

# ESDEG'S ANNUAL REPORT & FINANCIAL STATEMENT 2022



**ESDEG**  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

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# Director's Report

The year 2022 was both challenging and successful for Education & Skills Development Group (ESDEG). ESDEG grew and expand its services to new client groups, had new partnerships, successfully raised more funds and recruited new talented staff members. We also acquired the use of a community centre which enabled us deliver more services and engage with the local community. ESDEG is now trusted organization for the local community where the services we provide is reliable and always available.



Our unique projects include the SEND Support projects, before we started this project, we didn't know the scale of the need and huge problems faced by families and children with special educational needs from the minority groups in accessing services including getting diagnoses for their children's condition, finding suitable school places for their children, accessing welfare benefits and social support such as care and respite. Mentoring for children and young people to inspire and raise their confidence and self-esteem in order for them to achieve their full potential is another successful project for ESDEG.

The new challenges for small grassroot charities resulting from the Covid-19 pandemic include mental health problems affecting disproportionately to the community we are working with, as a result ESDEG now has in house counsellor qualified to provide services to both adults and children.

# Director's Report (cont'd)

In order to amplify the voices of the community we work with, ESDEG has conducted number of research topics and produced reports on main issues affecting the community by talking directly to the people affected face to face and then collating the reports. The topics covered include School Exclusion and Black-Heritage Families in West London and Challenge Faced by Ethnic Minority Parents in Navigating SEND System (reports available on our website: [www.esdeg.org.uk](http://www.esdeg.org.uk))

In 2022, we expand our networking and partnership work with the local groups and residents, schools, funders and other community groups and charities. We set up in collaboration with local groups, Northolt Community Forum which provides a platform where groups and residents can meet and collaborate, also coordinate their services. In this forum, local councillors, leader of the council and MP are invited so that residents and groups can ask questions on the local needs and listen to their plans. These help ESDEG raise its profile, visibility and trust from funders and partners

We are very positive for the future of the charity and have plans to do more in meeting the growing needs of the community we serve. We are aware of the new challenges such as cost of living crises and soaring energy prices and are already doing our best by giving out vouchers to help with bills and food shopping in support of local families, weekly food bank and warm spaces in our Centre.

All of the above would not be possible without the commitment, dedication and hard work of the ESDEG team. I would like to thank our staff, volunteers and trustees for their hard work in the past year and am confident that we will continue to do even better in the year ahead.



**Mohamed Ahmed**

**ESDEG**

**Managing Director**

# Chair of Trustees Note

ESDEG has continued to develop its services against a challenging post COVID background. It offers a broad range of services, education and support to children, young people and families. The quality and impact of its work has meant that the charity has successfully been awarded new grants, leading to more staff being appointed. It has responded to the cost-of-living crisis, which is significantly impacting BAMER communities, by establishing a foodbank and offering a designated warm space. The foodbank is in great demand and its food stores are cleared every week.

Work has been undertaken to raise the charity's profile and to extend its influence. It has secured funding to complete research and initiated the local Northolt and Greenford Community Forum, pulling together representatives from other local voluntary groups, council services and local councillors.

ESDEG is fortunate to have a highly experienced Managing Director and a diverse range of staff who understand the local community, can identify emerging needs and who are skilled at reaching those in need of support.

Accommodation continues to be a challenge but the Managing Director is working proactively to secure the long-term future of bases in Southall and Northolt.

# Chair of Trustees Note (cont'd)

Following a staff and Trustee Awayday, the charity has identified six key priorities which will drive its work moving forward. These have driven a new strategic plan. They are:

**Priority Area 1 Education and Training:** *to raise aspirations of and reduce attainment gap of Somali, black and minority ethnic and other disadvantaged communities*

**Priority Area 2 Community Cohesion, Advocacy and Empowerment:** *to provide social, cultural and recreational activities to overcome social isolation and provide support for integration*

**Priority Area 3 Policy, Research, Communications and Visibility:** *to raise ESDEG's profile and bring to the fore issues affecting service users to bring change to policy, practice and law*

**Priority Area 4 Employability and Skills Development:** *to enable and empower Somali and other disadvantaged ethnic groups to achieve social and economic independence through education, employment and training*

**Priority Area 5 Mental Health and Wellbeing:** *to improve and sustain good physical and mental health and wellbeing of people through culturally appropriate and accessible provision*

**Priority Area 6 Sustainability:** *to develop and maintain a robust infrastructure and a sustainable organisation*

# ESDEG's Achievements in 2022



# Support & Services

Providing services that model our vision to empower the BAME community belonging to deprived backgrounds in Ealing and neighbouring boroughs in West London through education, training and skills development to further equality, social justice, social mobility and community cohesion.

Launched the SEND Support project in January of 2022 to provide support to children with SEND needs and their parents in navigating the SEND jungle.

An Integrative Therapist was recruited and she launched ESDEG's counselling services in March 2022 which is available to both women and children, ESDEG's initiative towards breaking through social and cultural stigma against mental health.

The Right To Thrive Project worked with both young mothers and elderly women to help them cope with post Covid anxiety and other mental health issues.

The Health & Well Being Programme for Women was rolled out through which exercise sessions were conducted through a trained professional and healthy cooking classes were held at our centre twice a week.

Strengthened and continued our older programmes targeted at children and youth like Supplementary Schooling, Mentoring Programme, Family School Liaison and Sports initiatives, BAME adults from disadvantaged sections through ESOL Classes and elderly refugees through the Elderly Luncheon Club.



# Research & Policy Work

In 2022 ESDEG has been involved in research and evaluating complex socio-political issues affecting BAME communities from disadvantaged backgrounds in West London

In March ESDEG published a research report on School Exclusions and Black Somali Families in Ealing

In November ESDEG organised a focus group at the Viking Community Centre, Northolt for ethnic minority parents of children with SEND needs. The purpose was to listen to the experiences of these parents in accessing services, obtaining diagnosis and understanding the referral process to Carmelita House in Ealing where NHS, social services and LA's SEND team are based

ESDEG is currently conducting a research project on Finding School Places for Ethnic Minority Children with SEND in the Ealing Borough of West London

Launched a blog on which we discuss topical issues impacting BAME communities from disadvantaged groups

ESDEG launched Northolt Community Forum (NCF) to provide a platform for the C&VS organisations of Northolt, Greenford and Perivale to raise a collective voice and influence policy

# Connecting With The Community

## Northolt Community Forum

- ESDEG launched Northolt Community Forum (NCF) to provide a platform for the local residents and C&VS organisations of Northolt, Greenford and Perivale with the intention to encourage cooperation and collaboration amongst us and raise a collective voice

## ESDEG is an active member of the following networks

- Ealing Network Community
- Young Ealing Foundation
- 4in10

## ESDEG works in close collaboration with local organisations

- ESDEG organised a Summer Camp in collaboration with London Tigers for the local children during the school holidays.

# ESDEG's Projects

## A Report Card



ESDEG  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

# Supplementary Schooling

# 60

children from West London benefited from ESDEG's Supplementary Schooling project

**Extra-curricular activities for pupils have focused on developing:**

✓ *self-esteem*

✓ *confidence*

✓ *aspiration*

✓ *core skills*

ESDEG delivered weekly supplementary classes in *Mathematics* and **ENGLISH** in schools in **Southall, Northolt,** and **Brent** to children studying in

## Key Stages

## 1 to 4

### Achievements!

- Our activities reduced the attainment gap between refugee-heritage & other disadvantaged children and their peers
- Helped children develop key soft skills
- Supported parents to establish better communication with the schools which helped their children to thrive

# Mentoring & Tackling School Exclusion Project

In **2022** ESDEG mentored a total of **122** students in **6** schools of West London



## **3 Primary Schools**

- Featherstone Primary School
- Durdan's Park Primary School
- Viking Primary School



## **3 Secondary Schools**

- Lampton High School
- Villiers High School
- Brentside High School

Mentoring usually takes place either in the schools as well as the Viking Community Centre, and the Convent Way Community Centre

### **Achievements!**

- In 2022 a total number of 122 students were mentored
- Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration.

# Mentoring Success Story

S was a Year 5 BAMER student who was referred to ESDEG's Mentoring Programme because of his domestic situation, behavioural and mental health issues. He was also at risk of school exclusions and anti-social behaviour as his older brother was a gang member.

Our mentoring sessions helped transform and empower him to the extent that he has shown real leadership, altruism, and self-sacrifice to prevent a major gang fight that could have resulted in injuries and crimes. He took the initiative and leaked the plan, time and place for the upcoming fight to our mentor and school staff.



He proactively and single-handedly prevented a mass conflagration of violence despite the considerable amount of negative peer pressure, enticement and threats urging him to participate in the fight. We are proud of him because he was transformed from a possible instigator of violence to a brave young man going out of his way to prevent criminal activities.

The positive impact of our mentoring intervention on S's character was so profound that he wants to be a mentor when he grows up. He was also actively involved in social service like helping homeless people.

# Family & School Partnership Project

**50+**

**children helped through this**

**44**

**pupils benefitted from 1-2-1 support**

**8**

**pupils benefitted from family support**

**3**

**forums were facilitated between parents and school staff**

**2**

**review meetings were attended by ESDEG's School Liaison Officer**



This project is designed to maximise participation at all levels to bring lasting changes to BAMER children's behaviour and attainment

# Liaison Success Story

MH's position in school was precarious after facing five fixed term exclusions. Her school held a meeting with the governors to discuss her future in the school. ESDEG's Family Support Liaison Officer intervened and helped MH secure additional help while retaining her place at the school.

After speaking to MH's father ESDEG's Officer realised that MH was dealing with multiple issues. Her parents had separated a few years back but MH was still coming to terms with the breakdown of her family. MH had unresolved anger issues which resulted in



several fights in the school with both teachers and students. Our Officer spoke to the school on MH's behalf and the school agreed to offer her anger management support.

The school decided to hone MH's creative writing skills as a means to help her focus on the positive aspects of her life. She was encouraged to participate in her school's annual creative writing competition. She was offered more mentoring sessions as well.

ESDEG's Officer took MH's case to one of the school governors who played an instrumental role in keeping MH at the school.

MH has improved since then; she displays a stable temperament and very rarely receives behaviour points.

She communicates with her teachers and is enjoying her time at school.



# SEND Support Services Project

45

**families with children with special educational needs and disabilities were provided support through our SEND Support Services Project**



## **Achievement!**

Our work helped families to overcome challenges associated with gaining a SEND diagnosis, applying for an EHC plan, negotiate with the schools and get better support their child.

Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights.

# Counselling Project

ESDEG's Integrative Counsellor provided children and their family with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our in-house Counsellor who is professionally trained helped her clients cope with a range of challenges from intergenerational conflicts to mitigating the impact of Covid-19 and enabled them to access mainstream services as and when required.

# 28

**clients were counselled through ESDEG's  
Counselling Project in 2022**

# Counselling Success Story

T was in Year 6 in school when her mother left the family without any explanation. This traumatised the ten-year-old and she struggled to make sense of this event. She was also transitioning to high school and was anxious about leaving the safety of her primary school and her old friends. Meanwhile her body was also changing and she was struggling to make sense of all these changes without the support of her mother or any other female role model.

When T started attending counselling sessions at ESDEG she was weepy and very tensed. But she responded well to counselling and within a month her mood improved. She was able to ask questions and open up about her mother. She discussed her mother's leaving and how it impacted her at length.



At the end of the sessions T was confident enough to talk about her mother when asked. The process was slow but she reverted back to being the cheerful girl she had always been before this incident. By the time she finished counselling she was looking forward to choosing her high school and making new friends. This was achievable through play therapy.

# The Health & Wellbeing Project for Women

We provided activities for girls and young women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating and exercise. As required participants were enabled and sign-posted to relevant NHS services that they needed. We also supported participants to socialize and develop targeted skills that enabled them to achieve their aspirations

The Right to Thrive Project which went on for three months from March to June 2022 targeted both young mothers and elderly women from refugee backgrounds. In total the project served 50 women.

Two times a week exercises classes are held at the Viking Community Centre which are attended by 12 to 15 women, during school holidays, their children also join their mothers.

Healthy cooking classes are held twice a week and conducted by a qualified cook. These classes are very popular and attended by 10 or 15 ladies.



# ESOL Classes Project

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. Adults from 25 to 65 years attend these classes.

In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities and cultures.

In 2022 a total of **15** adults benefited from these evening classes.

# Refugee Elders Luncheon Club

We delivered a weekly luncheon club for the elderly people from refugee and economically deprived backgrounds in Southall. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering.

15

people attend these lunches per week  
in 2022

# Sports & Recreation Activities

## Summer Camp

During the summer school holidays ESDEG organised Summer Camp in collaboration with London Tigers. There were four sessions per week for four weeks. This hugely successful camp was attended by 50 children from the local community. From toddlers to teenagers attended the sessions, and children with SEND needs were also involved. Football, arts and crafts, dodge ball and netball sessions were conducted by trained professionals and these children were served lunch as well.

## Family Fun Day

ESDEG organised a Family Fun Day last August in the Viking Community Centre. This was attended by more than 60 people and more than half of which was children. All our service users plus locals from the neighboring flats joined the events, there was music, food, dancing, bouncy castle and soft play area for the younger children, while football for the older ones.



## Seaside Trip to Margate

In August ESDEG organised a seaside trip to Margate. 120 adults and children from 30 different families went to trip. Children with SEND were included in this trip. For most families it was the only trip that they took over the summer break. It was a hugely successful outing which the whole families enjoyed.



# Volunteering with ESDEG

4 volunteers were involved in the SEND Support Project

4 volunteers were involved in the Coffee Mornings

2 volunteers helped in organising the Healthy Cooking Classes

5 volunteers helped in organising the Family Fun Day Event

4 volunteers helped in organising the Seaside Visit

8 volunteers helped in Tuition Classes





# Volunteer H

Mother of four, H had come to ESDEG to seek help for her disabled mother. When she discovered that ESDEG offers SEND services, she stayed connected since two of her children have SEND needs.

H is an active member of our Coffee Mornings and an eager participant in most of ESDEG's activities and events. In fact she has got her family involved and her mother and children visit the centre regularly.

She was inducted and trained as a Volunteer on our SEND Project in 2022 and has been helping other mothers navigate the SEND system by providing information, useful tips, motivating talks and sometimes just listening to them vent out their frustrations.



About her volunteering experience, H says that a year back she was a very shy person who dreaded the idea of public speaking. But her interaction with other mothers in the coffee mornings has boosted her confidence, these days she no longer feels tongue tied, rather she feels that she has found her life's mission which is to help parents whose children have SEND needs.

# Volunteer SH

SH is a tuition class volunteer under ESDEG's Supplementary Schooling Project. She tutors four children from Year Three in Mathematics and English twice a week.

SH got into volunteering through a friend who told her about the extra support provided to children through these sessions. ESDEG's Supplementary Schooling Project Coordinator calls SH a star volunteer who is very popular with the children who love attending her classes.

SH says that when she started volunteering a year back, she was too timid and the children did not listen to her. But over the months she learnt how to make the children listen to her and take their lessons seriously. SH feels the last one year has helped develop her leadership quality and made her much more confident about herself.

She loves spending time with the children, interacting with them and mentoring them. Those very same children who were unruly in her class in the early days, now love attending her classes and have become model students.



# ESDEG'S FUNDERS

**The Baily Thomas**  
Charitable Fund

**BME**  
healthforum

**ef** Esmée  
Fairbairn  
FOUNDATION

 **SPORT  
ENGLAND**

★  
**AWARDS  
FOR ALL**

  
**Garfield Weston**  
FOUNDATION

 **Paul Hamlyn**  
Foundation

 **COMMUNITY**  
FUND

**Thrive**LDN   
towards happier, healthier lives

 **THE  
NATIONAL  
LOTTERY**



**JOHN LYON'S CHARITY**



**The True Colours Trust**

 **BBC**  
**Children  
in Need**

 **Ealing**  
[www.ealing.gov.uk](http://www.ealing.gov.uk)



**CITY  
BRIDGE  
TRUST**

# Statement of Financial Activities

## EDUCATION AND SKILLS DEVELOPMENT GROUP STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2022	2022	2022	2021
	Note	£	£	£	£
<b>Income from</b>					
Charitable Activities		10,890	311,178	322,067	251,438
Grants		-	-	-	30,304
<b>TOTAL INCOMING RESOURCES</b>	2	<b>10,890</b>	<b>311,178</b>	<b>322,067</b>	<b>281,742</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		-	294,726	294,726	210,704
Support Costs		975	7,561	8,536	5,711
Governance and Support		-	1,440	1,440	1,400
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>975</b>	<b>303,726</b>	<b>304,701</b>	<b>217,815</b>
<b>Net income</b>		9,915	7,451	17,366	63,927
<b>Funds brought forward</b>		63,927	104,323	168,250	104,323
<b>Net movement in funds and fund balances carried forward at 30 November 2022</b>	10	<b>73,842</b>	<b>111,774</b>	<b>185,616</b>	<b>168,250</b>

# Statement of Financial Activities (Cont'd)

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### BALANCE SHEET AS at 30 NOVEMBER 2022

	Notes	2022 £	2022 £	2022 £	2021 £
<b>Current Assets</b>					
Cash at bank and in hand	8	257,096		200,249	
<b>Total Current Assets</b>		<u>257,096</u>		<u>200,249</u>	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	9	<u>(71,480)</u>		<u>(32,000)</u>	
<b>Total assets less current liabilities</b>			<u>185,616</u>		<u>103,472</u>
			<u>185,616</u>		<u>104,323</u>
<b>Financed by:</b>					
Balance for the year			168,250		50,449
Balance brought forward			<u>17,366</u>		<u>53,874</u>
<b>Charity Reserve Funds</b>	10		<u>185,616</u>		<u>104,323</u>

**ESDEG would like to thank our clients and the local community  
who make our work worthwhile,  
our Trustees for their guidance,  
our volunteers  
& staff for their dedication and hard work.  
As our Managing Director Mr. Mohamed Ahmed wrote in his  
introduction**

*“We are very positive for the future  
of the charity and have plans to do  
more in meeting the growing needs  
of the community we serve.”*

**Thank You!**

