



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2024
Period end date

Period start date To 31/12/2024

Charity name: **Bridging Barriers**

Charity registration number: **1196973**

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Bridging Barriers exists to equip ambitious young people from underrepresented backgrounds with the networks, resources, and opportunities they need to become the best version of themselves and achieve career success.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our work is delivered through three core activities: • Structured mentoring programmes matching young people with experienced professionals in their desired industries. • Virtual masterclasses and employer insight days co-designed with corporate partners to increase access to elite professions. • In-person networking events to build confidence, social capital, and real-world connections between young people and professionals.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In shaping all programmes and initiatives, the trustees have had due regard to the Charity Commission's guidance on public benefit. Our activities are designed to reduce barriers to social mobility and employment, particularly for young people from Black and other underrepresented communities.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Key highlights include: • Impact across 300+ young people through mentoring, events, and tailored support. • 100% of mentees reported increased confidence and access to professional networks. • Delivery of high-quality sessions with firms across law, finance, and tech. • Notable organisational growth in volunteer coordination, partnerships, and programme structure.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance	Para 1.41	

against objectives		
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity received a total income of £85,312 during the year (2024), comprising £59,035 in unrestricted funds and £26,277 in restricted funds. Total expenditure amounted to £90,263, resulting in a net deficit of £4,951. The charity ended the year with total cash reserves of £13,577.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Bridging Barriers aims to maintain reserves equivalent to at least three months of core operating costs. This policy provides financial stability and ensures the continuity of services in the event of income delays or unforeseen expenses.
Amount of reserves held	Para 1.22	At year-end, the charity held total cash reserves of £13,577, comprising £7,215 in unrestricted funds and £6,362 in restricted funds.
Reasons for holding zero reserves	Para 1.22	Not applicable – the charity held reserves at the end of the year.
Details of fund materially in deficit	Para 1.24	None of the charity's funds were in material deficit during the reporting period.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	The trustees have no material uncertainties regarding the charity's ability to continue as a going concern. The reserves policy, continued grant funding, and income diversification strategy provide confidence in the charity's future financial sustainability.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Foundation Model
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	The charity trustees have signified agreement to the resolution in a document which has been authenticated by their signature, by a statement of their identity accompanying the document or documents, or in such other manner as the charity trustees have previously resolved, and delivered to the CIO at its principal office or such other place as the trustees may resolve.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Bridging Barriers
Other name the charity uses	
Registered charity number	1196973
Charity's principal address	BB, PO Box 59099, London, E13 3EX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Alex Donkor	N/A	01/10/2024	Michael Adesite, Kevin Osei BEM
2	Sharon Dorsen	N/A	01/10/2024	Michael Adesite, Kevin Osei BEM
3	Jade Adewunmi	N/A	01/10/2024	Michael Adesite, Kevin Osei BEM
4	Michael Adesite	N/A	Whole year	
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved – N/A

[illegible]

Name of trustees holding title to property belonging to the charity – N/A

[illegible]

Funds held as custodian trustees on behalf of others – N/A

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

On 1st October 2024, new trustees Sharon Dorsen and Alex Donkor were appointed to the board. Prior to this, the board consisted of Michael Adesite, Folayemi Ojo, and Andrea Fidelis. The transition in trusteeship occurred due to personal reasons and limited capacity on the part of the outgoing trustees. The board remains committed to ensuring strong governance, strategic oversight, and alignment with Bridging Barriers' mission.

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Michael Adesite	
Position (eg Secretary, Chair, etc)	Chair	
Date	03/06/2025	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bridging Barriers

1196973

Receipts and payments accounts

CC16a

For the period
from

01/01/2024

To

31/12/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Corporate Donations	5,350	-	-	5,350	6,500
Corporate Sponsorships	5,000	-	-	5,000	-
Grants from Trusts and Donations	41,039	26,277	-	67,316	5,208
Individual Donations	3,668	-	-	3,668	13,335
Other Income	3,977	-	-	3,977	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	59,035	26,277	-	85,312	25,044
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	59,035	26,277	-	85,312	25,044
A3 Payments					
Accountancy fees	350	-	-	350	35
Bank Interest & Charges	-	-	-	-	150
Event Expenses	4,661	3,509	-	8,170	-
Governance & Leadership Expenses	335	-	-	335	-
Insurance	147	-	-	147	118
Merchant fees	358	-	-	358	-
Printing & Postage	558	-	-	558	378
Rent/ hire of rooms	-	-	-	-	954
Staff Costs	61,771	14,724	-	76,495	-
Subscriptions	1,325	1,767	-	3,092	-
IT software	-	-	-	-	2,988
Other Direct Costs	757	-	-	757	1,345
Sub total	70,263	20,000	-	90,263	5,967
A4 Asset and investment purchases, (see table)					
Computer equipment	-	-	-	-	549
Sub total	-	-	-	-	549
Total payments	70,263	20,000	-	90,263	6,516
Net of receipts/(payments)	- 11,228	6,277	-	- 4,951	18,528
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	18,443	85	-	18,528	-
Cash funds this year end	7,215	6,362	-	13,577	18,528

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		7,215	6,362	-
		-	-	-
		-	-	-
	Total cash funds	7,215	6,362	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Computer Equipment	Restricted	549	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Michael Adesite	03/06/2025



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Bridging Barriers

On accounts for the year
ended

31/12/2024

Charity no
(if any)

1196973

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 12 / 2024**.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date: 30/5/2025

Name:

MABEL BALOGUN

Relevant professional
qualification(s) or body
(if any):

FCCA – FELLOW OF THE ASSOCIATION OF CERTIFIED CHARTERED ACCOUNTANTS

Address:

18 WOODFIELD AVENUE,
NORTH WEMBLEY
HA0 3NR

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A