

AFRICAN CHALLENGE SCOTLAND

African Challenge Scotland

Charity No SC046055

Financial Statements

Year Ended

31 March 2026

AFRICAN CHALLENGE SCOTLAND

AFRICAN CHALLENGE SCOTLAND

Receipts and Payments Accounts for the year ended 31 March 2026

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Charity name and address

African Challenge Scotland, 151 Balgrayhill Road, Springburn, Glasgow, G21 3AN

Scottish charity number

SC046055

Trustee

Badou Marie Grace Atta - Treasurer

Accountants

Ahmad & Nabi McMullan Accountants, 95-107 Lancefield Street, Glasgow, G3 8HZ

African Challenge Scotland

Report of the Trustees for the year ended 31 March 2026

The trustees present their annual report and audited financial statements for the year ended 31 March 2026 and confirm they comply with the Charities Act 1993, as amended by the charities Act 2006, the trust deed and the Charities SORP 2005.

Reference and Administrative information

Charity Name	African Challenge Scotland
Charity Registration Number	SC046055
Principal Office	151 Balgrayhill Road
	Glasgow
	G21 3AN

Board of Trustees

Hatem Johnson (President)

Calistus Younkwe Tiemani (Secretary General)

Rita Pelamie (Financial Secretary)

Badou Marie Grace Atta (Treasurer)

El De Tchuessa Valiny Kounda (Chief Whip)

Auditors

Ahmad & Nabi McMullan
95-107 Lancefield Street
Glasgow
G3 8HZ

Bankers

TSB Bank plc

52 - 60 St Vincent St

Glasgow

G2 5TU

African Challenge Scotland

Report of the Trustees for the year ended 31 March 2026

Structure, governance and management

Governing document

African Challenge Scotland is constituted as a charitable trust registered with the Office of the Scottish Charity Regulator (OSCR) in 16 October 2015 under charity number SC046055. It is governed by a constitution (deed of trust).

Organisational structure

The charity trustees are responsible for the general control and management of the charity. The trustees give their time freely and receive no remuneration or other financial benefits.

The trustees meet together as a body monthly and are responsible for all decisions taken in relation to running the office and the community facilities and the activities provided by the charity. To assist in the smooth running of the charity the trustees have set up a sub-committee that help them oversee certain aspects of the charity's work. Sub-committee are currently set up for finance and day to day management of the office and report back with their recommendations to the full meeting of the trustees. The sub-committee meet every week. The day to day management of the office and community facilities and projects are delegated to staff.

Recruitment and appointment of trustees

a) The policy and management of the affairs of ACS shall be directed by a Management Committee which shall meet not less than four times each year and shall consist of not less than four members, or more than twelve members.
b) The members of the Management Committee shall be elected at the Annual General Meeting of ACS, and will hold their office for one year.
c) At the Annual Meeting, members of ACS shall elect;
   * A President
   *A Secretary General
   * A Financial Secretary
   * A Treasurer
   *A Chief Whip

Any Casual vacancy on the Management Committee may be filled by the Committee and, any person appointed to fill such a vacancy, shall hold office until the conclusion of the next annual general meeting of ACS and shall be eligible for re-election at that meeting.

d) All posts in the Management are Voluntary.

Induction and training of trustees

Following appointment, new trustees are introduced to their new role and given copies of the trust deed and a guide to the policies and procedures adopted by our charity. A number of publications from the Office of the Scottish Charity Regulator (OSCR) are also provided including the guidance on charities and public benefit. This ensures that new trustees are aware of the scope of their responsibilities under the Charities Act. Initially, new trustees work with an existing trustee assisting on particular activities and projects run by the charity. After satisfactorily feedback from existing trustees, they are then given the task of leading a particular activity or project, reporting progress at trustees' meetings.

Risk management

The trustees have assessed the risks the charity faces and have drawn up a risk matric which identifies the major risks by area of activity, the nature of those risks, the likelihood of the risks happening and the measures taken to manage them. The trustees review this risk matrix regularly at their meetings and at meetings of the sub-committee. The trustees are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place. Appropriate Criminal Record Bureau (CRB) checks, supported by regularly reviewed policies, are made for all those who work with children or other vulnerable groups within the Charity and sport centre.

Objectives and activities

Our aims

The objects of the charity are set out in the charity's constitution and are summarised as follows:

AFRICAN CHALLENGE SCOTLAND is a voluntary organisation which is Scotland wide and based in Glasgow it helps build more successful integrated communities, relieve poverty, advance education and promote cultural and sporting links between African's and Scottish population

a) To promote African Culture, Education and relieve poverty.
b) To promote Sport and Healthy Living among its members and supporters.
c) To provide an educational, supportive environment for its members and supporters.
d) To organise educational, social, recreational and sporting events for its members and supporters.

Our objectives

Our objectives are set to reflect our community aims. Each year our trustees review our objectives and activities to ensure they continue to reflect our aims. In carrying out this review the trustees have considered the Office of the Scottish Charity Regulator (OSCR) general guidance on public benefit and in particular it's supplementary public guidance on the advancement of education and promote cultural and relieve poverty.

Strategies

We want to make our African Challenge Scotland an accessible and welcoming place where all ethnic's minorities, or those who wish to know more about our activities, can gather together and come as one community. African Challenge Scotland is open Monday to Saturday.

An important part of our strategy is community welfare and education. All our activities including classes, health initiatives and conferences are widely advertised, and we welcome the participation of all in our local community, Ethnic minorities and non-ethnics minorities alike. All our activities are free and supported by grant funding.

Helping people who have moved to Glasgow and North Glasgow particularly settle into the community successfully is important to us. We ensure that families, whose first language is not English receive appropriate English language teaching and that their children are helped in their attendance at local schools.

Use of volunteers

Volunteers are an important resource in both during our events and community work. Volunteers are involved in most of our events and community activities, and we have over 50 people regularly giving their time. All our trustees also give of their time freely. We encourage all members of African Challenge Scotland to be involved in voluntary activities and to share their skills with others. All those volunteers working with projects involving children or other vulnerable groups are CRB checked.

Activities and achievements

How our activities deliver public benefit

The Charity carries out a wide range of activities in pursuance of its charitable aims. The trustees consider that these activities, summarised below, provide benefit both to our members and to the wider community of North Glasgow and Glasgow.

Potential barriers that learners could face

Young people making transitions back into education and across education stages and settings could face a number of particular challenges in the current context, for example:

- limited resource availability – books, stationery, craft materials, digital equipment and connectivity
- lack of engagement with supported on-line and home learning - digital poverty including lack of equipment, adult support, space to work, structure to the day and loss of routine
- wellbeing, social and emotional and pastoral care
- pressure on parents to return to working patterns which will prevent them from being able to supervise or assist with home learning
- families facing hardship and poverty for the first time, may find it difficult to access the support they need due to the unfamiliarity of support systems and being previously unknown to professionals
- missing out on rites of passage/ celebrating success
- limited opportunities for induction activities for example, school visits, meeting new teachers, or participating in fresher weeks at college or university
- challenges around transfer of data on progress and support needs
- lack of access to partnership learning such as Higher Education summer schools, and work placements
- different start dates for college or university courses
- helping children and young people with additional support needs to recognise and understand their next steps

Partnership Working

Our organisation recognises that strong partnerships are essential to delivering inclusive, impactful, and sustainable opportunities for young people across Glasgow. We work collaboratively with a wide range

of third sector organisations, schools, and Glasgow City Council family partners to maximise reach, share expertise, and respond effectively to local community needs.

We have established positive relationships with both primary and secondary schools, working closely with teaching staff to align our activities with the Curriculum for Excellence. Through these partnerships, we identify and engage young people who would benefit most from our programmes, including those with additional support needs (ASN), those experiencing barriers to participation, and those at risk of disengagement from education.

We also work in partnership with Glasgow City Council services, including Glasgow Life teams and youth workers. These relationships support the delivery of community-based activities in accessible venues such as schools, libraries, and community centres. They also enable us to target priority groups in line with local inclusion, participation, and inequality reduction priorities.

Our engagement with third sector organisations and community groups strengthens our ability to reach underrepresented young people and develop effective referral pathways. These partnerships support joint delivery of activities, resource sharing, and a coordinated approach to participant support, ensuring that young people receive the right opportunities and guidance at the right time.

Our partnership approach is collaborative, responsive, and built on shared outcomes. Key elements include:

- Co-design and co-delivery of programmes and activities
- Referral pathways that support engagement with priority groups
- Regular communication, feedback, monitoring, and evaluation
- Shared learning, resources, and best practice

We are also actively developing new partnerships with employability organisations, industry partners, and specialist agencies supporting care-experienced young people and those with additional support needs. These partnerships will strengthen progression pathways into further education, training, apprenticeships, and STEAM-related careers.

Overall, our partnership approach ensures a joined-up, community-based service that contributes to shared outcomes across Glasgow, including reducing inequalities, improving engagement, increasing participation, and supporting positive destinations for young people.

Volunteer Recruitment and Roles

Volunteers are at the heart of our work. Their enthusiasm, skills, and commitment help us create inspiring opportunities for young people across Glasgow and extend the reach and impact of our programmes. Whether they are leading activities, mentoring participants, or supporting events, our volunteers make a meaningful difference in the lives of the young people we work with.

Recruiting Volunteers

We are committed to making volunteering accessible, welcoming, and rewarding for everyone. We actively encourage applications from people of all backgrounds and experiences, recognising that diversity strengthens our programmes and reflects the communities we serve.

We recruit volunteers through a range of channels, including:

- Partnerships with colleges, universities, professional associations, and local businesses

- Promotion through social media, volunteer platforms, and community networks
- Engagement with local organisations and community groups

Our recruitment process is designed to be straightforward and inclusive. We provide clear role descriptions and accessible application materials, focusing on an individual's enthusiasm, values, and commitment to supporting young people rather than solely on qualifications or previous experience.

All volunteers complete PVG checks where required and receive induction training covering safeguarding, child protection, inclusion, and good practice when working with children and young people.

The Role of Our Volunteers

Volunteers contribute to many aspects of our work and play a key role in creating positive experiences for participants. Their involvement includes:

- Supporting and facilitating hands-on STEAM activities and workshops
- Acting as mentors and positive role models for young people
- Providing additional support to individuals and small groups, including young people with additional support needs (ASN)
- Assisting with events, outreach activities, and community engagement programmes
- Helping create welcoming, inclusive, and supportive learning environments

Where possible, we match volunteers with roles that reflect their interests, skills, and aspirations, ensuring that volunteering is a positive and meaningful experience for everyone involved.

Creating an Inclusive Volunteer Experience

We believe that everyone should have the opportunity to volunteer and contribute to their community. We work hard to remove barriers to participation and provide a supportive environment where volunteers feel valued, respected, and confident in their role.

To achieve this, we offer:

- Flexible volunteering opportunities to suit different schedules and commitments
- Ongoing training, mentoring, and guidance
- Accessible venues, equipment, and resources
- Reimbursement of travel expenses where appropriate
- Flexible and responsive communication methods
- Reasonable adjustments to meet individual needs

We regularly seek feedback from volunteers and encourage open communication, helping us continually improve the support and opportunities we provide.

Building a Stronger Community Together

Our aim is to build a diverse and vibrant volunteer community that reflects the people and neighbourhoods we serve. By investing in our volunteers, we not only strengthen our programmes but

also create opportunities for individuals to develop new skills, build confidence, and make lasting connections.

Through their dedication and generosity, our volunteers help us deliver high-quality, inclusive STEAM programmes that inspire curiosity, build confidence, and support positive outcomes for young people across Glasgow. Their contribution is invaluable, and we are proud to have them as an integral part of our organisation.

Volunteer Voice

"Volunteering has been one of the most rewarding experiences I've had. Seeing young people grow in confidence and discover new interests in STEAM makes every session worthwhile. I've developed new skills, met fantastic people, and feel proud to be making a positive contribution to my local community."

– Volunteer, 2025-26

"I started volunteering because I wanted to give something back, but I've gained so much in return. Supporting young people to try new things, ask questions, and believe in themselves has been incredibly inspiring. The training and support from the organisation have made me feel valued and confident, and it's been amazing to see the impact we can make together."

– Volunteer, 2025–26

"Volunteering has given me the opportunity to develop leadership, communication, and teamwork skills while making a real difference in my community. Working directly with young people has strengthened my confidence and reinforced my passion for education and inclusion. It's been an experience that has benefited both my personal and professional growth."

– University Student Volunteer, 2025–26

"One of the highlights of volunteering has been watching young people discover talents they didn't know they had. Whether it's building a project, solving a challenge, or presenting their ideas, seeing their confidence grow over time is incredibly rewarding. Being part of an organisation that genuinely cares about inclusion and opportunity has made me feel that I'm contributing to something meaningful."

– Volunteer, 2025–26

Supporting, connecting and building resilience for new Scots

During 2025–26, our project supported approximately 415–450 young people aged 8–18, with 85–95% from Glasgow's most disadvantaged communities (SIMD 1–3). Through a range of engaging activities and programmes, participants developed practical skills, confidence, and opportunities to influence activities, make decisions, and contribute to their communities.

Our participatory approach enabled young people to co-design sessions, share ideas, and take on leadership roles. 95% reported feeling listened to and valued, 85% said they influenced programme activities, and 87% felt more confident expressing their views. Participants also developed teamwork, problem-solving, and communication skills, with 85% reporting increased confidence working with others and 80% gaining new skills applicable in community settings.

By providing inclusive, community-based opportunities and strong partnerships with schools, Glasgow City Council services, and third-sector organisations, we helped young people become more connected, engaged, and empowered. Participants reported greater confidence, stronger social connections,

increased community involvement, and improved awareness of how their skills can contribute to positive change across Glasgow.

Case Study 1 – Improving Wellbeing and Reducing Isolation

A participant (Participant B) joined the allotment and weekly wellness sessions experiencing social isolation and low mood. They initially found it difficult to engage with others and lacked confidence in group settings.

Through regular attendance in the wellbeing and outdoor activities, they began to build relationships with other participants and engage in structured routines. The combination of physical activity, social interaction, and a supportive environment had a positive impact on their wellbeing.

Outcomes achieved:

- Improved mental wellbeing and reduced stress
- Increased social interaction and confidence
- Development of positive routines and coping strategies
- Greater sense of belonging within the community
- Coming here has helped me feel less alone and more positive.

Case Study 2 – Cultural Inclusion and Confidence

A participant (Participant C) from an ethnic minority background joined the cooking and sewing programmes. They initially lacked confidence and had limited opportunities to engage with the wider community.

Through culturally relevant activities, they were able to share their knowledge and learn new skills while engaging with others from different backgrounds. This supported both confidencebuilding and cultural expression.

Outcomes achieved:

- Increased confidence and self-esteem
- Strengthened cultural identity and pride
- Improved communication and social skills
- Greater participation in community activities

"It feels good to share my culture and be part of something where everyone is included."

A key achievement has been the successful engagement of 1700+ participants across multiple programme strands, with a strong focus on inclusion and equity.

Glasgow Community Fund (GCF) support over the past three years has been instrumental in strengthening our organisational capacity and community impact. The funding has enabled us to expand and sustain a diverse range of programmes, workshops, and community engagement activities, reaching more people across Glasgow.

Importantly, GCF funding has supported more than programme delivery alone. It has enabled us to invest in our staff team, volunteers, governance, systems, and infrastructure, creating a stronger and more resilient organisation. This has helped improve the quality, consistency, and accessibility of our services while ensuring we remain responsive to the evolving needs of the communities we serve.

The funding has also strengthened our partnerships with schools, Glasgow City Council services, community groups, and third-sector organisations, allowing us to reach priority groups and maximise our collective impact.

As a result, we have increased participation, improved outcomes for service users, and built a stronger foundation for long-term sustainability. The support of the Glasgow Community Fund has been a key factor in helping us grow as an organisation, deepen our community impact, and continue delivering high-quality, inclusive services that make a meaningful difference to people's lives across Glasgow.

FREE HOMEWORK HELP

Supporting children and young people to unlock their potential and continually improve to achieve excellence

Improve Grades Improve Confidence Improve Career

Free Tutoring for all ages!

- All subjects, levels and ages.
- We can help children and young people to improve their grades and confidence.
- We can help children and young people to achieve their career goals.
- We will offer workshops throughout the year around College, University, UCAS application as well as introducing young people to the full range of work experience, internships and apprenticeships offered in Scotland.
- Young people will gain career management skills and make informed decisions.
- Professional career advisers from Skills Development Scotland.
- Experienced, competent, professional instructors from Universities in Glasgow and Engineers.
- Specialists in new Scottish Qualifications Authority (SQA) Exams.

When: During school time
Days: Mondays, Fridays and Saturdays
Venue: Ron Davey Enterprise Centre, 10 Vulcan Street, Glasgow, G21 4BP

For more information and to register please email: africanchallengescotland@yahoo.co.uk

African Cost of Living Support Programme

The ongoing cost-of-living crisis continues to place significant pressure on many individuals and families within Glasgow's African and wider ethnic minority communities. In response, our African Cost of Living Support Programme provided practical assistance, information, advocacy, and community-based support to help people manage financial challenges and improve their wellbeing.

During the year, the programme supported 376 participants, helping individuals and families access essential services, financial guidance, and community resources. Through one-to-one support, group sessions, and community outreach, participants received assistance with welfare benefits, housing, energy costs, budgeting, food support, digital inclusion, and access to employability and wellbeing services.

A key strength of the programme was its culturally responsive, community-led approach. By providing trusted support in accessible community settings, we were able to engage individuals who may face barriers to accessing mainstream services due to language, cultural, or confidence-related challenges. This helped strengthen trust, reduce isolation, and increase awareness of available support.

The programme achieved positive outcomes for participants, with many reporting increased confidence in managing household finances, improved knowledge of available services, and greater ability to access support when needed. Participants also developed stronger social connections through community activities, peer support, and information-sharing sessions.

Key outcomes included:

- 376 individuals supported through advice, guidance, and community-based assistance.
- Increased awareness and uptake of welfare, housing, and financial support services.
- Improved confidence in managing day-to-day financial pressures and accessing essential resources.
- Reduced social isolation through participation in community activities and peer support networks.
- Increased engagement with employability, digital inclusion, health, and wellbeing opportunities.
- Stronger connections between individuals, families, and local support organisations.

Working closely with Glasgow City Council services, third-sector partners, and community organisations enabled us to provide coordinated and effective support tailored to individual needs. Through these partnerships, participants were connected to a wider network of opportunities and services, helping to improve resilience and long-term wellbeing.

As demand for support continues, the programme remains an important part of our commitment to tackling inequalities, strengthening communities, and ensuring individuals and families have access to the resources, knowledge, and support they need to thrive.

Participant Voices

"The support I received came at a time when I was really struggling with rising bills and day-to-day expenses. The team listened without judgement, helped me understand what support was available, and connected me to services I didn't know existed. I feel much more confident about managing my situation now."

– Programme Participant A

"Being part of the programme helped me feel less isolated. I met people facing similar challenges, learned about local support services, and gained practical advice that has made a real difference to my family. The staff were welcoming, understanding, and always willing to help."

– Programme Participant B

"The advice and support I received helped me access financial assistance and improve my digital skills. I now feel more confident using online services, applying for opportunities, and finding information independently. The programme has given me hope and helped me look forward with confidence."

– Programme Participant C

Sewing Machine Activity

During the year, **178 adults and 98 young people** participated in our sewing workshops, developing practical sewing and upcycling skills, creativity, confidence, and wellbeing. Participants reported increased self-esteem, reduced isolation, stronger social connections, and greater confidence in applying their new skills at home, in education, volunteering, and community activities.

Key outcomes included:

- Increased sewing, creative, and practical life skills
- Improved confidence and self-esteem
- Greater social interaction and community engagement
- Enhanced wellbeing through creative and group-based activities
- Increased awareness of sustainable and environmentally friendly practices

The Sewing Skills Programme has become an important community activity, providing opportunities for learning, creativity, and social connection. By bringing people together in a supportive environment, the programme has helped participants develop new skills, build friendships, and gain confidence while contributing to a stronger, more connected community.

Participant Feedback

"I had never used a sewing machine before joining the group. Now I can make simple items myself and even repair clothes for my family. The sessions have given me confidence and a real sense of achievement."

– Adult Participant

"The sewing classes helped me learn new skills and meet new people. I looked forward to coming every week and felt proud when I completed my first project. It has really boosted my confidence."

– Young Person

"This programme has been about much more than sewing. It gave me a chance to connect with others, reduce my isolation, and learn something practical that I can continue using in everyday life. The support from staff and other participants has been fantastic."

– Adult Participant

Healthy Cooking Programme

95 women and young people participated in our Healthy Cooking Programme, developing practical cooking skills, confidence, and knowledge of healthy eating. Participants learned to prepare nutritious, affordable meals using provided ingredients and recipes, helping improve family wellbeing and encourage healthier lifestyle choices.

Participant Feedback

"I learned how to cook healthy meals on a budget and now prepare them for my family every week. The sessions gave me confidence in the kitchen."

– Adult Participant

"I enjoyed trying new recipes and learning about healthy ingredients. I feel more confident cooking for myself and making healthier choices."

– Young Person

"The classes were friendly and welcoming. I met new people, learned useful skills, and took home recipes that my whole family now enjoys."

– Programme Participant

Physical Activity and Sport

During 2025–26, 367 children, young people, and adults participated in our physical activity and sport programmes. Through inclusive activities and community partnerships, participants improved their physical fitness, mental wellbeing, confidence, and social connections. Many reported increased physical activity levels, improved stamina and mobility, reduced stress and anxiety, enhanced self-esteem, and healthier lifestyle choices. The programme also helped combat social isolation and encouraged long-term engagement in active, healthy living.

Participant Feedback

"The sessions helped me become more active and healthier. I have more energy, sleep better, and feel much more confident."

– Young Participant

"Since joining the programme, my fitness has improved and I feel less stressed. Taking part every week has had a positive impact on my mental wellbeing."

– Adult Participant

"The activities have helped me lose weight, stay active, and meet new people. I feel much happier and healthier than I did before."

– Adult Participant

"I enjoy exercising with others and trying new sports. My confidence has grown, and I feel more motivated to stay active."

– Young Participant

"The programme has improved my physical health and reduced my feelings of loneliness. It has given me a routine, new friendships, and a real sense of belonging."

– Adult Participant

BBC Children in Need – Youth Social Action Grant

Thanks to funding from BBC Children in Need, our Youth Social Action Project empowered 400 children and young people across Glasgow to lead positive change in their communities. Participants ranged from ages 5 to 19+, including 95 aged 5–9, 109 aged 10–15, 123 aged 16–18, and 73 aged 19 and over.

A key achievement was the development of youth leadership. Seventy-five young people took on leadership roles, including leading discussions, coordinating activities, conducting research, mentoring peers, organising community events, and promoting projects through social media and community campaigns. Through these opportunities, young people developed communication, teamwork, problem-solving, planning, and decision-making skills while building confidence and resilience.

The project adopted a youth-led approach, ensuring children and young people were involved in shaping activities from the outset. Through workshops, consultations, surveys, and ongoing feedback sessions, participants identified the issues most important to them. While the project initially focused on wellbeing, skills development, employability, inclusion, and community cohesion, young people highlighted a stronger need to address mental health, loneliness, social isolation, and the creation of safe and inclusive spaces within their communities.

In response, participants helped redesign elements of the project, introducing peer-led wellbeing activities, awareness campaigns, community discussions, and initiatives focused on environmental sustainability and community action. This process strengthened young people's sense of ownership and demonstrated their ability to identify local needs and develop meaningful solutions.

Throughout the year, young people supported one another through peer mentoring, led group discussions, organised events, and contributed to community improvement activities. Many participants who initially lacked confidence progressed into leadership positions, helping others engage and ensuring all voices were heard.

The project has increased confidence, leadership skills, community participation, and social connectedness while creating opportunities for young people to influence decisions that affect their lives. By placing young people at the centre of planning and delivery, we have supported them to become active citizens, capable leaders, and positive role models within their communities. The project continues to demonstrate the power of youth voice and social action in creating lasting change across Glasgow.

Difference 1 – Youth-led

Young people have shown increased confidence and ownership over their development. Through the digital training programme with Inspire Digital Agency, participants created and managed their own WordPress websites, making decisions about design and content. In the Jambo! Radio training, they led on programme ideas, scriptwriting, and interviews. These experiences helped build resilience,

particularly when learning new technical skills or presenting their work. As a result, young people are more confident in making decisions and taking control of their futures.

Difference 2 – Strengths-based (progressive)

The project has enabled young people to build on their strengths and shape activities to meet their needs. Feedback has been used to make sessions more practical and engaging. For example, the employability and STEAM programmes have offered targeted support in exam preparation, digital skills, and career planning. Participants have gained a strong sense of achievement through outputs such as completed websites, media content, and certificates. This has increased their motivation, self-belief, and aspirations, with many now exploring further education, training, or employment pathways.

Difference 3 – Connected

Young people are more connected to opportunities, support services, and their community. Partnerships with organisations such as Glasgow Science Centre and Skills Development Scotland have provided access to work experience and career pathways. Weekly mental health and wellbeing sessions have created safe spaces for peer support, helping reduce isolation. Community events celebrating inclusion and diversity have strengthened relationships and belonging. Overall, participants feel more supported, engaged, and empowered to access opportunities that positively impact their lives.

The social action projects have had a positive and growing impact on the local community by increasing access to skills, support, and opportunities for a wide range of individuals.

Thanks to BBC Children in Needs Fund

Jacobs Work Experience Programme

Five S5 pupils from African Challenge Scotland participated in a week-long work experience programme hosted by Jacobs at its Glasgow office. The programme provided participants with valuable exposure to a broad range of STEAM career pathways, including engineering, ecology, landscape architecture, transport planning, geology, and project management.

Working collaboratively in teams, participants completed a real-world project focused on designing and planning a festival, while receiving guidance from Jacobs STEAM Ambassadors and industry professionals. Sessions explored key themes such as sustainability, innovation, growth mindsets, and the future workplace.

The programme delivered strong outcomes for participants. 100% increased their awareness of STEAM careers and education pathways, 100% developed teamwork and communication skills, and 80% reported increased confidence in presenting ideas and working collaboratively on projects. Participants also strengthened their problem-solving, time management, project planning, and data analysis skills through practical, hands-on learning.

The experience helped raise aspirations and provided participants with a clearer understanding of the diverse opportunities available within the STEAM sector, supporting informed decisions about future education, training, and career pathways.

Participant Feedback

"Before this programme, I only knew about a few engineering careers. Meeting professionals from different STEAM backgrounds showed me how many opportunities are available. It has inspired me to consider studying engineering at university."
– S5 Participant

"Working on the festival project helped me develop my communication and teamwork skills. Presenting our ideas to professionals was challenging at first, but it really improved my confidence."
– S5 Participant

"The work experience gave me a better understanding of what it is like to work in a professional environment. I learned how different specialists work together on large projects and gained skills that will help me in future education and employment."
– S5 Participant

"I particularly enjoyed meeting the STEAM Ambassadors and hearing about their career journeys. The experience helped me realise that there are many different pathways into STEAM careers."
– S5 Participant

"The programme encouraged me to think creatively, solve problems, and work effectively as part of a team. It was a valuable experience that has increased my confidence and career aspirations."
– S5 Participant

Radio Clyde Cash for Kids - Cash for Kids Cost of Living Grants – Christmas 2025 Application

We were delighted to receive a grant from Cash for Kids through the Mission Christmas Fund, enabling us to provide vital Christmas support to 100 children and young people from disadvantaged and underrepresented backgrounds across Glasgow.

The funding was used to purchase and distribute Tesco gift cards to families experiencing financial hardship. This support helped ensure that children and young people who may otherwise have gone without gifts at Christmas were able to enjoy the festive season and feel included alongside their peers.

Working closely with families, we identified children most in need of support and ensured assistance reached those facing the greatest barriers. The flexibility of the gift cards allowed families to purchase gifts, clothing, and essential items based on their individual circumstances and needs.

At a time when many households were experiencing significant financial pressures due to the ongoing cost-of-living crisis, the support provided practical relief and helped reduce some of the stress associated with the festive period. Feedback from families highlighted the positive impact of the initiative, with many expressing gratitude for the opportunity to provide a happier Christmas for their children.

The project contributed to improved wellbeing, reduced financial pressure, and increased feelings of inclusion for participating children and families. It also strengthened our relationships with local communities and reinforced the importance of partnership working in supporting vulnerable households.

Through the generous support of Cash for Kids, 100 children and young people were able to experience the joy of Christmas, helping create positive memories and ensuring that financial circumstances did not prevent them from participating in an important time of year.

Young People A said:"I am grateful for the gift card and thanks to Cash for Kids."

Young People B said: "What a surprise when my mother told me she'd received an email from African Challenge Scotland inviting me to pick up a gift card that will allow me to buy clothes and toys for

Christmas! That's fantastic! A huge thank you to all the donors and the entire Cash for Kids team for the excellent work they do in Glasgow and beyond."

Young People C said: "I am grateful for all the positive work done by African Challenge Scotland for children and young people. I also thank Cash for Kids for the gift card I received. Thank you very much and God bless you."

Young People D said: " The cost of living has hit my single mother hard, and we're struggling to pay the bills and put food on the table. The gift card I received was simply wonderful and arrived just in time to help me celebrate Christmas. Thank you for all the good you do for the community."

Young People E said: " I would like to warmly thank everyone who donated, participated in fundraising campaigns, as well as the teams at Cash for Kids and African Challenge Scotland. The gift card I received allowed me to celebrate Christmas and gave me renewed hope."

My family and I moved to North Glasgow and heard about an organisation called African Challenge Scotland, which helps children, young people, and families in Glasgow. We were thrilled to learn that an organisation included people of color like us. We got their contact information, and my dad emailed them. We received a reply immediately, and an appointment was scheduled. On the day of the appointment, we attended a meeting at their youth center. We learned about the activities and services the organisation offers. Following this, we became members. Since then, we have participated in all their events and activities. In December 2025, I received a Tesco gift card. I was both very happy and delighted. This gift card allowed me to buy clothes and food for Christmas. Although it was only possible thanks to the gift card I received, I had a fantastic Christmas. A big thank you to African Challenge Scotland, Cash for Kids, and all the donors.

The grant made a significant contribution to reducing financial hardship, improving wellbeing, and promoting inclusion for 100 children and young people across Glasgow during the Christmas period.

Thanks to Radio Clyde Cash for Kids Fund

Jacobs - STEAM Education and Employability Programme

At African Challenge Scotland, our vision is to improve lives through Science, Technology, Engineering, Arts and Mathematics (STEAM) education. Working in partnership with Glasgow Science Centre, SSERC, Skills Development Scotland, the Nigerian Society of Engineers Glasgow Branch, and other STEAM organisations, we delivered a comprehensive programme designed to inspire young people, raise aspirations, and develop the skills needed for future education and employment.

During the year, the programme engaged 425 children and young people, supported by 52 Youth Volunteer Ambassadors who played an important role in mentoring peers and promoting participation. Through weekly STEAM clubs, coding workshops, employer engagement activities, careers events, and project-based learning opportunities, participants developed technical knowledge alongside essential employability skills including communication, teamwork, problem-solving, leadership, and digital literacy.

A key highlight was the Summer Coding Camp, delivered in partnership with the Nigerian Society of Engineers Glasgow Branch. The programme introduced young people to coding, programming, and digital technologies while providing insight into a wide range of STEAM career pathways. Participants also benefited from direct engagement with industry professionals and employers, helping them better understand future opportunities and progression routes.

The programme achieved strong progression outcomes, providing 57 work experience placements, supporting 36 young people into apprenticeships, 17 into internships, and 15 into graduate opportunities. These opportunities enabled participants to gain practical workplace experience, improve career readiness, and make informed decisions about their future education and employment pathways. Our annual Careers Fair further strengthened employability outcomes by connecting young people and families from Black and minority ethnic communities with employers, training providers, colleges, universities, and apprenticeship organisations. This helped participants access information, networks, and opportunities that may otherwise have been difficult to reach.

Alongside educational and employability outcomes, the programme prioritised participation and youth voice. We continued to embed the principles of the United Nations Convention on the Rights of the Child (UNCRC) across our work, ensuring children and young people actively contributed to programme design, delivery, and evaluation. Feedback systems, youth ambassador programmes, and leadership opportunities enabled participants to shape activities and influence decision-making.

The programme also supported families affected by financial hardship by connecting them with cost-of-living support, learning resources, and wider community services. Through partnership working and innovative programme delivery, we ensured that children and young people could access high-quality learning experiences regardless of their circumstances.

By combining education, employability, participation, and inclusion, the STEAM Programme continues to help young people build confidence, develop valuable skills, access meaningful opportunities, and realise their full potential. The programme remains a powerful example of how collaborative partnerships can improve life chances and create pathways to positive destinations for young people across Glasgow.

Thanks to Jacobs Engineering Fund.

African Challenge Scotland – Free Food Parcels and Fuel Support

In 2025/26, with support from The National Lottery Community Fund, we assisted 152 families across Glasgow, primarily from Black and minority ethnic communities affected by the cost-of-living crisis. The programme provided emergency food parcels and utility/fuel support, helping families meet essential needs, reduce financial hardship, and improve household wellbeing during a period of rising living costs and increased inequality.

Springburn Community Street Festival

African Challenge Scotland participated in the Springburn Community Street Festival, working alongside Spirit of Springburn and local partners to celebrate African culture and promote community cohesion. Through African fashion, food, arts, and interactive demonstrations, we engaged with over 3,500 festival attendees, increasing cultural awareness, challenging stereotypes, and fostering inclusion. The event strengthened community connections, promoted multicultural understanding, and created opportunities for people of all backgrounds to learn, share experiences, and celebrate diversity together.

Celebrating Diversity, Inclusion and Community

In 2025–26, African Challenge Scotland proudly celebrated diversity, inclusion, and equality through our annual Community Festival, bringing together more than 3,000 people from diverse cultures, backgrounds, and communities across Glasgow.

The festival provided a vibrant platform for community members to connect, share experiences, celebrate cultural heritage, and promote mutual understanding. Through live performances, cultural displays, family activities, information stalls, food, music, and community engagement activities, the event fostered a strong sense of belonging and social cohesion.

The festival created opportunities for children, young people, adults, volunteers, and community organisations to engage with one another in a welcoming and inclusive environment. It also showcased the rich cultural diversity that strengthens Glasgow's communities while promoting respect, equality, and inclusion.

Outcomes

- Over **3,000 people** participated in the festival.
- Increased community participation and social connection.
- Improved understanding and appreciation of different cultures and traditions.
- Enhanced community cohesion and sense of belonging.
- Increased volunteering and community engagement opportunities.
- Greater awareness of local services, support organisations, and community resources.
- Strengthened partnerships between community groups, public agencies, and local organisations.

Feedback highlighted that participants felt more connected to their communities, gained a greater appreciation of cultural diversity, and valued the opportunity to celebrate together in a positive and inclusive setting.

Participant Feedback

"The festival brought people from so many different backgrounds together. It was wonderful to celebrate our cultures, meet new people, and feel part of one community."
– Festival Attendee

"I enjoyed seeing different cultures represented and learning about traditions I wasn't familiar with. It was a fantastic atmosphere for families."
– Parent

"The event made me feel proud of my heritage while also helping me connect with people from other communities. It showed the diversity that makes Glasgow special."
– Community Participant

"Volunteering at the festival gave me the opportunity to meet new people, develop my skills, and contribute to an event that brought real value to the community."
– Volunteer

"The festival created a welcoming space where everyone felt included. It helped build friendships, promote understanding, and strengthen community spirit."
– Partner Organisation Representative

The Community Festival remains one of our flagship events, demonstrating the power of cultural celebration to bring communities together, reduce isolation, strengthen relationships, and promote a more inclusive Glasgow.

African Challenge Scotland – Glasgow City Health and Social Care Partnership

We partnered with Glasgow social services to provide a variety of services which aim to:

- ensure the safety and protection of vulnerable adults, young people and children
- support individuals and families to maintain independence and to exercise choice about the way they live their lives

Strategic Partnerships and Employability

Strong partnerships continued to play a vital role in expanding opportunities for Black and minority ethnic communities across Glasgow.

In partnership with Police Scotland, we supported Black and minority ethnic families through community engagement, early intervention, and awareness initiatives. The collaboration helped address barriers linked to inequality, social exclusion, employability, education, and community wellbeing, while promoting greater trust and engagement with public services.

Working with Glasgow Theatres, we developed opportunities to improve workplace diversity and inclusion within the cultural sector. The partnership encouraged young people and women from Glasgow North East to explore careers in the arts and customer experience, supporting more equitable access to employment and helping create a workforce that better reflects the diversity of local communities.

Through our Employability Programme, we collaborated with Jobs & Business Glasgow, PeoplePlus, Pathway, and Police Scotland through the Employability Support for Under-Represented Communities, Fair Start Scotland, and Introduction to Policing programmes. These partnerships provided pathways into training, volunteering, work experience, and employment for individuals facing barriers to work.

We also supported asylum seekers and refugees to develop employability skills through training, volunteering, and community-based learning opportunities. While many participants were unable to access employment due to immigration restrictions, these programmes helped them build confidence, gain valuable experience, and prepare for future employment opportunities.

Collectively, these partnerships strengthened access to employment, skills development, community engagement, and inclusive career pathways, helping individuals build confidence, improve life chances, and achieve positive outcomes.

African Challenge Scotland service

We offered employment advice, social services support and women support groups. We have also protected families in relocation to another area if they have been victims of racist incidents in their area and work directly with social services on other issues that affect African communities more generally.

We have worked with local elected members to push on social equality and advancing justice in our city.

African Challenge Scotland short and long-term projects during this cost of living crisis including:

- Homework clubs with mentors
- Participatory budgeting leading to entrepreneurship
- Support with CV's, college and university applications for STEM subjects
- COVID-19 resilience and cost of living crisis Response Programme
- Free Homework Help Classes for children and young people
- Women Support Group
- Mental Health support
- Asylum seekers and refugees support

Services provided by African Challenge Scotland are:

- Advancement of public participation in sport
- Advancement of Citizenship/community development
- Advancement of the arts, heritage, culture and science
- Advancement of education for children and youth
- Outreach/befriending service – This is crucial to ACS work overall. It provides a great deal of support to African and ethnic minorities who are very isolated and lack confidence for various reasons in Glasgow wide area.
- Family Support Work to deal with the social welfare problems of African and ethnic minorities' families helped in several ways.

African Challenge Scotland provides services to:

- Children and young people
- People of particular ethnic or racial origin
- African and ethnic minorities families/groups
- Partners agencies to support engagement/integration with hard to reach communities
- Promote community integration
- People of white origin

Financial review

Reserve policy

The trustees have reviewed the reserves of the charity.

Principal funding sources

The charity's main source of income is grant fund.

Investment policy and objectives

The charity has no investments. Our cash reserves are held in our accounts. The interest earned is considered by the trustees as a gift of the UK banking system and supplements the work done by the charity.

Plan for future periods

We intend to maintain our existing range of community activities working in partnership with the community and to further develop our community projects.

Statement of Trustees' responsibilities

The charity trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the financial statements, the trustees are required to:

Select suitable accounting policies and then apply them consistently;

Observe the methods and principles in the Charities SORP;

Make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees for the purposes of charity law who served during the year and up to the date of this report are set out on page 1.

Approved by the trustees and signed on its behalf by:

Badou Marie Grace Atta (Treasurer)

06th October 2026

Hatem Johnson (President)

AFRICAN CHALLENGE SCOTLAND

AFRICAN CHALLENGE SCOTLAND

Report of the Independent Examiner

To the trustees of African Challenge Scotland

We report on the accounts of the charity for the year ended 31 March 2026

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulation 2006.
The charity trustees consider that the audit requirement of Regulation 10 (1) (d) of the Accounts Regulations does not apply. It is our responsibility to examine the accounts as required under section 44 (1) (c) of the Act and to state whether particular matters have come to our attention.

Basis of independent examiner's statement

Our examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanation from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of our examination, no matter has come to our attention

1. Which gives us reasonable cause to believe that in any material respect the requirements;
   - To keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
   - To prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations have not been met, or

2. To which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Omar Nabi FCCA
Ahmad & Nabi McMullan
Accountants
Glasgow

06th October 2026

AFRICAN CHALLENGE SCOTLAND

Statement of Receipts and Payments for the year ended 31 March 2026

Statement of Financial Activities
Year ended 31/03/2026

	Unrestricted Funds £	Restricted Funds £	2026 Total £	2025 Total
Incoming rescources				
Donations	469	95,041	95,511	109,552
Prior year adjustment (donations)	-	-	-	-
Total incoming resources	469	95,041	95,511	109,552
Rescorces expended				
Events, Awards and Refreshments	-	5,831	5,831	5,213
Donations	-	-	-	5,000
Telephone	-	2,001	2,001	1,725
Wages	-	41,738	41,738	59,121
Design Fees	-	-	-	-
Membership Fees	-	466	466	555
Food parcels and toiletries	-	13,346	13,346	20,269
Professional fees	-	-	-	-
Insurance	-	389	389	370
Venue hire	-	2,825	2,825	6,090
IT costs	-	1,466	1,466	7,172
Equipment	-	1,654	1,654	3,864
Uniform	-	408	408	8336
	-	70,124	70,124	117,714
Net incoming resources	469	24,917	25,387	(8,162)
Total funds brought forward	662	20,775	21,437	29,599
Total funds carried forward	1,131	45,692	46,824	21,437

AFRICAN CHALLENGE SCOTLAND

Statement of balances for the year ended 31 March 2026

	Year 2026 £
Bank and cash in hand	
Opening balances	21,437
Surplus/ (deficit) for the year	25,387
Closing balances	46,824
Represented by:	
Cash in hand and at bank	46,824

Approved by the Trustees

Badou Marie Grace Atta

06th October 2026