

ANNUAL REPORT

SETTLEMENT SUPPORT CIC



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A photograph showing the lower half of two people in business attire shaking hands. One person is holding a pair of glasses.

SETTLEMENT SUPPORT, UNITED KINGDOM

INTRODUCTION

This is the first annual report for this organisation and for that reason, it is important to trace the background and the purpose for the formation of the settlement support initiative.

The need for the establishment of such a support mechanism for, initially African and other migrants from deprived backgrounds was realised based on an observation and a needs assessment undertaken and founded on experiences of African migrants.

For some, due to lack or inadequate education and the inability to express one's self clearly, the confidence to approach the relevant government and indigenous institutions for support is fraught with mixed sentiments and where one is educated and the confidence is garnered, the experience may not be as expected.

This is understandable as these institutions have diverse and numerous clients to serve daily. Again, the need for a focus on and to target the Black and Ethnic Minority community and especially the youth and to enable and to empower them to be worthy contributors to the development of their community, the United Kingdom and to participate fully in global progress is pertinent.

The settlement support initiative is to fill the evident gaps, by introducing SMART projects and programmes and serving as a reliable intermediary and to collaborate with all stakeholders in serving the needs of the identified groups.

This account recounts the operation of the organisation from its inception and outlines the key achievements and challenges over the period.

MISSION

Our mission is to support settlement and integration of African and other immigrants into British Society by providing information, education, training, advisory services and sociocultural participatory programmes. We will also support Black and Minority Ethnic Minority groups, (BAME) especially the youth with specific programmes and services to promote employability, responsible and meaningful life.

VISION

Our vision is to be the best at creating and maintaining peaceful settlement and integration for African and other migrants into British society and leader in ensuring responsible living for the progress of the BAME community.

CORE VALUE

Support, Empathy, Responsive, Versatile, Embracing.

THE TEAM



One of the identifiable achievements of the organisation has been the assembly of a team of professional, reliable and committed group of people who have diversely contributed to offering their talents and time in the service of those in need.

BYRON NANA TAYLOR

A communications, management and leadership consultant, is the founder and coordinator, coordinating the activities of the team as a member of the Board.

KOFI FOLSON

An enterprise business development and information technology consultant. Co-founder and in charge of information technology, management system and finance of the team.

DR. ENO MAYCOCK

Currently, the director of MBA programmes at Coventry University. Serves as director in charge of education and skills development of the team and a member of the board.

BABAJIDE OLUSOGA

Health and safety specialist at Amazon UK services. In charge of science technology, engineering and mathematics, (STEM), sports and strategic partnership for the team.

ANABELL OWUSU

A senior human resource professional. Serves as director in charge of human resources, youth development and community outreach for the team.

OLUWATOSIN OLORUNTOBA

Who has expertise in human capital development and training. Serves as the director in charge of operations for the team.

ABIGAIL OWUSU-ANSAH

A psychology graduate and currently a student in mental health nursing at the University of Northampton. Serves as the administrator and plays valuable administrative and support responsibilities for the team.

PRINCE CHARLES BAIDEN

Who has expertise in Graphic Designing. He creates the visual concepts for the team.



COVENTRY AND WARWICKSHIRE CORPORATIVE DEVELOPMENT AGENCY (CDA)

CDA remains one of the key organisations that has offered support to the settlement support initiative. From the conception of the idea to begin this organisation, to the start of activities to operationalise the ideas, CDA has offered counsel and direction especially in the area of corporate structure and the corporate governance framework necessary to direct the formation and functions of such an initiative. Here, it is important to acknowledge Kate Launchbury for the immeasurable support she has provided so far.

Through the counsel of CDA, the organisation started operating as an organised group with a constitution which enabled us to approach some funders for support, although unsuccessful. The organisation was also able to open a bank account for its operations. Subsequently, the organisation has been duly registered as a Community Interest Company. It is important to continue to nurture and develop such partnerships as we grow as an organisation.

UnLtd

Again, it was through interactions with Kate Launchbury that we got to know about UnLtd, an organisation that supports worthy initiatives with funding and capacity development. Although, initial applications for funding support have failed, participations in programmes of UnLtd has earned the first income for the organisation. The intention is to continue to pursue and deepen a collaboration with such institutions for support to enable us to achieve the noble objectives of this organisation for the benefit of the targeted beneficiaries.

WEBSITE

The value of our team is evident in the outstanding website of the organisation within this short period of its operation. Kofi Folsom has been in-charge of this project and continues to introduce new ideas to make the website more attractive and interactive. The website intends to become an important support tool for the identified beneficiaries.



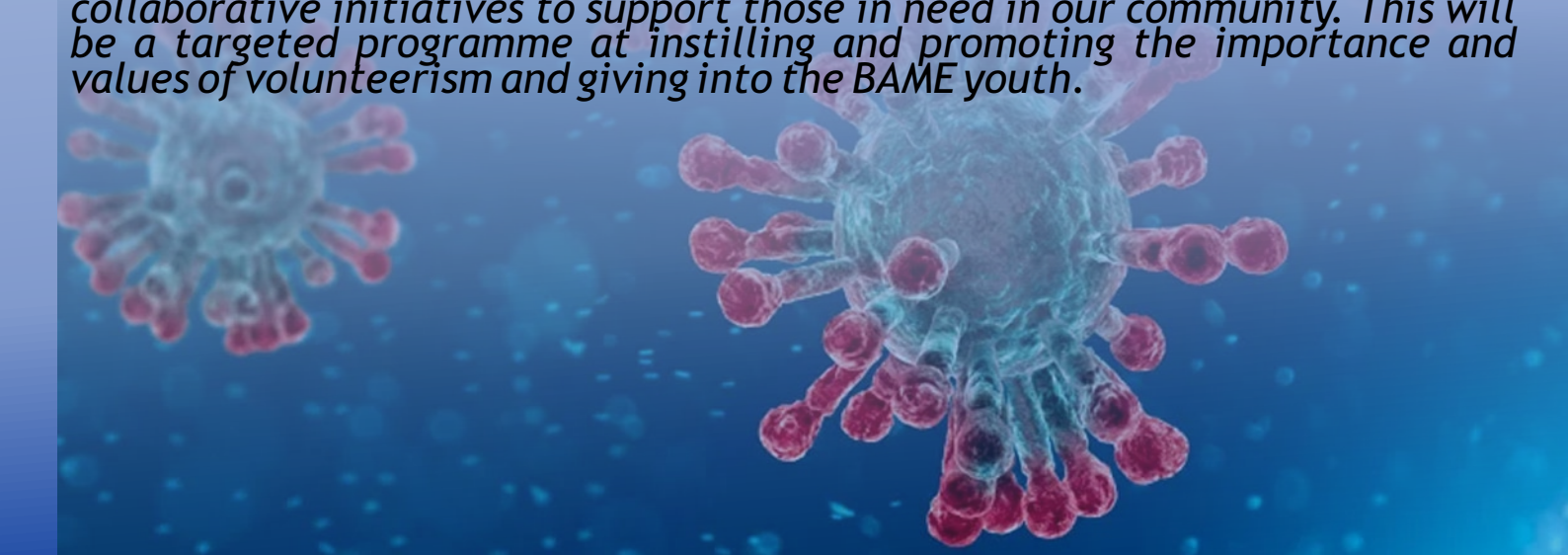
2020 and COVID19

No organisation can tell its story in 2020 without a mention of how COVID-19 pandemic affected its operations. For instance, the need for social distancing and in some cases lockdowns, made it difficult or impossible for physical meetings.

Most organisations, therefore, had to resort to virtual meeting as an alternative with its challenges and other implications. As an infant organisation, we have adjusted well to the effects of the pandemic and have been remarkably involved in contributing to reducing the effect of the pandemic on the vulnerable in the community.

Through a collaboration with Resurrection Power and Living Bread Ministries, a church organisation, the organisation, Settlement Support raised an amount of One Thousand Pounds (£1,000) to support the Good Neighbours programme initiated by Hope Coventry during the pandemic period which involves grocery shopping delivery to the needy and over 50's, food parcels to older people with no income. medical delivery to old people and other befriending activities.

As an organisation that is barely finding its feet, it is certainly an achievement we can be proud of. As we grow, we would enhance our collaborative initiatives to support those in need in our community. This will be a targeted programme at instilling and promoting the importance and values of volunteerism and giving into the BAME youth.





SKILLS DEVELOPMENT WEBINAR

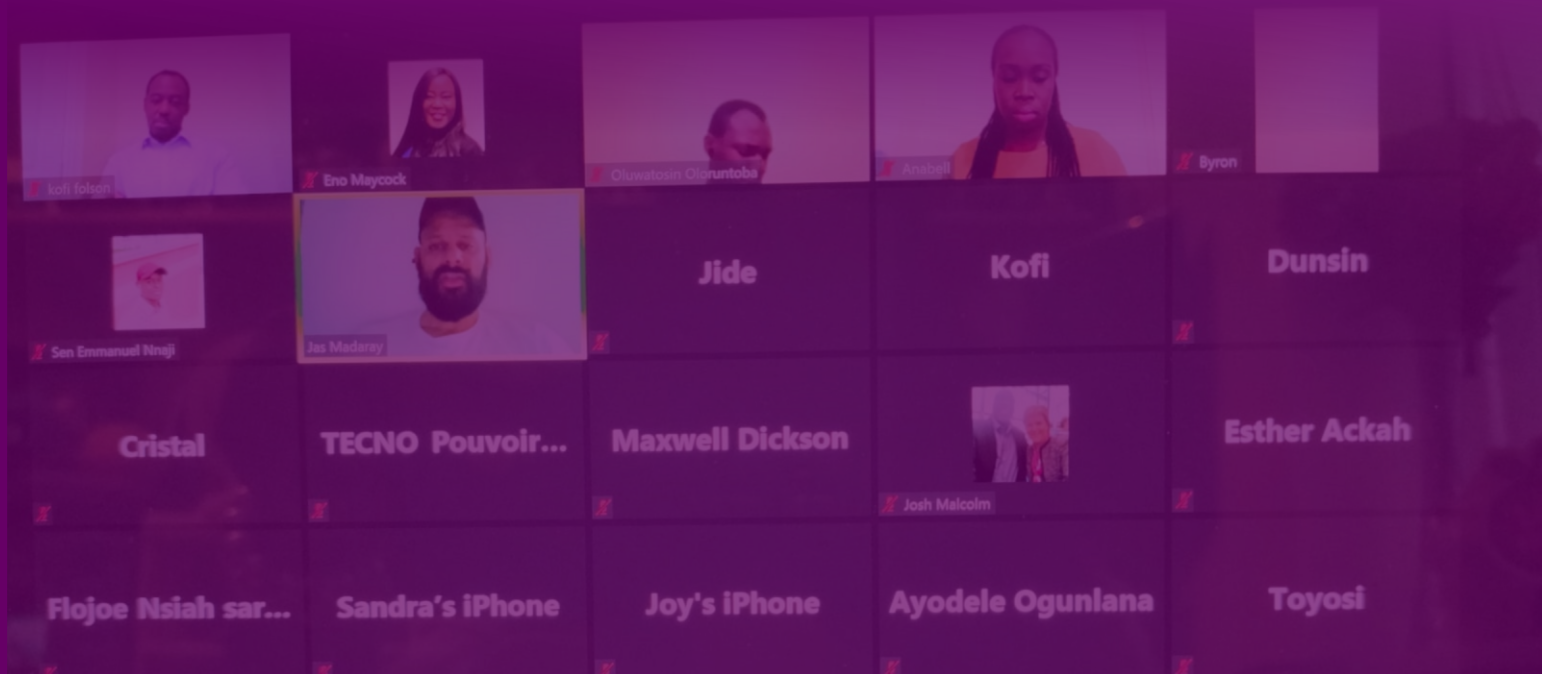
Considering this very challenging period, arguably the most successful project so far for the organisation has been the skills development webinar series.

Spearheaded by Dr. Maycock, Kofi Folson and Anabell Owusu, the objective to empower the targeted youth with the skills and information to acquire meaningful employment and career and to climb the career ladder has been on-track with a mounting of interest from the beneficiaries.

So far, the programmes have benefited over a hundred (100) participants.

The project would be intensified in 2021 with scintillating themes to sustain the interest of the BAME youth and to influence them to become meaningful and responsible participants in the growth of the community.

Here again, the strength of the team is exposed.





AMAZON

Amazon has been a key influencer of the success of the settlement support organisation so far. For starters, three members of the leadership team are Amazon workers and the values and training from Amazon has played a role in the running of the settlement support organisation. Furthermore, the support from the leadership of BHX4 and the community committee has been overwhelming.

Through a subtle referral from the leadership of Amazon, we had an unofficial working relationship with PMP recruitment which helped in supporting some people from the community to attain temporary employment with Amazon in Coventry, Rugby and Daventry.

We will continue to draw from this support and push further for a formal partnership to enhance the support to our beneficiaries.

Mention here must be made of the invaluable support of Kerri Bellis in various ways and especially in encouraging the work of the organisation and also connecting the organisation with the Black Employee Network.

Jasbir Madarav has also been supportive of the operations of the organisation through participation and serving as one of the resource persons for one of the skills development webinar series.

AMAZON BLACK EMPLOYEE NETWORK

In 2020, there were positive interactions with the leadership of the network at BHX4. Although there has not been any concrete agreement on programmes moving forward, the network stands out as an important target to facilitate the settlement support work. It was based on the discussions with the network that the organisation issued a statement in celebration of the Black History Month in the month of October 2020.

The objective in 2021 will be to officialise to work together with the leadership of the network starting from BHX4 to find common areas of interest and to develop programmes that will inure to the benefit of our common and respective targets.

PMP RECRUITMENT

As mentioned earlier, there has been an unofficial working relationship with PMP recruitment which has made it possible for the provision of employment for some beneficiaries.

The objective in 2021 will be to officialise and sustain this relationship.

The need to work with other employment agencies is also paramount to the work of the organisation.

OTHER SERVICES AND ADMINISTRATIVE SUPPORT

Although the organisation has been operating with a remote office from the house of Byron Taylor, the level of demand for support has been impressive with Abigail Owusu-Ansah playing a pivotal administrative role in supporting beneficiaries with job applications, applications for National Insurance Numbers, Settlement and Pre-Settlement status applications and other council related requests.

Provision of information and supporting beneficiaries with the necessary tools and functions for acquiring information is integral to the work of the organisation and the over fifty (50) beneficiaries will attest to the important work of the organisation.

For this reason, there is the need to continue to increase the capacity of the settlement support organisation and to advertise the functions of the organisations to put smiles on the faces of more beneficiaries.



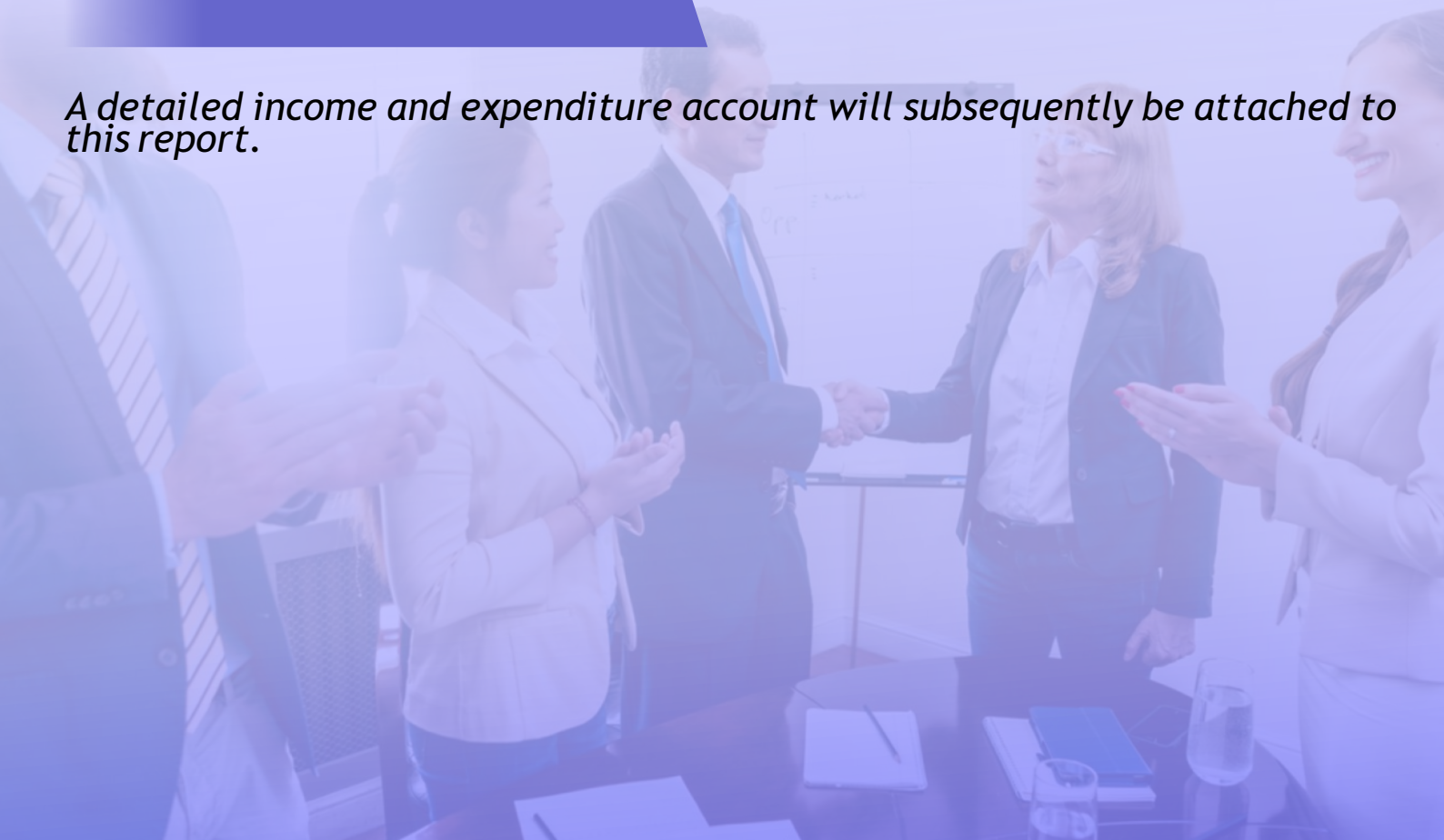


COLLABORATION WITH STAKEHOLDERS

Although there has been an impressive effort, within this short period, to collaborate with key stakeholders and this must continue, there is the need to intensify partnership with institutions that provide funding and capacity building. The expectation is that, now that the organisation is fully registered as Settlement Support Community Interest Company Organisations would be more comfortable dealing with us.

FINANCIALS

A detailed income and expenditure account will subsequently be attached to this report.



PROGRAMME FOR THE YEAR

There is an attached programme for the year 2021 for the information of all stakeholders.

ACTION PLAN-FEBRUARY TO DECEMBER (2021)

No.	ACTIVITY	ACTIONS	TIMELINES	COORDINATOR/S
1	Registration of organisation as Community Interest Company	Signatures Payment of Registration Fees	End of Feb	Byron/ All Team Members
2	Stakeholder Outreach	Draft of Letters List all Stakeholders and potential Collaborating Institutions	Feb-Dec	Jide/Team All Team Members
3	Website Re-Development	Update Profile of Directors African News Source Black Business Networking Platform End of Year Report post Upcoming Events Publicity of the Website /Social Media	Feb -Mar	Kofi/ Byron/Oluwatosin All Team Members
4	Skills Development Webinar Series	Topic Resource person Facilitator Design of poster Publicity/Social Media	Quarterly End of Mar End of June End of Nov	Dr. Maycock/Kofi/ Anabell All Team Members
5	Black History Month/ Black Empowerment Webinar/ Launch of Black Mentorship Initiative	Issue Statement Key Speakers Collaborating Institutions (Universities) Corporate Bodies (Amazon)	Oct	Dr. Maycock/Jide/Byron/Oluwatosin
6	Administrative and Jobseekers Support Services	Identify Partnership Agencies Contact Partnership Agencies for official agreement Identify Job Seekers Advertise Jobs Support Jobseekers to apply Settlement status renewal/Residence status renewal and applications and other Council request applications or submissions Acquire Extra Laptop and Printer	Jan-Dec	Byron/Abigail/ Oluwatosin All Team Members
7	Miscellaneous Projects: (Dependent on COVID 19 situation) Official Launch of Settlement Support Community Interest Company	Date Venue Guest List Invitation letters Publicity Guest Speaker MC	(Dependent on COVID 19 situation)	All Team Members
8	Miscellaneous Projects: (Dependent on COVID 19 situation) African Culture Festival and Games	Venue Identify various Groups Invite Various Groups Collaboration of the MP and Council Invitation Letter to Partnership organisations Identify Sponsors Sponsorship Letters Publicity	(Dependent on COVID 19 situation)	Byron/ Jide/ Oluwatosin/All Team Members
9	Miscellaneous Projects: (Dependent on COVID 19 situation) BEM STEM AND ROBOTICS PROJECT		PENDING	Kofi/ Jide/ All Team Members
10	Contingency Programmes Invitations from Collaborating Institutions		Feb-Dec	All Team Members