

2022

BEL EVE UK



Trustees' Report and Unaudited Accounts 30 April 2022

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

My Office Club
Tower House
71 Lewisham High Street
London
SE13 5JX



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
J. Baker – (resigned 30th October 2021)
F. Fitzgibbon – (resigned 11th April 2022)
M. Raymond – (resigned 11th April 2022)
K. Clark – (appointed 5th April 2022)
R. Ahmed Tejani – (appointed 5th April 2022)
S. Haughton-Peters – (appointed 5th April 2022)
J Moore – (appointed 5th April 2022)

Additional Directors'

C. Powell
M. Powell

Accountants

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

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2022

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 2021. 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.



Marsha, Chyloe & Rochelle



Who We ARE What We do

BelEve is a 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.

Inspiring the next generation
female leaders



Our Aims

The objectives

Objectives of the Charity are to advance the lives and relieve the needs of girls and young women between the ages of 8-21. BelEve provides a supportive network to girls and young women, creating programmes, event opportunities, and online experiences for young women who might not otherwise have access to great opportunities or be aware of services.

BelEve connects with the beneficiaries through online and offline content. It is a movement.

The Charity provides peer support and structured activities which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals, whilst taking control of their lives. We work alongside Schools and the Community to engender Individual, Educational, and Social Change.

Our social purpose

Is to equip girls and young women from disadvantaged backgrounds with the right support, skills, and confidence to make informed choices about their future; improve their social and economic outcomes whilst taking control of their lives; working alongside Schools and the Community to engender Individual, Educational and Social change. In addition:

- Raise aspirations and leadership amongst girls and young women
- Increase self-belief and self-confidence
- Empower girls to embrace their uniqueness
- Create access to positive female role models
- Facilitate access to opportunities and experiences

Our Mission AND Vision



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.



Our Vision

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

**We BelEve in Building
an inclusive world for
Girls and young women
- Inspiring the next
generation of female
leaders**

Message from the chair of Trustees



As we complete two years of navigating through a period of continuous adaptation following the start of the pandemic, the challenges we face as a global community have only grown. This past year has seen green shoots with successful vaccine rollouts opening up travel and economic activity, allowing us the much-craved in-person human connection. However, this is accompanied by after-shocks of the health crisis, growing inflation due to the easing of the fiscal policy followed by high-interest rates to reverse this trend. Further, the tragic Ukraine/Russia war since the start of 2022 has added to the macro-economic challenges with higher energy costs and broader supply chain challenges – all of these combined have led to a severe cost of living crisis through 2022.

With this uncertain external outlook, focusing our efforts on what we can control and influence is key. We know from previous emergencies and crises that girls, young women face heightened risks across domains. For example, in previous crises, girls experienced reduced access to education and increased drop-out rates post crisis (Source: GEC Jul 2020 report "Life skills for adolescent girls in the COVID-19 pandemic"). As a result, the work BelEve has been championing is more critical than ever: To equip these girls and young women with the skills, exposure, and confidence they need to open doors to new economic and social opportunities. Through this, they can break down structural and attitudinal barriers, which have only been exacerbated by events in the last couple of years.

2022 has been a defining year for BelEve. Despite the external challenges, BelEve set an ambitious target to "Double up" their impact in terms of the number of girls they worked with through the year, the amount of funds raised and the number of corporates partnered with. Across each of these dimensions, BelEve's impact exceeded our ambitions. Additionally, reading about how uplifting BelEve has been for these girls and experiencing this live through an "It is that Deep workshop" has been even more inspiring.

"Despite the external challenges, BelEve set an ambitious target to "Double up" their impact"



As a result, in my second year as BelEve's Chair of trustees, I am so proud of what we have achieved, with some big wins and focused initiatives to set up the charity for a robust future with an even wider circle of influence: :

Doubled the number of girls we have worked with (2748 from 1000 in 2020/21). This was accomplished through delivering 220 sessions in total across our five programmes. Further 100 young women were paired and received mentoring through our initiatives over the course of this year with the Civil service and Deliveroo

Raised £285K in funds (from £190K in 2020/21) and partnered with 4 Corporates (Deliveroo, L'Oreal, TikTok and Bloom)

Strengthened the Board with subject matter experts across Marketing, Business development/Partnerships and Safeguarding joining us

Started work on our five-year strategy which centres on four pillars: becoming a sustainable charity with a defined sector position, delivering greater impact for girls and young women, influencing and transforming girls and young women's lives, developing stronger and deeper partnerships and collaborations

Increased our team size from 3 to 11 to fulfil the expanded reach we are experiencing in our community

Utilising the structured approach towards goal-setting and execution planning the team has developed this year, I am excited to see BelEve amplify its impact even further going into 2023 through its strong leadership team and staff, young leadership board, facilitators, mentors and volunteers.

Shruti Dube Chair of Trustees

Message from the CEO



This year has remained challenging with covid and the cost of living continuing to impact the lives and outcomes of many girls and young women we work with, whilst increasing the poverty and the social mobility gap. As a charity we have been focused on continuing the movement with the girls and young women's voices at the centre of our journey, creating opportunities and experiences that will increase their life and career prospects alongside their leadership capabilities.

We have learnt so much through this period of change, however in the face of adversity, we have still provided support, still been a part of girls and young women's transformational change, whilst advocating for the issues that affect them, because their futures still matter and equality of opportunities for every girl and young woman is still at the forefront of our agenda.

We are celebrating some great wins this year, with collaboration being one of our values we co-created our leadership outcomes framework, collaborated with our corporate partners to increase the number of mentoring programmes, career insight days, skills development workshops and work experience placements we offered our young women, resulting in us witnessing increased confidence, resilience, positive attitude towards the future and many young women obtaining places at top Russell Group Universities.

Collaborating with individuals and corporate partners who want to make a positive difference to girls and young women's lives has contributed to creating a limitless world where girls and young women reach their full potential. We are excited to continue the BelEve movement with a robust 5 years strategy, that focuses on sustainability, impact, transformation and collaboration. To say we are committed and excited about our girls and young women's future is an understatement. We welcome more support from individuals and corporate partners as we realise the change the girls want to see.

I would like to thank all our girls and young women who have engaged in our programmes, supporters, mentors and corporate partners for believing in our mission and contributing to the wins of 2022.

Our year at a glance

We continue to inspire, support, and educate Girls' and Young Women, equipping them with confidence, exceptional lifelong skills and experiences to enhance their life chances and career prospects"

In 2021/22 we deepened our focus on our three priorities from our Doubling Up Strategy:

creating a safe, engaging, and inclusive space for all Girls;
doubling up our impact; and
capacity building,

Key highlights from the year include:

We connected with over 2,748 girls offering them opportunities to be mentored, gain leadership and life skills through enriching programmes, experience our enhanced career development offering in collaboration with our corporate partners

We received unprecedented demand from local schools, youth groups and other organisations – BelEve has become the "go to" charity in Lewisham to deliver Sexual Harassment workshops, resulting in our capacity building, growing the team from 3-11 to support the increased needs of our community and the growing demand of our programmes. Our biggest area of growth across our programmes has been our "It Is That Deep" workshops as we have taken on a whole school approach across 6 secondary schools in Lewisham and delivered workshops to classes of girls and boys Lewisham

We developed a leadership competency and outcomes framework underpinned by a theory of change with clear outcomes that supported 2748 girls and young women in developing leadership skills and experiencing a transformational change in their personal and educational lives

We ran a robust recruitment process to bring on board new trustees that joined in April 2022. We have strengthened the strategic position to ensure that the Charity develops and thrives with subject matter experts.

Despite continued uncertainty of adjusting to the new normal and tackling the impact the cost-of-living crisis on our girls and young women, BelEve has made great progress in several key areas; programmes, impact delivery, monitoring and evaluation, fundraising and partnerships.

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



Programmes

BelEve's 5 programmes are all designed to be age-appropriate and to give girls and young women the core competencies and life skills in order to reach their full potential. We implemented our new leadership competency and outcomes framework which contains the broad measures (outcomes) and measurement indicators that BelEve uses to evaluate our core leadership offer;

BelEve's core competencies

Managing Feelings means... being able to reflect on our feelings, understand what they are, and how to manage them

Communication means... being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions

Confidence and Agency means... the self-belief to take action on issues that are important to us and others

Relationships and Leadership means... promoting the participation of our peers in our work (as our equal) as part of our own development and that of others

Collaboration means... actively seeking opportunities to include others' opinions and ideas in our work

Creativity means... thinking creatively to find solutions to the challenges we encounter

Planning and Problem-Solving means... setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges

Resilience means... seeing challenges in a positive way, seeking to understand them before acting

Self-Reflection means... 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 girls' **ability to understand** herself and the others she works with
- Level 3 – This measures girls ability to practically **apply** leadership themes and leadership elements
- Level 4 – This measures girls ability to **lead** her world.



Beautiful, Empowered and Me (BEAM)

for girls aged 8-11 years

We have created a fun, informal and safe space where girls can form friendships, explore what it means to be a girl, and understand how they feel about themselves and others. Each weekly session is delivered through activities



Programme objectives;

BEAM is a hybrid session-based programme that delivers weekly sessions online and in primary schools. These sessions are designed to promote well-being, self-respect, develop leadership skills and support participants in finding/developing their unique voice. The programme explores issues that currently affect the girls and their peers.

Provide a safe space to explore difficult thoughts, feelings and events;

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

Develop girls' coping skills and resilience;

Develop key social and emotional intelligence; and

Support the girls in becoming resilient and ready for secondary school transition

Lead Her Ship for girls aged 12-15 years

"I have been a part of the peer mentoring programme for 12 months and have been presented with so many opportunities. It has given an amazing insight into what can be achieved with the correct guidance, in ways which I never knew I would be available to me."
-15 year old peer mentee



Lead Her Ship equips young women with leadership and change-making competencies. The programme includes small group discussions, fun activities and personal reflection. Girls are mentored and supported in leading, designing and delivering a campaign or event, which will bring about change or raise awareness of a chosen subject/issue.

Programme objectives:

- Building leadership skills and confidence;
- Improving health and well-being;
- Building social networks for girls;
- Exploring education and career aspirations;
- Getting matched with a Young Leader; and
- Developing a social action project

BelEve in Her Success for young women aged 16-22 years



"I cannot explain my gratitude towards BelEve for setting up this amazing programme. I believe every girl should have a mentor who supports her in whatever goals she may have."

-Rachael - Mentee

BelEve in Her Success offers mentoring and skills development workshops, connecting young women with female role models to increase opportunities and improve socio-economic outcomes. Through the programme young women have the opportunity to learn about different careers, and start their journey of becoming to be the best they can be in their selected fields.

This programme is delivered in collaboration with our corporate partners, who are dedicated to supporting young women in the next phase of their educational or career journey. Mentees meet with their mentors monthly for a minimum of 90 minutes and attend 6 skills development sessions.



Programme objectives:

- Increase young women's confidence;
- Increase their network;

- Improve young women's life skills (leadership, resilience, communication, relationship skills);
- Build work-readiness



Career Insight Days for young women aged 14-22 years

"By attending the career insight day with Bloom and gaining work experience it has helped me a lot. I have gained more confidence and more knowledge when it comes to business."

-Beneficiary



BelEve offers bi-monthly career insight days in partnership with our corporate partners. Girls and young women are introduced to different career options with access to successful female role models. Often young people are unaware of the range of different industries and roles out there that could match their interests and offer exciting career opportunities. Our trained mentors offer career advice and help them gain employability skills alongside internships and work experience.



It is that Deep for girls and young women aged 11 upwards



“Through our interactive programmes we empower, inspire, and educate girls on their amazing journey to take charge of their lives. That's what 'self-leadership' is all about”

It Is That Deep Sexual harassment campaign is delivered as a whole school approach from Year 7 upwards. The campaign aims to respond to emerging trends and normalisation of Peer on Peer Sexual Harassment in schools. We aim to raise and educate young people and equip them with tools to recognise the signs of sexual harassment, safeguard each other and support them in developing healthy relationships with clear boundaries. We want all young people to know that sexual harassment is not OK. And if you call it out, you are not being “frigid” you are being powerful.

Programme objectives;

- To increase the understanding of sexual harassment;
- To increase young people's awareness of the different forms of inappropriate sexual advances; and
- To gain tools to tackle any unwanted conduct of a sexual nature

2021/2022 *Impact Numbers*

We impacted 2748 girls through our 5 core programmes:

<https://beleveuk.org/our-programmes/>

Of these, 80% were Afro Caribbean or African, 10% Asian and 10% White. Despite the macroeconomic challenges, we exceeded our intended target for the year (2000) impact numbers, which is more than double the number of girls we had impacted through our programmes in the previous year.

White
10%

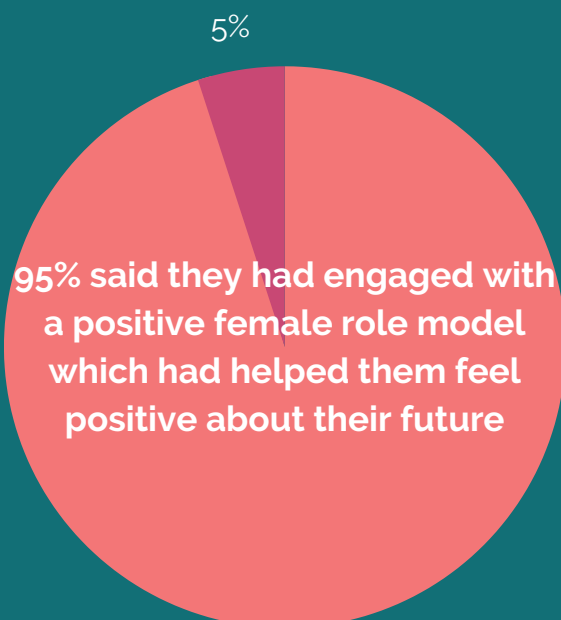
Asian
10%



Afro Caribbean/African
80%

2021/2022 *Impact Numbers*

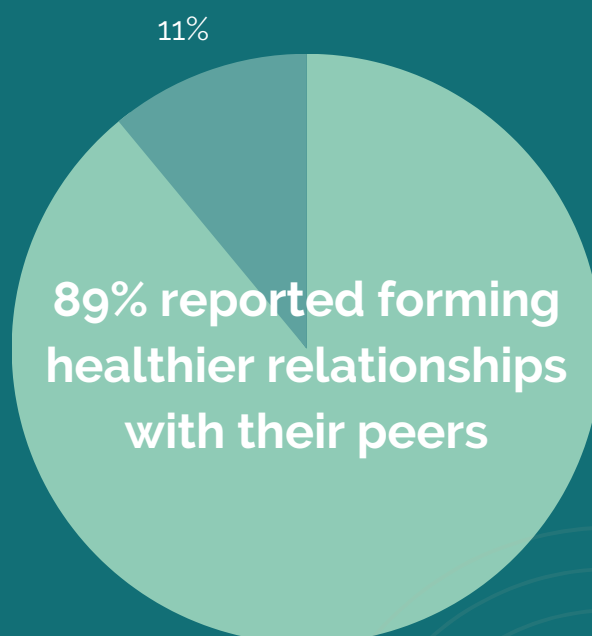
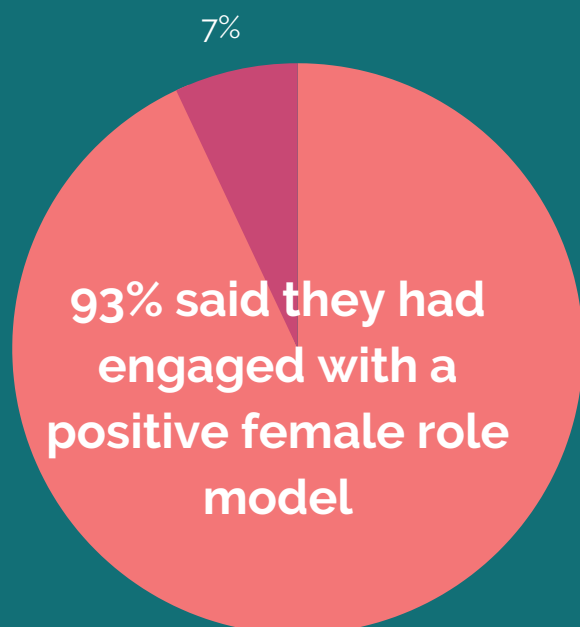
PROGRAMME	IMPACT NUMBERS	TOTAL IMPACT
BEAM	480	2748
LEAD HER SHIP	180	
BIS	100	
CAREER INSIGHT	80	
IT IS THAT DEEP	1908	



95%



94%



Quality of impact

They have benefitted from:

- Career opportunities including internships and work placements;
- Building a trusted relationship with a mentor, improving their communication and networking skills;
- Increased knowledge of leadership skills;
- Enhanced confidence & self-belief;
- Increased aspirations for the future; and
- Feeling part of a community of girls and young women who encourage and support each other.



Impact of individual programmes

BEAM

- We successfully ran **96 x 60 minute BEAM workshops** in Schools, partnering with **16 schools** and **impacting 480 girls** through our BEAM transition workshops.

What young people say...

"I learnt to be: confident; respectful; reliable; resilient; responsible; be who you are; Don't change yourself!"

"I liked that we did many activities and that we had fun playing games"

"I have learnt to be more confident because I was very shy"

"What I like about BEAM is that it: Helps us build confidence (for certain people); makes us speak for ourselves; makes us build happiness; new friends"

"What I love about BEAM is how they try to help us be more confident and make it really fun too. Also I love that they can make us laugh"



LEAD HER SHIP

- We successfully **impacted 180 Girls** through our Leadership workshops which run for 12 weeks per cohort.

Through the project we have learnt:

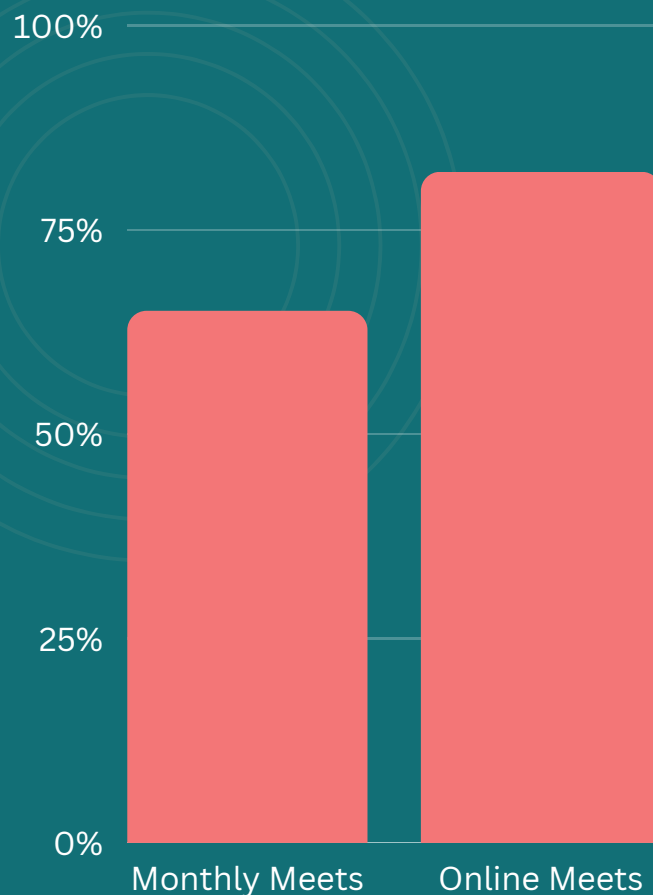
- Allowing the young leadership board to lead on project design ideas is key and allows continues newness and appropriate content to be communicated with the beneficiary
- Being able to adapt is important when working with young people
- Building community and creating a safe space for girls to connect is the most important thing.
- Introducing the Skills development workshops helped give the girls a sense of hope for the future and what they can achieve.
-
- Connecting girls with role models that they can identify with through the fireside chats were invaluable.



BelEve Ethos and the core values of the charity resonated with me and have given me the necessary skills for my career and everyday life.

BELEVE IN HER SUCESS MENTORING:

- We have matched 100 young women with mentors on our BelEve in Her Success programme. These mentors came from 4 organisations. We ran two evaluation surveys to collect feedback from the Civil Service mentors and BelEve mentees. Questions in the survey collected feedback about activities undertaken, challenges encountered, and overall satisfaction with the mentoring pairing. We asked 52 young women aged 18-22 and 52 mentors between September and December 2021 and **44% of mentees responded.**



65% of mentor pairs met monthly and 82% of mentor pairs met online.

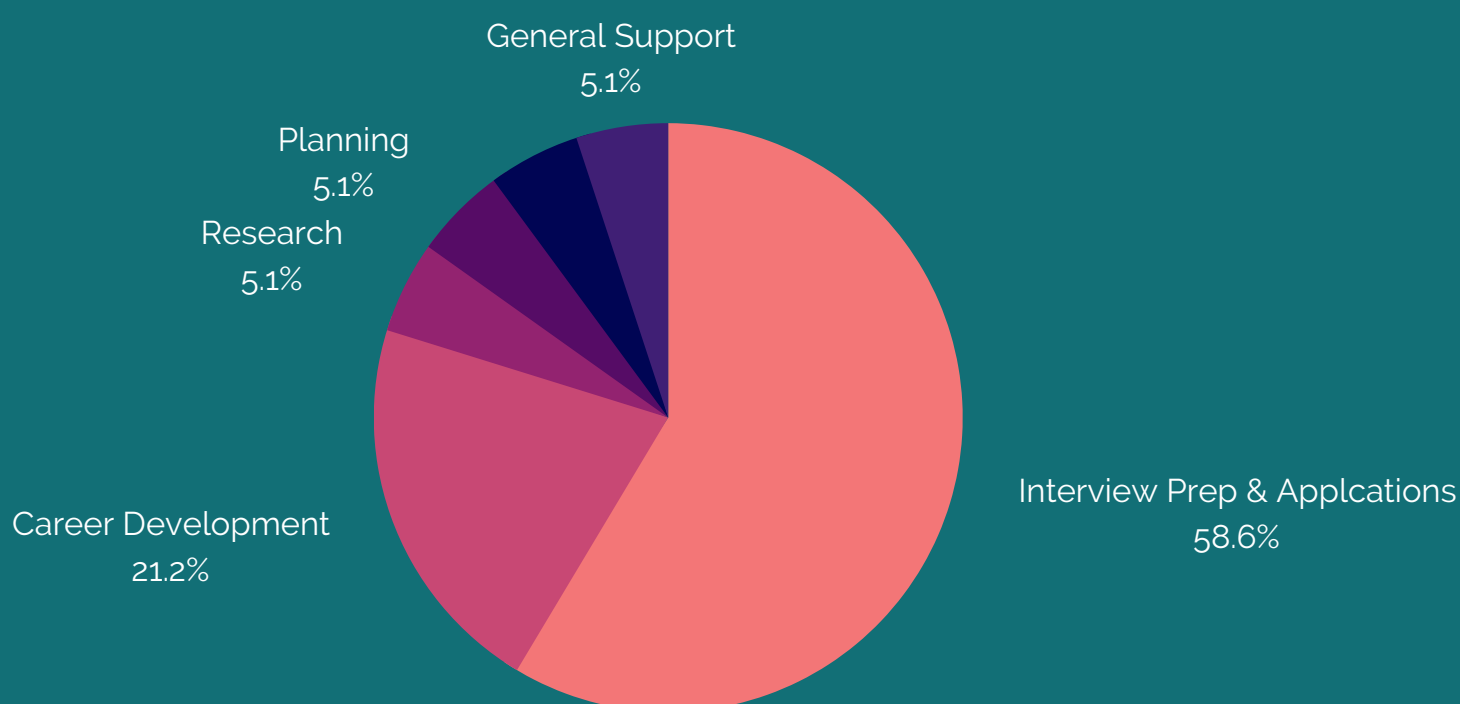
Percentage of girls impacted positively



The impact of mentoring on our young women was as follows:

78% said they got the support they needed;
70% said their ability to manage relationships had improved;
61% reported that their confidence had improved;
61% reported that their resilience had improved;
61% told us that their planning and problem solving had improved; and
57% saw improvements in their well-being

The majority of sessions (70%) lasted between 1-2 hours. 58% of mentoring focussed on interview preparation and applications, 21% explored their career development, 5% focussed on research, 5% worked on their planning, 5% worked on their communication skills and 5% asked for general support.



65% of mentor pairs met monthly and 82% of mentor pairs met online. The majority of sessions (70%) lasted between 1-2 hours. 58% of mentoring focussed on interview preparation and applications, 21% explored their career development, 5% focussed on research, 5% worked on their planning, 5% worked on their communication skills and 5% asked for general support.

IT IS THAT DEEP

As a result of the Sarah Everard case and the recent Ofsted report, which stated that all schools need to include sexual harassment in the curriculum, our It Is That Deep workshops are in high demand. This year we delivered a whole school approach in 4 secondary schools in Lewisham (Deptford Green, Sydenham girls, Sedgehill and Bonus Pastor).

We successfully ran x 90 minute workshops, impacting 1908 girls and boys through our It is that deep workshops

85% said they were “fairly” or “very” confident in their ability to recognise the signs of sexual harassment. 61% were “fairly” or “very” confident they would call out behaviour they considered to be sexually inappropriate. 93% said workshops were interesting or helpful. Of the 1,945 young people we worked with, 476 shared and reflected on their previous experiences of sexual harassment.

Through our workshops we are identifying a shift in culture in the borough of Lewisham with regards to sexual harassment, conversations are now being had openly within schools and social settings. We continue to provide a safe space and ongoing support to the borough.



555 students have signed up to do ambassador training **(71% of students who have attended a workshop)** we have delivered 14 ambassador 1 x full day training. 155 students **(28% of ambassador sign ups)** have completed the ambassadors 1 x full day sexual harassment with our specialist trainer - Becky from 'what's the debate'.

Testimonial

This mentoring programme has paved the way for my future and made it even brighter. It has made me less stressed about my future and surer of the present. By having a mentor I have been able to understand the field that I want to go into and learn how to be the best in it. I have also been able to network with other people in Deliveroo with profound jobs, sharing how they have to do their job and advising me on what steps I should take next. I had such an eye-opening experience!



Kelis

@BELEVEUK

“

Having a mentor has helped me become much more open minded; I was introduced to a multitude of career paths that I didn't even know existed before and spending time with someone from a different background and generation to me has provided me with fresh and new perspectives. Overall, it has been a wonderful experience!

”



MOBOLU

@BelEve Uk



Monitoring And Evaluation

This year we implemented BelEve's new monitoring and evaluation (M&E) process, theory of change, and data collection process which is specifically designed to reflect and capture impact in relation to girls and young women's development as leaders.

Impact measurement (and the data return we can provide to funders) includes collecting data on: participants' ability to manage difficult situations on a day-to-day basis (resilience); their ability to manage challenging relationships (Managing Feelings; Relationships & Leadership); the ability to make themselves understood (Communication) work confidently with others (Confidence); and their ability to plan and deliver projects to build their employability and other developmental skills (Planning & Problem Solving; Collaboration; Self-Reflection).

The measurement framework we use to benchmark our impact has been co-created with girls and young women involved in our programmes. We put their voice and lived experiences at the heart of our impact measurement, data collection, and reporting.

As a result, it is:

- Participatory
- Based on informed consent
- Open and honest
- Undertaken in a Safe Space for girls
- Anonymous
- Relevant
- Led by girls and young women themselves!

Our monitoring and evaluation will continue to shape the work we do and give us insights into where we need to improve our offering in order to deliver on our strategic objectives. We measure outcomes through girls' self-reporting questionnaires at the beginning, middle and end of programmes, self-reflection sheets, testimonials, and staff, volunteer, and stakeholder feedback. This enables us to measure the changes to the girls' resilience, aspirations, confidence, and developmental skills at the end of the programme compared to at the start. Our mentors tell us what changes they have seen in their mentees.

We're pleased with the work so far. We now post evaluation reports of each programme we deliver on our website which you can find here: [Impact Reports](#) • [Beleve](#) (beleveuk.org). We will continue to refine and strengthen this work as we continue to grow our programmes and reach.

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.



Finance AND Fundraising



We ended 2022 positively, exceeding our yearly target of retaining 6 months worth of operating costs. We continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy, that focused on diversifying the income streams. Investing in a fundraising associate has resulted in this year being our best financial year to date.

During the year ended 30 April 2022, BelEve yet again achieved a fantastic increase in income of £95K from £190K to £285k continuing to highlight the success of our focus on fundraising. Our income target for the year ending April 2022 was £270,000 so we are delighted to exceed our expectations.

We secured corporate funding from our partners, Finecast and Tik Tok, to support the development of our BelEve In Her Success Mentoring programme.

In March 2022 we secured a grant of £30,000 over two years from the Berkeley Foundation to build our organisation's resilience. This has been really helpful as the charity has grown. In March 2022 we were also awarded a grant of £19,000 by the Hadley Trust towards our Lead Her Ship programme.

We extend a huge thank you to our funders; The National Lottery, Children in Need, City Bridge Trust (City of London Corporation), The Fore, Rosa, The London Community Trust, Coutts Bank, Berkley Homes and The Hadley Trust.

The charity has continued to invest in its core programmes and objectives for 2021-22 as a result of the continued support from our funders and corporate sponsors. Total expenses for the year ended 30 April 2022 amounted to £249,892 (2021: £96,765) as per Note 3.

Overall the charity had a net surplus in funds for the year ended 30 April 2022 of £35,465 (2021: £93,436). This is a fantastic achievement that the charity has been able to use its funding and reserves to serve the girls and young women we are dedicated to support, encourage and inspire to be the next generation of leaders, leaders of their own world.

The reserves carried forward as at 30 April 2022 amounted to £163,478 (2021: £128,013) split between Unrestricted reserves £96,642 (2021: £81,177) and Restricted reserves £66,836 (2021: £46,836).

In what continues to be an extremely challenging landscape for the charity & voluntary sector we are extremely proud of our team for each and every success they have achieved and ultimately the impact they have had on the 2748 girls and young women that have come to BelEve in the year.

"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"

Corporate Partnerships

We are extremely grateful to our corporate partners, Community Impact, Finecast, Bloom and TikTok, L'Oreal, Deliveroo and Civil Service Fast Stream who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. 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. We were thrilled to win Charity of the Year with the law firm Simmons and Simmons.

Over the period of the year we ran two mentoring programmes. One with the Civil Service and the other with Deliveroo, pairing 100 girls with a mentor for 12 months. Two of the young women secured internships on the civil service summer programmes and two of our young women gained work experience in the summer of 2022 with our corporate partner Finecast, a company that gives advertisers a single point of access to the whole TV ecosystem. Three career insight days with Tik Tok, L'Oreal and Deliveroo giving 100 girls and an opportunity to gain knowledge of a day in the life of such industries.

One was hosted by L'Oreal and another by the law firm Simmons and Simmons (who we are thrilled to announce have chosen BelEve as their Charity of the Year). 60 girls had the opportunity to have a day in the life of women who work at these companies.

What the girls said..

"...I felt reassured as she helped me step by step and never looked down on me if I was struggling."

"I learned more about the processes within the civil service and what the assessors are looking for."

"My goal was met and I was able to talk to my mentor like a friend."

"speaking with other students in my age group proved useful as I was exposed to different perspectives and ways of working. I [also] found the interview session held by a recruitment specialist very useful..."

"My mentor has been incredibly helpful. She has helped me in so many different fields such as application processes, interview processes, career prospects, networks and interpersonal skills. With her help I have managed to secure a paralegal officer position with the Crown Prosecution Service"

Our Future AT a glance

We remain committed to our values and priorities and intend to focus over the coming five-year period on enriching, deepening and expanding our current programme areas and developing our organisational effectiveness and sustainability to ensure our long-term success.

Infrastructure and capacity building will remain a key priority with safer recruitment and safeguarding enabling growth in delivering safe interactive spaces for all girls and young women. We are committed to continuous improvement in order to ensure our work continues to make a lasting impact on girl and young women's futures. BelEve delivers its work through five programmes. These will continue to be the flagship thematic areas for the charity throughout the coming five years.

With the pandemic just behind us and the current cost-of-living crisis, we acknowledge the setbacks to progress in women's rights. BelEve will ensure that it meets the needs of girls and young women whilst addressing their individual intersectionality.

The transformational stories of our girls and young women will continue to inform our monitoring and evaluation strategy to ensure that our programmes continue to meet the needs of our girls and young women.

We have developed a 5-year strategy that is ambitious – and also realistic, with 4 key goals underpinning our plan:

1. A sustainable charity with a defined sector position
2. Deliver greater impact for girls and young women
3. Influence and transform girls and young women's lives
4. Stronger and deeper partnerships and collaborations



Leadership & Management

Our leadership and management remains unchanged. Sisters Marsha, Chyloe and Rochelle continue to run the charity day to day and make up the Senior Leadership Team. They meet bi-weekly and report into the Board of Trustees. All strategic decisions are made by the Board. In 2022 Chyloe and Marsha have both increased their hours from part-time to full-time hours as the charity continues to grow. The team has grown too – from a team of 3 staff to 11 staff. This includes 4 full-time staff and 7 part-time facilitators as well as 100 volunteers.

Shruti Dube continues to chair the Board of Trustees and her skills and experience have been instrumental in helping the charity to grow. Many of our girls and young women on the Young Leadership Board were coming up to completing their 3-year term on the board. We have recruited a new group of 16 girls and young women and our previous young board members have gone on to be ambassadors or mentors. We were delighted that some applied for our recent job vacancies and were successful in securing a paid role at BelEve.

judgment.



Marsha Powell
CEO



Chyloe Powell
CFO



Rochelle Powell
Programme manager

Sisterhoof is embedded in everything we do.

Our Challenges

Looking back, the main challenge was completing our five-year strategy and we were pleased with the final version with the support of Simmons and Simmons. We will continue to review and adapt this over the coming year.

We've been very successful in securing income from grant-making trusts and earned income from our work in schools. Raising funds from individuals through an individual giving programme has been slower than anticipated – and we are looking at what we can do to grow this area of fundraising.

Summary

BelEve set an ambitious goal in 2021/22 and we went over and above this target– reaching more girls and young women, growing our resources and staffing levels, and increasing our income generation and organisational resilience. With the increase in the cost of living and the uncertainty around the economy, we know that it's going to get harder for many families and girls and young women over the next two years. BelEve is in a strong position to offer our mentoring and leadership programmes to more girls and young women so that they have access to new opportunities, positive female role models, and general support that some of them struggle to get at home or at school.

Structure, Governance, Management and Accountabilitys

BelEve is a charitable company, limited by guarantee without share capital and governed by its, memorandum and articles of association. It is registered as a charity with the Charity Commission. Ultimate responsibility lies with the Board of Trustees who meet 6-7 times in the year to review the activities and financial position of the charity. All governance decisions are made by the Trustees.

The day-to-day work of the charity is undertaken by the senior leadership team (who are also directors) who work closely with the Trustees.

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

Katy Clark appointed 5th April 2022

Shalena Haughton-Peters appointed 5th April 2022

Ramat Tajani appointed 5th April 2022

Outgoing Trustees

Jess Baker resigned 30th October 2021

Fiona Fitzgibbon resigned 11th April 2022

Michelle Raymond resigned 11th April 2022

Board of Directors

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

Chyloe Powell

Marsha Powell

Rochelle Powell

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 at 30 April 2020 was £7.

Policies adopted for the induction 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 eg 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 management team, 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 in order 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 such risks

Reserves Policy

The Trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover up to 6 months operating costs including staff salaries. The Trustees are pleased to report that the present level of reserves is adequate to cover anticipated operating costs following a number of cost saving measures that have been put into place during the financial year as well as the increase in funding income.

Trustee's responsibility in relation to 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 a going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

Approval

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 Trustee report page 3 through 38 was approved by the Trustees on 27/01/2023 and signed on their behalf by:

Shruti Dube

.....
Shruti Dube
Chair of Board of Trustees

Independent Examiners Report

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2022 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 in order 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 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Notes					
Income and endowments from:					
		58,582	205,488	264,070	119,632
		12,304	-	12,304	14,386
		297	-	297	1,733
		8,686	-	8,686	54,450
Total		79,869	205,488	285,357	190,201
Expenditure on:					
	3	49,749	181,773	231,522	90,215
	3	14,655	3,715	18,370	6,550
Total		64,404	185,488	249,892	96,765
Net gains on investments		-	-	-	-
Net (expenditure)/income		15,465	20,000	35,465	93,436
Transfers between funds				-	-
Net movement in funds		15,465	20,000	35,465	93,436
Reconciliation of funds:					
Total funds brought forward		81,177	46,836	128,013	34,577
Total funds carried forward		96,642	66,836	163,478	128,013

Balance Sheet at April 2022

Company No. 07587692

	Notes	2022 £	2021 £
Current assets			
Debtor	5	1,290	-
Cash at bank and in hand		167,095	130,085
		<u>168,385</u>	<u>130,085</u>
Creditors: Amount falling due within one year	6	(4,907)	(2,072)
Net current assets		<u>163,478</u>	<u>128,013</u>
Total assets less current liabilities		<u>163,478</u>	<u>128,013</u>
Net assets excluding pension asset or liability		<u>163,478</u>	<u>128,013</u>
Total net assets		<u>163,478</u>	<u>128,013</u>
The funds of the charity			
Restricted funds			
Restricted income funds	7	66,836	46,836
		<u>66,836</u>	<u>46,836</u>
Unrestricted funds			
General funds	7	96,642	81,177
		<u>96,642</u>	<u>81,177</u>
Reserves	7		
Total funds		<u>163,478</u>	<u>128,013</u>

Balance Sheet at 30 April 2022

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 2022 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 27/01/2023 and signed on its behalf by:

Shruti Dube

Shruti Dube

Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2022

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

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

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

Donations and Legacies

Voluntary income received by way of grants, donations and gifts is included in 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 and facilities

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

Volunteers help investment income

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

Notes to the Accounts for the year ended 30 April 2022

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals 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 equivalents

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.

Notes to the Accounts for the year ended 30 April 2022

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 into a lease which entails taking substantially all the risks and rewards 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. In the event that lease incentives are received to enter into 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.

Notes to the Accounts for the year ended 30 April 2022

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.

Notes to the Accounts for the year ended 30 April 2021

3. Other expenditure

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Expenditure on:				
Charitable Activities				
Events	470	345	815	30
Advertising and Branding	5,212	4,000	9,212	2,524
Volunteers Expenses	409	2,901	3,310	2,618
Workshop Cost	6,855	23,812	30,667	9,417
Salaries/wages	44	74,743	74,787	25,959
Directors' remuneration	-	60,000	60,000	34,177
Employer's NIC	7,013	-	7,013	-
Pension costs	3,126	-	3,126	759
Staff entertainment	1,251	145	1,396	324
Staff training	7,520	4,893	12,413	3,122
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	23	59	82	28
Rent	3,714	1,332	5,046	288
Equipment Expensed	1,212	524	1,736	564
General insurances	1,508	103	1,611	1,300
DBS	898	4,910	5,808	1,545
Refreshment	671	571	1,242	1,113
Postage and couriers	331	206	537	543
Software, IT support and related costs	6,399	2,012	8,411	3,989
Stationery and printing	121	275	396	116
Subscriptions	279	50	329	174
Sundry expenses	2,308	286	2,594	1,026
Telephone, fax and broadband	385	606	991	599
	49,749	181,773	231,522	90,215
Support and governance cost				
Accountancy and bookkeeping	660	1,735	2,395	1,930
Consultancy fees	13,995	1,980	15,975	4,620
	14,655	3,715	18,370	6,550
Total charitable expenditure	64,404	185,488	249,892	96,765

Notes to the Accounts for the year ended 30 April 2022

4. Staff costs

Salaries and wages	134,787	60,136
Employers NIC	7,013	-
Pension Cost	3,126	759
	<u>144,926</u>	<u>60,136</u>

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

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

2022	2021
Number	Number
<u>4</u>	<u>4</u>
<u>4</u>	<u>4</u>

5. Debtors:

Amounts falling due within one year

	2022	2021
	£	£
Account Receivables	300	-
Rent Deposit	990	-
	<u>1,290</u>	<u>-</u>

6. Creditors:

Amounts falling due within one year

	2022	2021
	£	£
Other taxes and social security	2,113	39
Contribution scheme liability	874	533
Other creditors	1,920	1,500
	<u>4,907</u>	<u>2,072</u>

Notes to the Accounts for the year ended 30 April 2022

6. Movement in funds

	At 1 May 2021 £	Incoming resources £	Resources expended £	At 30 April 2022 £
Restricted funds:				
Restricted income funds:				
Lottery	1,432	-	(1,319)	113
National Lottery Awards (Beam)	1,262	-	(1,129)	133
National Lottery Awards (BelEve in her success)	3,284	-	(2,752)	532
Children in Need	10,293	9,500	(9,812)	9,981
London Community Trust - I Will Fund	338	-	-	338
London Community Trust - DCT	5,072	-	(5,072)	-
The London Community Trust - Mopac VAWG funding	17,155	17,155	(34,310)	-
Rosa Funding - Covid 19 response	8,000	-	(8,000)	-
National Lottery main grant -2021/23	-	50,000	(47,803)	2,197
The London Community Trust - DCT 2021	-	20,000	(11,851)	8,149
City Bridge Trust	-	48,101	(42,252)	5,849
The London Community Trust- VAWG MOPAC top up fund	-	6,188	(6,188)	-
The Hadley Trust	-	19,044	-	19,044
Berkley Foundation - Year 1 of 2	-	19,800	-	19,800
The Fore - Leadership	-	15,000	(15,000)	-
The Bg Give - Marketing fund	-	700	-	700
Total Restricted Funds	46,836	205,488	(185,488)	66,836
Unrestricted funds:				
General funds	81,177	79,869	(64,404)	96,642
Total Unrestricted Funds	81,177	79,869	(64,404)	96,642
Total funds	128,013	285,357	(249,892)	163,478

Comparative movements in funds

	At 1 May 2020 £	Incoming resources £	Resources expended £	At 30 April 2021 £
Restricted funds	23,026	113,632	89,822	46,836
Unrestricted funds	11,551	76,569	6,943	81,177
	34,577	190,201	96,765	128,013

Notes to the Accounts for the year ended 30 April 2022

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

LOTTERY	PATHWAY TO SUCCESS MENTORING
NATIONAL LOTTERY	BEAM EMPOWERMENT WORKSHOPS
NATIONAL LOTTERY COMMUNITY FUND -	VIRTUAL MENTORING HUB - BELEVE IN HER SUCCESS
CHILDREN IN NEED	WORKSHOPS TO TRAIN PEER MENTORS AND FACILITATE WEEKLY SESSIONS
LONDON COMMUNITY TRUST - I WILL FUND	LEAD HER SHIP CONFIDENCE & WELLBEING PEER MENTORING PROGRAMME
LONDON COMMUNITY TRUST – DCT 2020	CORE FUNDING/ OUTREACH WORKER
THE LONDON COMMUNITY TRUST – VAWG MOPAC	IT IS THAT DEEP SEXUAL AWARENESS PROJECT
ROSA FUNDING LEAD HER SHIP PROGRAMME	CORE FUNDING /FACILITATORS COSTS
NATIONAL LOTTERY – MAIN GRANT	CAPACITY BUILDING PROGRAMME DELIVERY BEAM
THE LONDON COMMUNITY TRUST – DCT 2021	BELEVE IN HER SUCCESS MENTORING HUB
CITY BRIDGE TRUST	CORE COST FOR 2X DIRECTORS' SALARIES
THE LONDON COMMUNITY TRUST – VAWG MOPAC TOP-UP	IT IS THAT DEEP SEXUAL AWARENESS PROJECT
THE HADLEY TRUST	LEAD HER SHIP- SMALL GROUP FACILITATORS COST
BERKLEY FOUNDATION	LEAD FACILITATOR SALARY – 2 YEARS
THE FORE	LEAD HER SHIP FACILITATOR COST
THE BIG GIVE	MARKETING FUND

Notes to the Accounts for the year ended 30 April 2022

8. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	71,743	96,642	168,385
Current liabilities	(4,907)	-	(4,907)
Net current assets	66,836	96,642	163,478

9. Controlling party

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