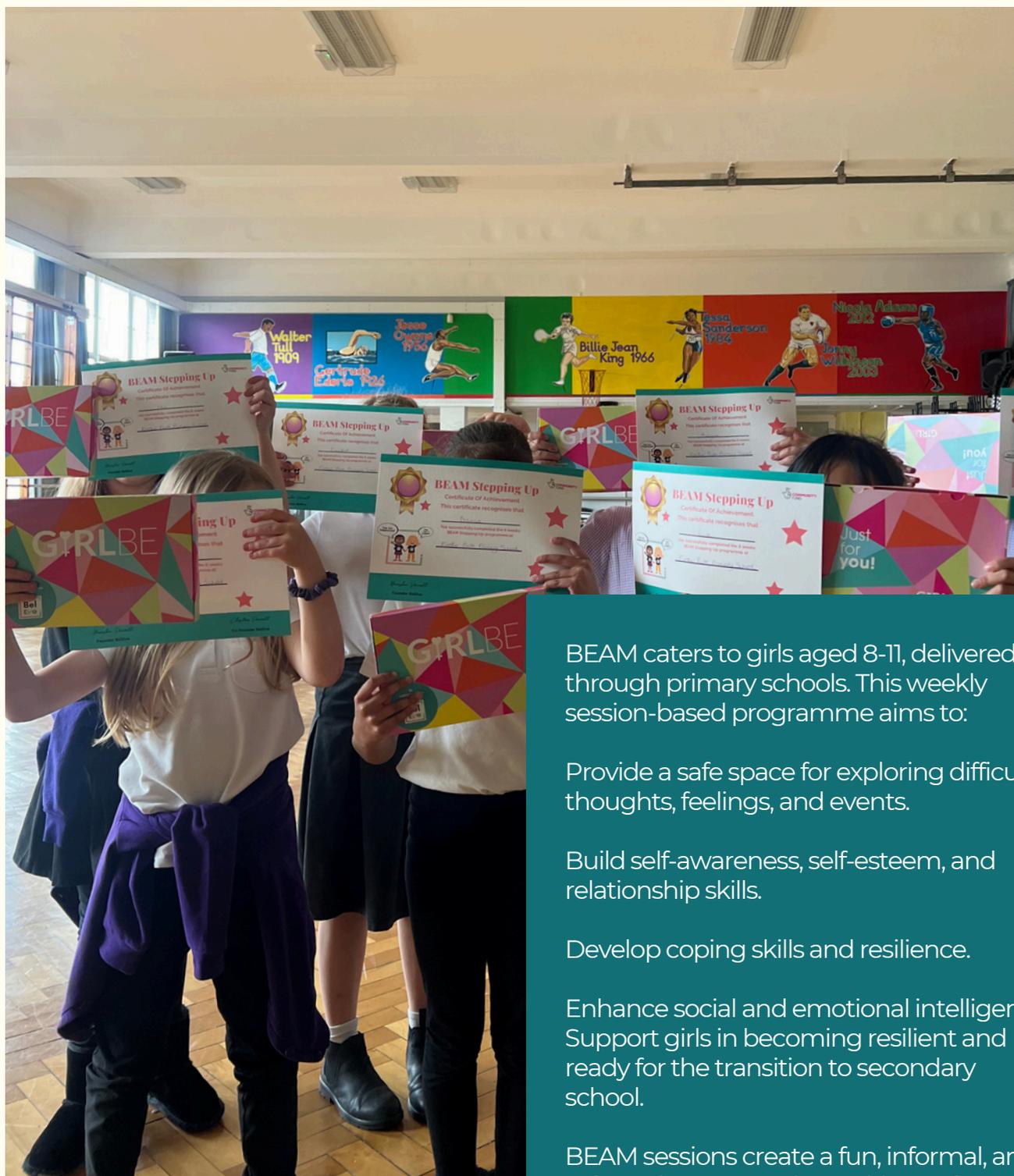


THE MEASURES

- Level 1 – This primarily measures girls' confidence with the basic elements leadership requires
- Level 2 – This measures a girl's ability to understand herself and the others she works with
- Level 3 – This measures a girl's ability to practically apply leadership themes and leadership elements
- Level 4 – This measures a girl's ability to lead her world.

BelEve 5 programmes:

BEAM PROGRAMME - AGES 8-11



BEAM caters to girls aged 8-11, delivered through primary schools. This weekly session-based programme aims to:

Provide a safe space for exploring difficult thoughts, feelings, and events.

Build self-awareness, self-esteem, and relationship skills.

Develop coping skills and resilience.

Enhance social and emotional intelligence. Support girls in becoming resilient and ready for the transition to secondary school.

BEAM sessions create a fun, informal, and safe environment where girls can form friendships, explore their Identities, and express their feelings through various activities.

BEAM PROGRAMME HIGHLIGHTS:

This year, we successfully delivered 272 BEAM workshops, each lasting 60 minutes, across 30 primary schools. These sessions had a transformative impact on 1,434 girls, helping them navigate key stages in their personal and educational journeys.

Recognising the value of early intervention, we expanded our programme to include workshops for Year 3 and Year 6 students. By starting with Year 3, we aim to build foundational skills such as self-awareness, resilience, and emotional intelligence at a younger age. This early engagement helps to establish confidence and a sense of belonging, ensuring that these young girls feel supported and empowered as they progress through primary school.

For Year 6 students, our BEAM transition workshops focus on preparing them for the significant step of moving to secondary school. These sessions address challenges such as managing change, building friendships, and coping with new environments. By targeting both Year 3 and Year 6, we create a continuous journey of growth and empowerment, equipping girls with the tools they need to thrive at each stage of their development.

Feedback from schools, parents, and participants has been overwhelmingly positive. Teachers have observed noticeable improvements in students' confidence, peer relationships, and readiness for transitions. Parents have expressed gratitude for the additional support provided during these critical stages, and the girls themselves have reported feeling more equipped to handle challenges and embrace opportunities. Through the BEAM programme, we are fostering a generation of confident, resilient young women who are ready to take on the next steps in their educational and personal journeys with optimism and strength.

'The BEAM session was instrumental in preparing our girls for the transition to secondary school. It provided them with a supportive and safe environment where they could openly discuss their concerns, share their thoughts, and seek reassurance.

***This process not only helped to alleviate their anxieties but also fostered confidence and readiness for this significant step in their educational journey.'* – Teacher, Trinity Lewisham**

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2. Lead Her Ship – Ages 12–15

Lead Her Ship is tailored for girls aged 12-15, focusing on leadership and change-making competencies. The programme includes small group discussions, fun activities, and personal reflection.

KEY OBJECTIVES

- Building leadership skills and confidence.
- Improving health and well-being.
- Establishing social networks for girls.
- Exploring education and career aspirations.
- Providing mentorship and support through Young Leaders.
- Encouraging the design and delivery of a social action project.
- Through Lead Her Ship, we empower young women to take charge of their future, fostering leadership qualities and social responsibility.



PROGRAMME HIGHLIGHTS

This year, we successfully delivered three 12-week cohorts of the Lead Her Ship programme, completing **179 sessions across seven schools and impacting 321** girls (with the groups being no bigger than 20 young people).

The programme included visits to two corporate partners, inspiring the girls to envision future educational and career opportunities.

PROGRAMME BENEFITS AND OUTCOMES

At the start of the programme, many girls were reserved and hesitant to participate. They often stayed within small friendship circles and needed encouragement to engage fully. Challenges such as friendship dynamics and negative behaviours, including reluctance to speak up and discomfort with leadership roles, were addressed through tailored activities promoting confidence and mutual respect.

Through targeted support and a focus on personal growth, the girls began to embrace the programme's ethos, building resilience, teamwork, and leadership skills.

PROGRAMME IMPACT

By the end of the programme, participants demonstrated significant growth in confidence and interpersonal skills.

Key takeaways included:

- Leadership and teamwork skills.
- Improved communication and confidence.
- A greater ability to express emotions and build relationships.
- Inspiration to set and achieve personal goals.

PARTICIPANT REFLECTIONS

- "I'm proud of myself for having more confidence."
- "I learned to express my emotions and feelings."
- "I've gained leadership skills and confidence within myself."

FEEDBACK AND SUGGESTIONS:

Participants described the programme as inspiring, empowering, and motivational. They suggested more time for sessions to allow for additional activities and planning.

We are incredibly proud of the progress each participant made during the Lead Her Ship programme.

Their willingness to confront challenges and embrace personal growth highlights their resilience and determination. The skills and confidence they gained will undoubtedly support their continued development as leaders of tomorrow.

Students provided some great and informative answers to the questionnaire for Term 1, including the following declarations about themselves that they were most proud of:

- “Speaking in front of people because I’m not good at talking in front of a lot of people”
- “I am most proud of my developed communication because I struggled with trust”
- “My self-esteem has grown”

And they shared the following key takeaways from the programme

- “Realise what you need to be improving and reflect on what I am doing right now to get where I need to be in the short time I have”
- “Speaking confidently in a group/ how to be a leader”
- “How to boost confidence, I have more self-esteem”
- “I have learnt how to communicate in a team, and I have also learned to intake new experiences”
- “Teamwork is not just doing stuff in a group, but everyone involves themselves”

The young people have shared a lot of positive feedback in regard to the programme, stating that it has been Inspiring, exciting, insightful, expressive, enjoyable and motivational. They further mentioned the Lead Your Ship and puzzle activity as their favourite sessions which were used to highlight the importance of reflection in action and on action as well as allowing them to explore their current and desired realities and curating goals to bridge this gap.

In their feedback, students indicated a preference for the ability to select their own groups, more team activities and they also suggested extending the duration of sessions would enable them to undertake additional activities, allowing for more comprehensive planning. However, a lot of the young people said they wouldn’t add or change anything indicating the programme’s effectiveness.

We are immensely proud of the remarkable growth each participant has shown throughout the programme. Their willingness to confront and overcome challenges speaks volumes about their resilience and determination. It's evident that they have embraced the opportunity for personal development with perseverance. We commend them for all their hard work..

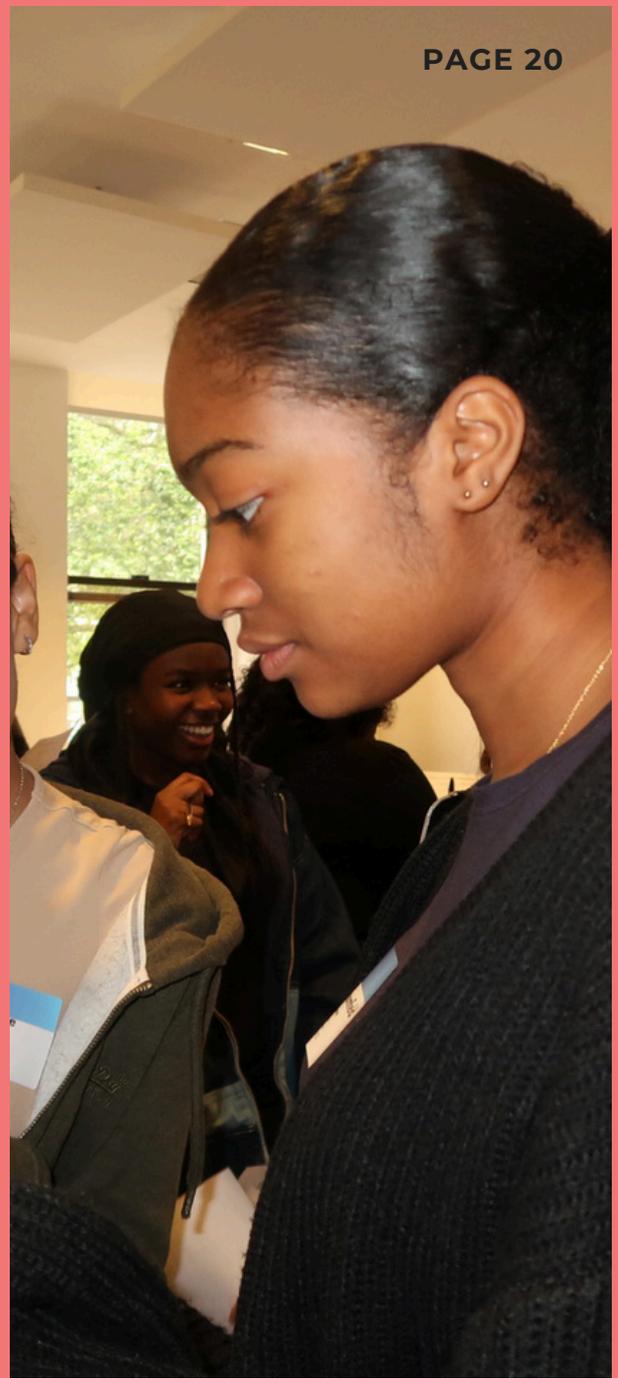
3. BELEVE IN HER SUCCESS – AGES 16-22

BelEve in Her Success caters to young women aged 16-22, offering mentoring and skills development workshops.

In collaboration with corporate partners, the program aims to:

- Increase young women's confidence.
- Expand their professional network.
- Improve life skills such as leadership, resilience, communication, and relationship skills.
- Build work-readiness for the next phase of their educational or career journey.

Mentees meet monthly with their mentors for 90 minutes and participate in six skills development sessions. BelEve in Her Success opens doors to various career opportunities and encourages young women to strive for excellence.



PROGRAMME HIGHLIGHTS

This year, we successfully partnered with the Civil Service Fast Stream, Deliveroo, Shiseido, and Simmons & Simmons to provide mentorship opportunities for girls interested in careers in law, tech, and the beauty industry. These partnerships enabled participants to engage in 6-12 months of valuable mentorship, helping them gain insights and build networks within their chosen fields.

We also launched the first year of our Propel Mentoring Programme funded by the Mayor of London, aiming to mentor 200 girls over two years. The programme highlighted a significant challenge: girls in our communities often face barriers to career opportunities. By pairing them with mentors, we have been able to enhance their access to and progression in these fields:

- **Mentorship Reach:** Mentored 196 girls who met with their mentors at least once a month, providing consistent support and guidance.
- **Skills Development:** Hosted 4 skills development workshops, focusing on personal and professional growth.
- **Work Experience:** 20% of the mentees gained work experience or internships, significantly enhancing their career prospects.

Through these efforts, BelEve In Her Success has cultivated a thriving community of mentors and mentees, creating a supportive network that empowers girls to develop professionally and personally. By providing mentorship and fostering connections, we are breaking down barriers and creating pathways for the next generation of female leaders.

Testimonial



Lauren (Mentor)

It is so amazing to watch your mentees grow and excel with guidance. BelEve you do wonderful things for young women all over the country and thank you for pairing me with her, I can't wait to see her continue to thrive-



Nichole (Mentee)

I was initially motivated to join the Deliveroo mentoring program because of the immense potential for personal and professional growth. I saw it as an invaluable opportunity to gain career insights, develop crucial skills, and receive guidance from experienced professionals.

I was particularly drawn to the idea of setting and achieving clear goals with the help of a mentor, as well as the chance to engage in a mutually beneficial learning experience.



Shannon (Mentor)

Working with Olivia has been an incredible journey of self-discovery and success. I highly recommend her to anyone seeking positive change.





4. BelEve Career Insight Days: Guiding the Path to Professional Success

BelEve recognises the crucial role that early exposure to diverse career options plays in shaping the aspirations of young women. Our Career Insight Days, offered quarterly in collaboration with esteemed corporate partners, are designed for young women aged 14-22.

These events provide valuable insights into various career paths, offering exposure to successful female role models and valuable opportunities for, employability skills development, mentorship, work experience, internships and career advice.

PROGRAMME HIGHLIGHTS

This year, we successfully delivered 4 Career Insight Days in collaboration with three esteemed corporate partners, positively impacting 81 girls. These events were pivotal in providing girls from disadvantaged backgrounds with exposure to diverse career paths and opportunities that they may not otherwise encounter.



THE IMPORTANCE OF CAREER INSIGHT DAYS

For many girls from disadvantaged backgrounds, the world of professional opportunities can often feel out of reach.

Limited access to role models and a lack of understanding of potential career paths can significantly narrow their aspirations. Career Insight Days serve as a vital bridge, connecting these girls with industries and professionals who inspire and guide them.

By partnering with organisations in fields such as law, Technology, Marketing and Beauty, we created immersive experiences where participants could:

- **Gain Exposure:** Learn first-hand about various industries, roles, and workplace dynamics.
- **Build Confidence:** Interact with professionals who shared their journeys, challenges, and successes, showing that ambition and persistence can lead to fulfilling careers.
- **Develop Skills:** Participate in hands-on workshops that enhanced their understanding of what it takes to succeed in these industries..

TRANSFORMING FUTURES

The impact of these Career Insight Days extends beyond a single event. For many participants, these experiences sparked a newfound belief in their abilities and expanded their vision of what their futures could hold. By seeing women from similar backgrounds succeed in their careers, the girls were inspired to set higher goals for themselves and begin building the skills and networks necessary to achieve them.

PARTICIPANT REFLECTIONS

Feedback from participants highlighted the transformative nature of these days:

- "I never thought I could see myself working in tech, but now I know it's possible."
- "Hearing about their journeys made me realise I can overcome my challenges too."
- "The workshop helped me understand the steps I need to take to pursue a career in law."

A CATALYST FOR CHANGE

Career Insight Days are more than just opportunities to visit workplaces—they are catalysts for change, opening doors and creating a shift in how girls view themselves and their potential. For those who may have felt limited by their circumstances, these days provide a clear message: with determination, support, and access to opportunities, their dreams are within reach.

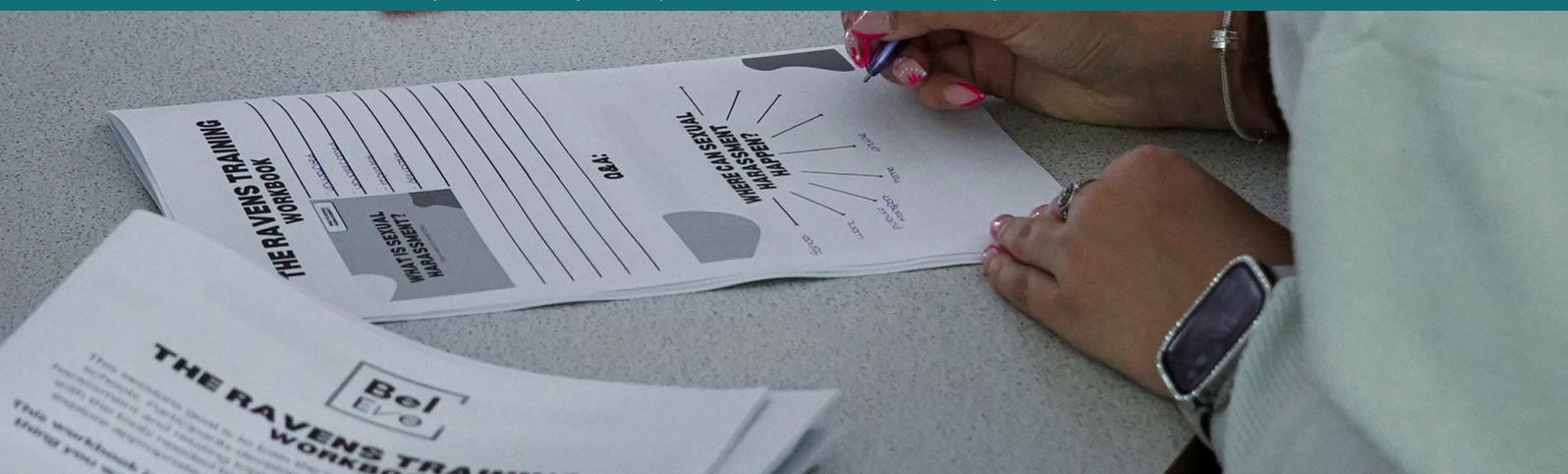
BelEve remains committed to working with corporate partners to ensure that every girl, regardless of her background, has the chance to see what's possible and take her first steps toward a brighter future.

"It Is That Deep"- Empowering Youth, Creating Awareness

At BelEve, we are committed to addressing critical issues that impact the lives of young people. The "It Is That Deep" campaign is a whole-school initiative targeting students from Year 7 upwards, responding to the concerning trends and normalisation of Peer-on-Peer Sexual Harassment in schools. The campaign is designed to educate and empower young individuals, equipping them with the tools to recognize, prevent, and respond to sexual harassment while fostering healthy relationships.

BelEve stands united against sexual harassment, striving to create a school environment where every student feels safe, respected, and empowered to contribute to a culture of mutual understanding and healthy relationships.

Together, we can foster a generation that recognises the power of speaking out against harassment and champions the principles of consent and respect.



PROGRAMME HIGHLIGHTS

This year, our "It Is That Deep" programme made a significant impact, reaching 3,782 young people across multiple secondary schools and facilitating 188 workshops. Over the five years of running this campaign, we have witnessed a remarkable shift in mind-set among the young people who participate. By engaging with students from Year 7 to Year 13, we have been able to foster meaningful change within their everyday environments.

ADDRESSING CRITICAL ISSUES

With the alarming rise of misogyny and harmful gender dynamics, our workshops provide both girls and boys with a safe space to explore these critical topics. Participants are encouraged to reflect on their own beliefs and behaviours, while learning the importance of respect, empathy, and healthy relationships. By facilitating open and honest discussions, the programme equips young people with the tools to challenge harmful norms and advocate for a culture of mutual understanding.

Creating Lasting Change

- Working across all secondary school year groups allows us to:
- Influence Early and Sustain Growth: Address key issues from an early age and reinforce positive behaviours as students mature.
- Build Safe Spaces: Offer an environment where young people feel comfortable discussing sensitive topics without fear of judgment.
- Foster Peer-Led Advocacy: Encourage participants to become advocates for change within their schools and communities.



The Impact

- The long-term impact of "It Is That Deep" is evident in the feedback and behavioural shifts observed over the years.
- Young people leave the workshops more informed, empowered, and prepared to challenge misogyny and peer-on peer harassment. These sessions are not just about education—they are about equipping a generation with the knowledge and confidence to create a safer, more respectful world for everyone.
- BelEve remains committed to driving this change and ensuring that every student who participates in "It Is That Deep" walks away with a stronger sense of self and a deeper understanding of the power of respect and equality.

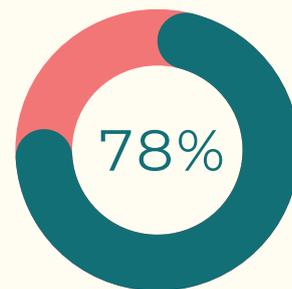
Impact Data Summary for Girls Aged 8-15

KEY OUTCOMES

1. Self-Confidence

78% of participants reported a significant boost in their confidence.

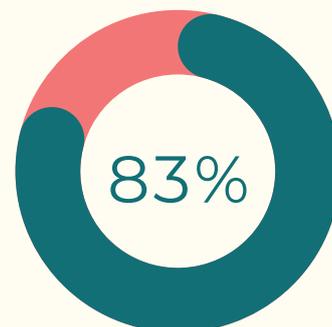
"I used to feel nervous speaking in front of others, but now I can raise my hand in class and confidently share my thoughts."



2. Communication Skills

83% of girls said they improved their ability to express feelings and thoughts.

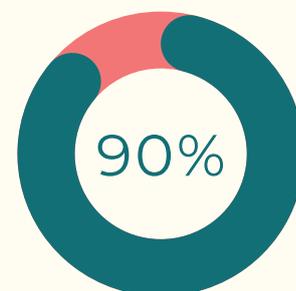
"I've learned how to talk about my emotions instead of bottling them up, which has helped me feel closer to my friends and family."



3. Friendship Formation

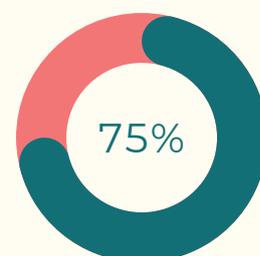
90% made at least one new friend through BelEve activities, fostering stronger social connections.

"I met my best friend at BEAM. We help each other with school and everything else."



4. Stress Management

75% of participants gained strategies to handle academic pressures effectively.

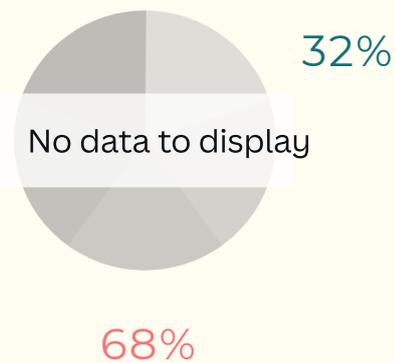


5. Resilience and Problem-Solving

Girls demonstrated a **32%** improvement in problem-solving skills.

68% identified resilience as one of the core strengths developed through the program.

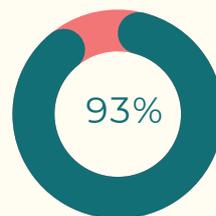
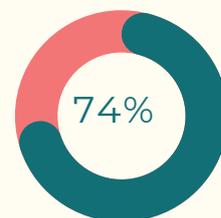
“When I face a problem now, I think about solutions instead of feeling overwhelmed.”



6. Time Management

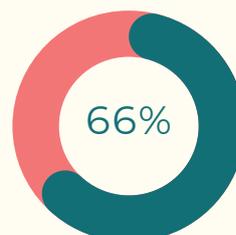
74% of participants noted improved organizational and prioritization skills.

93% reported better approaches to balancing responsibilities, including schoolwork and personal time.



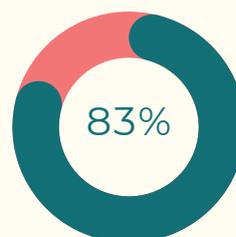
7. Focus and Attention

66% reported improved concentration techniques to stay engaged and productive..



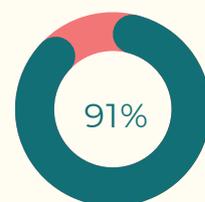
8. Managing Expectations

83% learned tools to balance academic demands with family responsibilities..



9. Self-Doubt and Motivation

91% felt more empowered and motivated to pursue personal goals, with reduced feelings of self-doubt.

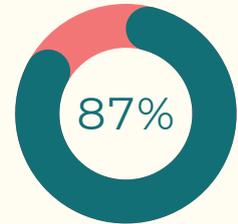


LONG-TERM IMPACT TRACKING (AGES 13-15)

To measure sustained impact, BeEve followed up with **60%** of past participants two years after completing the Lead Her Ship program:s

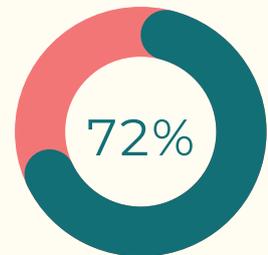
1. Educational Advancement

87% reported improved academic performance, attributing their success to leadership and confidence-building skills gained through the programme.



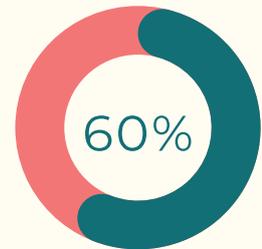
2. Career Pathways

72% of participants demonstrated a clearer understanding of their career goals, with some pursuing pathways in medicine, engineering, and creative industries.



3. Leadership Development

Over **60%** of participants assumed leadership roles within their schools or communities, such as school prefects, student council representatives, and mentors for younger students.



METHODS OF TRACKING

- **Annual Surveys:** Participants provide feedback on personal, academic, and leadership development.
- **1:1 Check-Ins:** Alumni are invited for mentoring sessions to discuss their progress and future goals.
- **Progress Data:** Data is collected on academic results, extracurricular achievements, and leadership roles.
- **Case Studies:** Individual success stories are documented to highlight transformative impacts

Impact Data Summary for Girls Aged 16-25

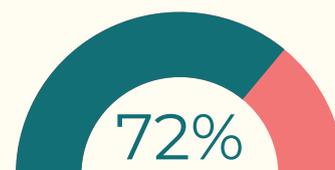
KEY IMPACT STATISTICS

The programme has delivered measurable outcomes:

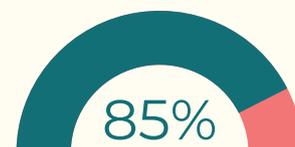
196 girls were matched with mentors for tailored guidance and support.



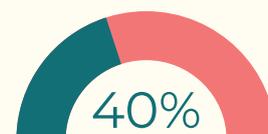
72% attended career insight days, gaining exposure to professional environments and raising aspirations.



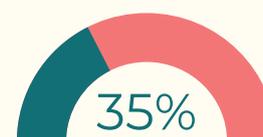
85% improved work readiness through skills workshops..



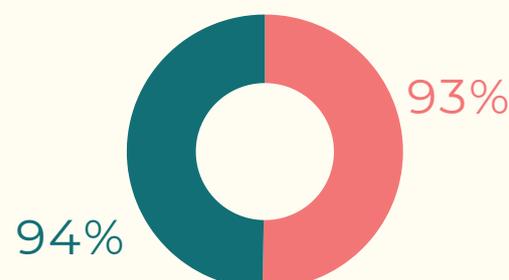
40% gained internships or work experience, opening doors to the workforce.



35% secured part-time or full-time employment, fostering economic independence.



94% connected with a positive female role model, and **93%** felt positive about their future after consistent mentorship.



The BelEve in Her Success programme surveyed 192 girls, revealing significant improvements across key areas from their initial to final evaluations:

Area	Before	After	Improvement (%)
Resilience and Determination	7	9	28.57%
Planning and Problem-Solving	7.5	8.5	13.33%
Aspirations and Goal-Setting	8	9	12.50%
Self-Esteem and Positive Identity	6	9	50.00%
Communication Skills	7	8.5	21.43%
Decision-Making Empowerment	7	9	28.57%
Managing Relationships	7	8.5	21.43%
Community Opportunities Awareness	6	7	16.67%
BelEve Opportunities Awareness	7	10	42.86%

Participants reported a **50%** increase in **self-esteem** and **positive identity**, indicating substantial growth in confidence and self-worth. Awareness of opportunities through BelEve improved by **42.86%**, while resilience and decision-making both increased by **28.57%**, highlighting participants' enhanced ability to overcome challenges and make informed choices about their futures. Communication skills and relationship management saw **21.43%** improvements, equipping participants to navigate professional and personal interactions effectively.

Planning and problem-solving abilities rose by **13.33%**, and aspirations saw a **12.5% increase**, demonstrating participants' readiness to set and pursue ambitious goals. Community opportunities awareness improved by **16.67%**, though it remains an area for further focus.

These results demonstrate the programme's transformative impact in empowering girls with skills, confidence, and opportunities for a brighter future.

STORIES OF CHANGE

CHILD N - BONUS PASTOR SECONDARY SCHOOL

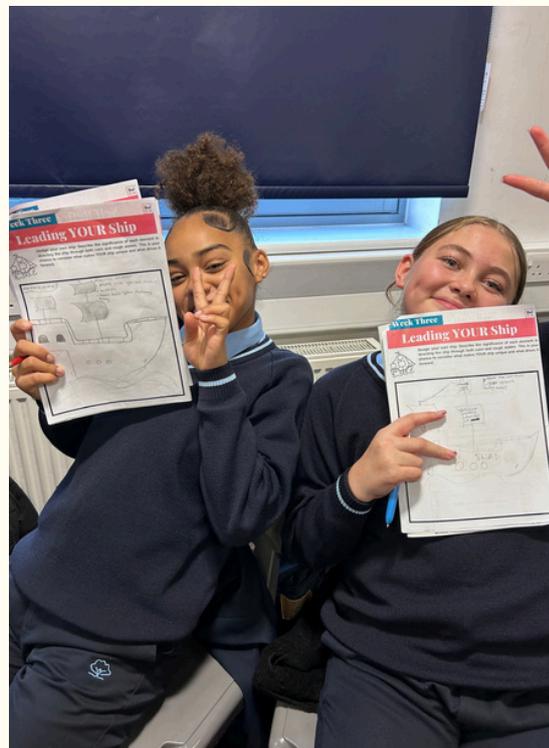
Child N began the programme with a mindset different from the one she displayed by the end. While she actively participated in activities and worked well within a group, much of her focus revolved around self-reflection and navigating her journey toward becoming the best version of herself—a process she found challenging.

She initially struggled to describe herself, often seeking input from friends but finding it difficult to agree with their responses. This hesitation was paired with a tendency to carry negative energy toward setbacks and a reliance on facilitators for guidance, particularly around the "how" of self-improvement. She openly identified procrastination as a personal challenge, which further impacted her confidence in navigating these exercises.

THE CHANGE PROJECT

however, provided a turning point. It offered her a platform to express her opinions and feel comfortable sharing them. Gradually, she stepped out of her comfort zone, began asking thoughtful questions, and even took on a leadership role. This included contributing to the group's presentation by crafting potential speeches, highlighting her growth in confidence and initiative.

By the programme's end, Child N demonstrated noticeable progress in her ability to embrace challenges, articulate her ideas, and engage with her peers in a meaningful way



Beneficiary Testimonials



Gyfeana

Since the beginning of the year, my experience with BelEve mentoring has been incredibly impactful to me. The guidance and support I have received from my mentor have truly expanded my perspective on my career path and where I aspire to be and having a mentor has provided me with a sense of security and confidence in seeking advice, navigating challenges, and exploring potential opportunities. It's been a transformative journey, offering me the chance to reflect deeply on my goals and the steps I need to take to achieve them.

Interacting with other mentees from diverse backgrounds has been equally enriching. It has opened my eyes to the different motivations, challenges, and aspirations that individuals bring to the table when seeking mentorship. This diversity has broadened my understanding of various industries and career paths that I hadn't previously considered. The exchange of ideas and experiences has fostered a supportive environment where I feel comfortable growing.

I am eagerly looking forward to continuing my journey as a mentee, excited to further my personal and professional development. I believe this mentorship will continue to be a valuable resource as I gain further insights into my future career and the person I want to become. I highly recommend -

Mentor Testimonial



Nadine Robinson

Over the past few months, I have seen my mentee not only come out of her shell but I am seeing her confidence grow in a very natural way. There are no aspects of performativity taking place. She was shy during our first few sessions, so it is nice to know that she feels more comfortable with me and the involvement that I have with her.

Our interactions have had to be online (via Zoom/phone), due to our scheduling patterns, but as we have agreed to extend our mentorship, I will plan to do an in-person meet-up at some point. One was attending a uni open day with her.

My mentee is making real strides forward and is becoming clearer and more focused on the career path she wants to take. She is continually working hard to organise and dedicate sufficient time to her studies and UCAS application.

Emotionally, we have spoken about the importance of advocating for ourselves, understanding our feelings and taking time out to reflect (whether that be through journaling, pray, conversation etc). I have given her some frameworks to use to help her navigate those periods, and she seems to be leaning into them with ease.

Overall, we are both enjoying our time together and excited about what the next few months have in store!

Sustainability Development Goals 2023/24 Impact

BelEve's commitment to empowering girls and young women aligns with several of the United Nations' Sustainable Development Goals (SDGs). Through its various programmes and initiatives, BelEve actively contributes to the achievement of these global goals. Here's how BelEve aligns with specific SDGs:

SDG 1: No Poverty

BelEve empowers girls through education and skill-building programmes to break the cycle of poverty in their communities and increase their social mobility. In 2023/24, BelEve partnered with 20 schools to provide over 1,000 girls with access to mentoring and skills training. 85% of participants reported increased confidence in their ability to plan for a sustainable future, contributing to long-term poverty reduction.

SDG 3: Good Health and Well-being

BelEve has significantly contributed to the physical and mental well-being of girls through workshops and health education programmes. In 2023/24, over 2,000 participants attended sessions focused on stress management, nutrition, and physical activity. 75% of attendees reported a positive change in their overall well-being.

SDG 4: Quality Education

BelEve has provided access to quality education, skill development, and mentorship programmes for 4,000 girls this year. Through tailored workshops and one-to-one mentoring, 90% of participants demonstrated improvement in academic performance and readiness for higher education or employment opportunities. The organisation's innovative approach ensures that each girl receives the tools and guidance needed for educational success.

SDG 5: Gender Equality

BelEve actively promotes gender equality by challenging stereotypes and fostering leadership among girls. This year, over 500 girls participated in leadership training programmes, and 70% of them reported feeling more empowered to challenge gender norms. BelEve's inclusive approach ensures equal opportunities for girls from all backgrounds to thrive.

SDG 7: Affordable and Clean Energy

While not a primary focus, BelEve incorporates sustainable practices in its operations, such as promoting energy-efficient facilities and encouraging environmentally friendly behaviours among participants. This indirectly contributes to SDG 7 by fostering awareness of clean energy and sustainability.

SDG 8: Decent Work and Economic Growth

Through employability skills training, entrepreneurship programs, and mentorship initiatives, BelEve equipped over 1,200 girls with tools to enhance their economic opportunities. 60% of participants reported securing internships or part-time work within six months of completing the program, directly contributing to local economic growth.

SDG 10: Reduced Inequalities

BelEve has worked tirelessly to reduce inequalities by providing resources and support for girls regardless of their socio-economic background. Over 40% of program participants come from underserved communities, with many reporting that BelEve's initiatives have provided opportunities they would not otherwise have had access to.

SDG 11: Sustainable Cities and Communities

BelEve has launched community-based programs creating safe spaces for girls to engage and connect. This year, 15 community hubs were established, providing workshops and activities aimed at fostering resilience and addressing urban challenges such as safety and accessibility for girls.

SDG 16: Peace, Justice, and Strong Institutions

BelEve's initiatives address gender-based violence and discrimination by educating girls about their rights and providing safe reporting mechanisms. This year, over 800 girls were trained in advocacy skills, enabling them to stand up for their rights and contribute to peaceful, just, and inclusive communities.

SDG 17: Partnerships for the Goals

BelEve has strengthened its impact by collaborating with over 30 partners, including educational institutions, NGOs, corporate sponsors, and community stakeholders. These partnerships have amplified the reach of BelEve's programmes and created a network of support for girls across the UK.

Collaborations and Partnerships

BelEve recognises the importance of partnerships and collaborations as key drivers for achieving our mission to empower girls and young women. By working with like-minded organizations, businesses, and community stakeholders, we can amplify our impact and create positive change on a broader scale. Here are some of BelEve's key partnerships and collaborations:

We are extremely grateful to our corporate partners, who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Their unwavering support has been instrumental in enabling us to consistently deliver high-quality services to our beneficiaries. Through their commitment to our mission, these partners have played a crucial role in empowering and uplifting the lives of girls and young women.

Most importantly we thank all our mentors who continue to go over and above to support their mentees and keep them motivated in the challenging times.

Bloom



Amazon



Marriot



Global



Spotify



Sheisedo



Simmons and
Simmons



Civil Service Fast
Stream Network



Brand You
Magazine



Goodera



Deliveroo



Volunteer Initiatives

YOUNGER CHAPTER PROGRAMME

The Younger Chapter Programme, delivered by BelEve, successfully empowered a group of young girls to lead a social action project, demonstrating remarkable personal growth, leadership skills, and community impact.



AIMS

- Develop Leadership Skills: Equip participants to plan and deliver events.
- Promote Inclusion: Create safe, welcoming spaces that celebrate diversity
- Build Confidence: Encourage communication and decision-making abilities.
- Strengthen Relationships: Foster lasting friendships and collaboration..



Key Benefits



- **Leadership Opportunities:** Girls led all aspects of event planning and delivery, rotating roles like host, coordinator, and team lead.
- **Skill Development:** Training in public speaking, event planning, and podcasting built practical, transferable skills.
- **Increased Confidence:** Participants grew into confident leaders, with some becoming school prefects and senior prefects.
- **Safe Spaces:** Events and campaigns like 'Embracing Difference' promoted inclusivity and reduced isolation.
- **Stronger Peer Relationships:** Regular meetups and group chats helped build lasting friendships.

Outcomes

- **4 Successful Events:** Inclusive and engaging events attracted attendees from across London.
- **Creative Legacy:** Girls produced a zine and podcast to continue promoting diversity and connection.
- **Community Impact:** Positive feedback highlighted the events' success in fostering learning and belonging.
- **Real-World Growth:** Participants applied their leadership skills in schools and other settings.



A Volunteering Success

The programme provided a platform for young people to take ownership, gain valuable skills, and create lasting community impact, building confident leaders ready to inspire change

Finance & Fundraising Summary

The year ended 30 April 2024 has been a significant year of transition and change for the charity. As demand for the charity and its services grows so to, does the need to invest in staff resources and operations to support such demands and extend the reach of BelEve to impact more girls and young women.

This investment can be seen in the:

- rapid increase in staff; from an average of **6 in 2022/23 to 10 by 2023/24**; and
- the growing numbers of girls and young women that were impacted; **3,383 in 2022/23** rising to **5,976 in 2023/24**, a phenomenal increase.

In year ended **30 April 2024** we continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy, seeing an increase in income of £88.5K from **£319K to £407K**. The vital support from our funders and corporate sponsors has allowed BelEve to focus on strengthening its offerings, maintain its investment in the charity's core programmes, expand its reach and deliver on its objectives. We would like to extend our thanks to everyone who has provided funds and support for the charity, we very much look forward to continuing these essential relationships into the new year.

Total expenses for the year ended 30 April 2024 amounted to £470,447 (2023: £335,898) as per Note 3. Overall, the charity had a net deficit in funds for the year ended 30 April 2024 of £(63,030) (2023: £(17,014)).

As mentioned above, the charity is in a period of transition and naturally to grow and increase our impact numbers there is a need for investment upfront and such investment has had an impact on reserves in the short term.

However, the Trustees firmly believe this position is one that will improve in the coming months as the senior leadership team have been working with funders to look to secure funding which covers periods of more than 1 year of core costs thus allowing for stability in funding and security over core costs. This much needed investment and support from funders is instrumental in allowing the charity to continue to maximise its impact for girls and young women, especially in the current landscape which highlights the critical need for the services of BelEve.

The Trustees are pleased that the charity has been able to use its valuable funding, including in part it's brought forward reserves, to serve the girls and young women we are dedicated to support, encourage and inspire. This would not be possible without the commitment and support shown by our team, our volunteers, our funders and our sponsors.

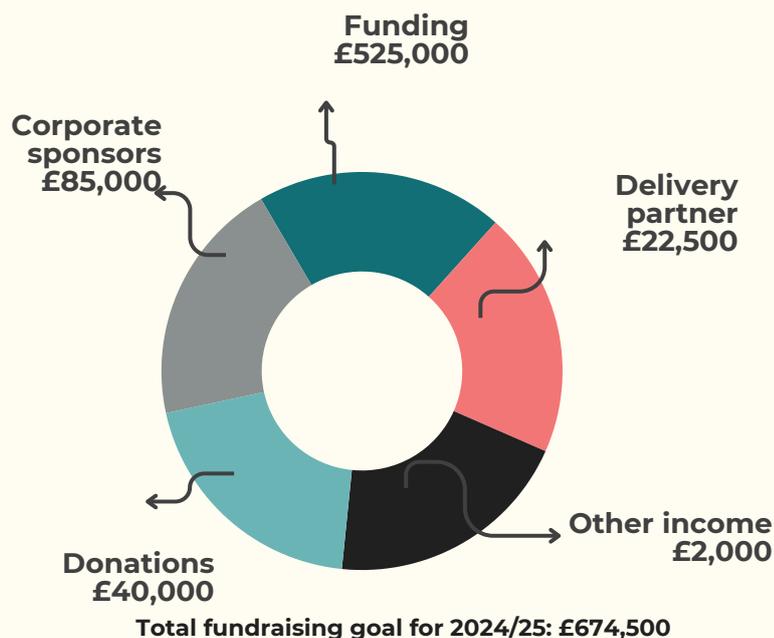
The reserves carried forward as at 30 April 2024 amounted to £83,434 (2023: £146,464) split between Unrestricted reserves £23,876 (2023: £78,195) and Restricted reserves £59,558 (2023: £68,269).

Whilst we accept it would be preferable to see reserves increasing, the fact remains that the charity is dedicated to putting the funding received to best use to serve its beneficiaries and at times depending on the timing of funding commitments from funders, the reserves position can fluctuate to lower levels but is replenished shortly thereafter.

The charity has robust cashflow and budgeting processes in place to manage its reserves and ensure it meets its commitments to its beneficiaries and suppliers.

We are extremely pleased to report that our total reserves as at 31 December 2024 are currently tracking at **£127,000 and cover 2.8 months** of operating costs and this is predicted to rise to 3.4 months cover of operating costs by our next year end 30 April 2025, so a fantastic effort by the team during this period of growth with invaluable support from our Funders who believe in the BelEve mission.

THE FUNDRAISING GOALS FOR 2024/25



“Delivering sisterhood and community, amplify the girls’ voices on issues that they are passionate about and connect our Girls and Young Women to amazing role model”

Social Responsibility



BelEve's commitment to social responsibility is integral to our mission of empowering girls and young women to realize their full potential. We recognize the importance of actively contributing to the well-being of our communities and fostering positive change.

Our social responsibility initiatives align with our core values, aiming to make a meaningful impact in various aspects of society. Social responsibility is not just a commitment; it's a guiding principle that permeates everything we do. Through our collective efforts, we aspire to create a positive and lasting impact, contributing to a world where every girl and young woman has the support and resources needed to thrive.

Public Benefit



All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case.

In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.



Future Plans and Initiatives

VISION

BelEve's focus on transforming the organisation for the 2024/25 period reflects a commitment to long-term success, sustainability, and impactful growth. With ambitious yet realistic goals, BelEve is positioning itself as a driving force in the empowerment of girls and young women. The organisation is steadfast in its commitment to continuous improvement, responsiveness to challenges, and a focus on measurable impact, ensuring it creates positive and lasting change. Looking ahead to 2024/25, BelEve will continue to build on this foundation with bold initiatives and forward-thinking strategies designed to elevate its impact and reach. The future initiatives for 2024/25 include:

- **1: Deepening Programme Excellence and Expanding Impact**
- Objective: Enhance the quality and scalability of our programmes to create deeper and more transformative experiences for girls and young women.
- (KPIs): Improved participant outcomes, expanded partnerships with schools, and enhanced digital engagement metrics.
- **2: Expanding Reach and Strengthening Inclusivity**
- Objective: Broaden the scope of our programmes to reach underserved communities while fostering an environment of inclusivity and equity.

KPIs: Participation growth in underserved areas, community feedback ratings, and diversity metrics within programme cohorts.

3: Enhancing Organisational Resilience and Sustainability

Objective: Build a stronger, more adaptable organisation equipped to meet future challenges and opportunities.

KPIs: Increased funding diversity, staff satisfaction surveys, and reduced environmental impact metrics.

4: Advocacy, Awareness, and Policy Influence

Objective: Amplify the voices of girls and young women and advocate for systemic change to address the challenges they face.

KPIs: Media reach of campaigns, attendance at advocacy events, and policy changes influenced by BelEve's work.

5: Fostering Global Partnerships

Objective: Strengthen partnerships locally and globally to amplify BelEve's impact and share best practices.

KPIs: Number of active partnerships, global reach of programs, and participant feedback on exchange experiences.

BelEve's vision for 2024/25 reflects a bold yet achievable roadmap for growth and impact. By enriching and expanding its programs, investing in organisational resilience, and championing advocacy, BelEve will continue to empower thousands of girls and young women to overcome barriers, achieve their goals, and lead fulfilling lives.

New Programmes & Collaborations

BE EMPOWERED

We are excited to announce the launch of our new Be Empowered programme, starting from September 2024. After a careful analysis of our school programme, we realised that we were missing out on an opportunity to support the transition of year 7 and 8 students into secondary school.

Be Empowered is a transformative programme designed exclusively for girls embarking on their secondary school journey. It aims to empower participants to discover their inner strength, become leaders in their lives, and connect with their dreams, passions, and purpose.

Our programme is carefully crafted to instil confidence, nurture leadership skills, and inspire each girl to take charge of her life while uplifting and positively influencing others. We are confident that Be Empowered will create a positive impact on the lives of our students and help them succeed in their academic and personal lives.

LEAD HER FORUM

Our Lead Her Forum has been created with the aim to foster leadership qualities and empower young people to make their voices heard both within and beyond the school setting.

During the forum, the girls explore various avenues to unearth the leader within them and define their individual identities. This collaborative effort with BelEve extends to making a lasting impact by amplifying their voices both within and beyond the school community.

Participation in the forum promises benefits that go beyond the event itself. It becomes a valuable addition to their college applications and resumes, highlighting involvement in BelEve Events, volunteer work, and significant personal development.

The experience contributes to building self-esteem, fostering teamwork, enhancing organisational skills, deepening knowledge, and equipping them with the tools to present themselves as serious and professional women.



BelEve In Her Space (in this space She is Her)

BelEve In Her Space (in this space She is Her) A new after-school drop-in session open to all year groups, held once a month at selective local secondary schools.

This initiative is designed to provide a safe and welcoming space where girls can receive informal advice, unwind from the stresses of school, and build a supportive community within their school environment.

The sessions aim to foster connections among girls who might not typically interact, helping to create a wider support network and encouraging a sense of sisterhood. Whether seeking friendship, a safe place to share concerns, or peer support with schoolwork, BelEve In Her Space offers the perfect environment for growth and connection.

As part of our commitment to challenging period poverty, we also provide free sanitary products during the sessions, ensuring equal access to essential resources and empowering girls with information about their changing bodies.

This programme is a step toward nurturing confidence, community, and well-being for all girls in school.

Leadership & Management



BelEve's leadership and management structure remains unchanged, with the charity being run day-to-day by the Senior Leadership Team (SLT) comprising sisters Marsha, Chyloe, and Rochelle Powell.

The SLT meets bi-weekly and reports directly to the Board of Trustees, ensuring a seamless flow of information and decision-making. Strategic decisions are made collaboratively by the Board of Trustees, maintaining robust governance and alignment with BelEve's mission and goals.

Growth and Team Expansion

In 2023-2024, one of our most notable milestones was expanding our team from 9 to 12 members,

maintaining 9 full-time equivalents. The addition of 3 new staff members has significantly supported our efforts to scale our initiatives aimed at empowering girls and young women while ensuring the continued high-quality delivery of our services.

- **3 full-time staff** who lead core operations and programmes.
- **5 part-time facilitators** who deliver impactful sessions and workshops.
- **4 Part time** operational staff (Marketing & Mentoring team)
- **100 dedicated volunteers** who contribute to the success of various initiatives.

Governance and Accountability

BelEve operates as a charitable company limited by guarantee without share capital, governed by its memorandum and articles of association. The charity is also registered with the Charity Commission, and ultimate responsibility for governance lies with the Board of Trustees.

The Board meets 6-7 times annually to review the charity's activities and financial health, ensuring all decisions are aligned with BelEve's mission and compliance requirements. Day-to-day operations are led by the SLT, who work in close collaboration with the Trustees to maintain accountability and transparency.

Shruti Dube continues to chair the Board of Trustees, bringing invaluable skills and experience that have been instrumental in BelEve's growth and success.

GOVERNANCE AND ACCOUNTABILITY

BelEve's most significant challenge this year was managing resources to meet the growing demand for its programmes. With a clear focus on impacting the lives of 5,000 girls and young women in this financial year, the charity formed partnerships with schools to achieve its ambitious impact goal. However, this surge in demand was the driver for the rapid recruitment of the additional 3 part time staff to deliver the expanded offerings effectively.

Key lessons from this experience include the importance of forward planning and implementing a robust growth strategy.

These insights have been incorporated into BelEve's strategic roadmap, ensuring the charity is better equipped to manage future growth sustainably while maintaining the high quality of its programmes. BelEve remains committed to its mission of empowering girls and young women to achieve their fullest potential. With a focused team, a dedicated leadership structure, and a renewed focus on strategic planning, the charity is well-positioned to continue making a lasting impact in the years to come.

BOARD OF TRUSTEES

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

- Shruti Dube, Chair
- Jenny Tolmie, Treasurer
- Shalena Haughton-Peters
- Ramat Tajani
- Katy Clark
- Jenifer Opare-Aryee (appointed 16 May 2023 and resigned after year end on 6 November 2024).

BOARD OF DIRECTORS

In addition to the Trustees who are directors of the company, the Directors include the following members of the SLT who served during the year:

- Chyloe Powell
- Marsha Powell

YOUNG LEADERSHIP BOARD

This year marks the 6th year of driving forward BelEve's Young Leadership Board. The board plays a crucial role in guiding and supporting the charity's strategic aims and operations while ensuring that young women's voices remain at the heart of BelEve's delivery plan.

In September 2023, a new cohort of young women joined the board as volunteers for a one-year term. At the end of the term, their roles provide an opportunity for new members to join, while the outgoing members continue to remain actively involved within the BelEve community.

- Naomi Yikuno Amlak
- Daniella Boateng
- Kelis Wellington
- Toren Williams
- Julianne Awoleye
- Emma Berwick

MEMBERS' LIABILITY

Members of the charity guarantee to contribute an amount not exceeding **£1** to the assets of the charity in the event of winding up. The total number of such guarantees on **30 April 2024 was £6.**

POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

New Trustees are appointed based on the skills and experience that they can bring to the Board.

The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board.

The Board follows the Charity Commission's guidance in setting out these responsibilities. Additionally, the Board undertakes optional charity governance-related training courses offered through non-profit organisations e.g. NCVO – National Council for Voluntary Organisations.

RISK MANAGEMENT

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation

To mitigate such risk the SLT, look to identify and apply for as many relevant grants available to the organisation.

Further to this, we have implemented the process of creation and maintenance of a detailed Risk Register to institute robust management of ongoing risks to the charity.

It is further planned that the Board of Trustees will undergo governance training with an accredited third party to serve the needs of the charity even more diligently.

The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate against such risks.

RESERVE'S POLICY

The Trustees have examined the charity's requirements in light of the main risks to the organisation. They have established a policy whereby unrestricted funds held by the charity should cover up to 3 months of unrestricted

operating costs, including staff salaries not covered by secured Restricted funding. Due to timing differences in funding at the year end this was not possible, but we are pleased to report that this position is on track to be achieved by 30 April 2025 achieving cover of 3.4 months of unrestricted operating costs. In fact, we are extremely pleased to report that as the time of signing off these accounts, we have achieved reserves of 2.8 months of unrestricted operating costs so a fantastic achievement in a period of significant growth for the organisation.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and resources expended for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities. This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on 24/01/2025.
and signed on their behalf by:



Shruti Dube - Chair of Trustees'

Independent Examiners Report

Independent Examiner's Report to the Trustees of BelEve UK

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2024, which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.

Cavelle H. Batchelor
HND FMAAT
Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ.

Statement of Financial Activities incorporating Income and Expenditure

Year ended 30 April 2024

		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	Notes	£	£	£	£
Income and endowments from:					
Grants and Contracts		43,000	304,325	347,325	298,590
Donations		13,146		13,146	5,933
Other trading activities		1,433		1,433	1,422
Other Income		42,313	3,200	45,513	12,939
Total		99,892	307,525	407,417	318,884
Expenditure on:					
Expenditure on charitable activities	3	95,834	314,791	410,625	313,428
Support and governance cost	3	58,377	1,445	59,822	22,470
Total		154,211	316,236	470,447	335,898
Net gains on investments		-	-	-	-
Net (expenditure)/income		(54,319)	(8,711)	(63,030)	(17,014)
Transfers between funds		-	-	-	-
Net movement in funds		(54,319)	(8,711)	(63,030)	(17,014)
Reconciliation of funds:					
Total funds brought forward		78,195	68,269	146,464	163,478
Total funds carried forward		23,876	59,558	83,434	146,464

BALANCE SHEET AT 30 APRIL 2024

Company No. 07587692

	Notes	2024 £	2023 £
Assets			
Fixed and Current Assets	5	42,560	5,090
Cash at bank and in hand		51,718	148,331
		94,278	153,421
Creditors: Amount falling due within one year	6	(10,844)	(6,957)
Net current assets		83,434	146,464
Total assets less current liabilities		83,434	146,464
Net assets excluding pension asset or liability		83,434	146,464
Total net assets		83,434	146,464
The funds of the charity			
Restricted funds			
Restricted income funds	7	59,558	68,269
		59,558	68,269
Unrestricted funds			
General funds	7	23,876	78,195
		23,876	78,195
Reserves	7		
Total funds		83,434	146,464

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

Approved by the board on 24/01/2025 and signed on its behalf by:

Shruti Dube

Shruti Dube
Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2024

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years

Fund accounting

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Unrestricted funds

Restricted Funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income

Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability

Income with related

Where income has related expenditure the income and related expenditure is Expenditure reported gross in the SoFA.

Donations & Legacies

Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services

These are only included in income (with an equivalent amount in expenditure) and facilities where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help

The value of any volunteer help received is not included in the accounts.

Investment income

This is included in the accounts when receivable.

Expenditure

Recognition of Expenditure

Expenditure is recognised on an accrual's basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, and fundraising

Expenditure on charitable activities

These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure

These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalent

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other Creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due

Leased assets

Where the charity enters a lease which entails taking substantially all the risks and reward of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets. Operating lease payments are recognised as an expense on a straight-line basis over the lease term. If lease incentives are received to enter operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations.

The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Other expenditure

-	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Expenditure on: Charitable Activities				
Events	1,677	7,066	8,743	8,349
Advertising and Branding	8,222	12,269	20,491	8,991
Volunteers Expenses	-	60	60	3,471
Workshop Cost	3,152	25,362	28,514	22,157
Salaries/wages	14,045	179,015	193,060	125,678
Directors' remuneration	10,000	70,000	80,000	80,000
Employer's NIC	21,061	-	21,061	12,557
Pension costs	5,867	-	5,867	4,970
Staff entertainment	1,037	37	1,074	1,314
Staff training	1,700	3,447	5,147	15,190
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	734	2,725	3,459	1,548
Rent and Rates	19,604	144	19,748	13,185
Equipment Expensed	348	2,776	2,428	2,488
General insurances	2,255	472	2,727	1,425
DBS	649	1,548	2,197	3,389
Refreshment	386	4,178	4,564	1,919
Postage and couriers	20	57	77	39
Software, IT support and related costs	1,529	3,404	4,933	3,525
Stationery and printing	84	360	444	709
Subscriptions	674		674	492
Sundry expenses	2,371	1,183	3,554	943
Telephone, fax and broadband	1,116	686	1,802	1,089
	95,834	314,791	410,625	313,428
Support and governance cost				
Accountancy and bookkeeping	3,065	98	3,163	2,702
Consultancy fees	55,312	1,347	56,659	19,768
	58,377	1,445	59,822	22,470
Total charitable expenditure	154,212	316,236	470,447	335,898

4. Staff costs	2024	2023
	£	£
Salaries and wages	273,060	205,678
Employers NIC	21,061	12,557
Pension Cost	5,867	4,970
	<hr/> 299,987	<hr/> 223,205

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2024	2023
Number	Number
10	9
<hr/> 10	<hr/> 9

5. Fixed and Current assets:

Amounts falling due within one year

	2024	2023
Account Receivables	2,600	
Fixture and fittings	34,525	1,100
Rent Deposit	5,175	3,990
Petty cash	260	
	<hr/> 42,560	<hr/> 5,090

6. Creditors:

Amounts falling due within one year

	2024	2023
Other taxes and social security	8,444	4,797
Contribution scheme liability		
Other creditors	2,400	2,160
	<hr/> 10,844	<hr/> 6,957

7. Movement in funds

	At 1 May 2023	Incoming resources	Resources expended	At 30 April 2024
	£	£	£	£
Restricted funds:				
Restricted income funds:				
The Fore - 2021/22 Core cost	46	-	(46)	-
The Hadley Trust	12	43,288	(34,588)	8,712
The London community- MOPAC 2022 Top up*	(3,287)	3,287	-	-
Lewisham Homes	-	5,000	(5,000)	-
The London community T- MOPAC 2021 Yr 2 of 2	385	-	(385)	-
The London community TCrucible Trust 2022	276	-	(276)	-
The London community TProvidence youth fund 2022	4,934	-	(3,686)	1,248
The Big Give	700	-	(700)	-
London community trust	338	-	(338)	-
Berkley Foundation	13,254	-	(13,243)	11
Children In Need	1,116	-	(1,116)	-
Children in need-Youth action fund 2022	48,988	-	(40,342)	8,646
Propel new deal for Young People	-	120,927	(79,769)	41,158
National Lottery Awards for all 2023	9,824	463	(10,287)	-
National Lottery community fund	778	-	(463)	315
National Lottery main grant"	(16,095)	51,730	(35,503)	132
Rosa-2023 Voices from the front line	7,000	-	(6,426)	574
The London Community T-Home Office Vawg	-	24,000	(38,053)	(14,053)
The London Community Trust	-	200	-	200
VRU-Stronger Futures	-	58,630	(46,015)	12,615
Total Restricted Funds	68,269	307,525	(316,236)	59,558
Unrestricted funds:				
General funds	78,195	99,892	(154,211)	23,876
Total Unrestricted Funds	78,195	99,892	(154,211)	23,876
Total funds	146,464	407,417	(470,447)	83,434

* The London Community T-Home Office VAWG (Violence Against Women and Girls) account showed a deficit of **£14,053** as at **30 April 2024**. This was due to funds being committed and received after the financial year-end, as grant operates on a payment-in-arrears basis.

Comparative movements in funds

	At 1 May 2022 £	Incoming resources £	Resources expended £	At 30 April 2023 £3
Restricted funds	66,836	216,392	214,959	68,269
Unrestricted funds	96,642	102,492	120,939	78,195
	<hr/> 163,478	<hr/> 318,884	<hr/> 335,898	<hr/> 146,464

Purposes and restrictions in relation to the funds: Restricted funds:

The Fore 2021/22 core cost	Leadership facilitator cost
The Hadley Trustt	Lead Her Ship small group facilitators cost
The London community – MOPAC 2022 top up	It is that deep sexual awareness project
The London Community Trust – MOPAC 2021	It is that deep sexual awareness project
Lewisham Homes	Leadhershship Summer programme
The London Community Trust – Crucible Trust 2022	Facilitator – It is that deep
The London Community Trust – Providence Youth fund 2022	Specialist sexual harassment facilitator cost – It is that deep
The Big give	Marketing fund
The London Community Trust	I will fund
Berkley Foundation	Lead facilitator salary – 2 years
Children In Need	Workshops to train peer mentors and facilitate weekly sessions
Children in need- Youth action fund 2022	The younger chapters – Social action project
Propel – new deal for Young People	BelEve in her success 2 Year mentoring (200 disadvantage young people)
NL Awards for all 2023	LeadHer ship – 1 x facilitator cost
NL Community Fund	Lottery, NL Award Beam, BIHS
NL main grant 2021/23	Capacity building – Programme delivery BEAM
Rosa – 2023 Voices from the front line	Facilitator cost – It is that deep
The London Community T-home Office Vawg	It is that deep/Ravens
The London Community Trust VRU –Stronger Futures	It is that deep/Ravens

8. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	34,720	59,558	94,278
Current liabilities	(10,844)	-	(10,844)
Net current assets	23,876	59,558	83,434

9. Controlling party

The company is, limited by guarantee and has no share capital; thus, no single party controls the company.