

Charity Registration No. 1137700

Company Registration No. 7316170 (England and Wales)

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019



BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Rangoonwala	
	S Malik	
	N Amin	
	Z Shah	
	H Akhtar	(Appointed 1 March 2020)
	R Bhatti	(Appointed 1 March 2020)
Charity number	1137700	
Company number	7316170	
Registered office	86-87 Wimpole Street London W1G 9RL	
Accountants	Paul Samuels Heywards Chartered Accountants 2nd Floor 21-22 Great Castle Street London W1G 0HY	
Solicitors	Morgan, Lewis & Bockius Condor House 5-10 St Paul's Churchyard London EC4M 8AL	

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

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BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2019

The trustees present their report and financial statements for the year ended 31 December 2019.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Trust Deed, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Since 2010, The British Pakistan Foundation has been active in its mission to engage, unite and empower the UK's over 1.5 million British Pakistanis. We have been actively working to expand our platform with the kind support of our Board, Patrons and Members.

I am also privileged to welcome 2 new board members to BPF's Board of Trustees, namely Hammad Akhtar and Rabia Bhatti. I look forward to their contribution in working out initiatives that matter most to you.

BPF has continued to deliver various initiatives under its 3 key programmes; Business and Professionals' Programme, Women's Programme and Young Professionals' Programme.

We also successfully delivered a Civic Engagement Programme for Women in Bradford in partnership with a local charity, the QED Foundation, M&C Saatchi and the Home Office BSBT Programme.

BPF's CEO Zahra Shah moved on in June from her position and I would like to thank her for all her hard work and dedication towards the platform. I would also like to extend my thanks to the BPF Team for stepping up and taking the foundation into its 10th year.

It has been an amazing year for the community with 15 British Pakistani MPs being elected to Parliament, Zameer Choudrey, Chief Executive of Bestway Group, being appointed to the House of Lords and entrepreneur Shahid Azeem being appointed as High Sheriff for Surrey for 2020-21.

As we approach our 10th anniversary in 2020, we are excited to be planning the launch of our Northern Chapter based in Manchester. BPF will also be hosting a celebration of its 10 year anniversary and I hope you can join us for this milestone this year.

Who we are

Why was BPF created?

The British Pakistani community is one of the most underprivileged communities in the UK.

As per research data:

1 in 12 British Pakistanis are unemployed,

1 in 9 British Pakistanis are underemployed

1 in 5 British Pakistanis have no qualification

The British Pakistan Foundation is a not-for-profit organisation, founded in 2010, to bring about a positive impact to the British Pakistani & BAME community in the UK, by building a powerful platform to ensure the skills and talent in the community can shine.

What do We Do

While we have something to offer to every member of the community, we are proud to offer three key programmes: One for the specific needs of professionals and entrepreneurs, one for women and one for the youth.

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FOR THE YEAR ENDED 31 DECEMBER 2019

Business and Professionals' Programme

Professionals and entrepreneurs are the heart and soul of the British economy and the skills and talent in the British Pakistani community are no exception. Our Business and Professionals' Programme is the ideal space for professionals, entrepreneurs and business leaders to exchange ideas, provide support and find like-minded collaborators.

Women's Programme

Right now, our Women's Programme is helping talented British Pakistani women forge strong networks where they can share career advice as well as receive valuable peer-to-peer support, mentoring, opportunities to network and collaborate.

Young Professional's Programme

The Young Professionals' Programme helps hundreds of young people access vital mentorships and work opportunities, attend skill-building workshops and get early stage career advice from some of the leading professionals in their field.

Supporting each programme are forums tailored to the needs of specific professions:

- Academic
- Arts and Culture
- Digital Services and Technology
- Entrepreneurs and Start Ups
- Finance
- Government and Politics
- Law
- Medicine
- Professional Services
- Property (New in 2019)

Supporting each programme are forums tailored to the needs of specific professions:

- Conferences
- Internships /work placements
- Jobs and other opportunities
- Mentorships
- Panel discussions
- Professional development workshops
- Professional networking
- Seminars
- Social and cultural events
- Speaker series
- Thought—leadership

No matter what your field of expertise or area of interest, our programmes will help you connect with like-minded community members whose skills and experience can help you take the next step.

Charity Mission

The British Pakistan Foundation engages, unites and empowers the UK's more than 1.5 million British Pakistanis, by bringing them together, creating networks and making a real difference.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

Our Vision

Our vision is to become a single platform for our community, to serve and protect their best interests.

Executive summary

2019 has been an adventurous & productive year for BPF! As you all know, we won a government grant to deliver a Civic Engagement Programme for BAME women in the Bradford district. We partnered with local charity, the QED Foundation, M&C Saatchi and the Home Office BSBT Programme to deliver these workshops.

Our membership base has been steadily increasing as more British Pakistanis find out about the valuable work we are doing for our community. As a result, we have over 25,000 members who are part of the BPF family. Over the last few years, there has been an increase in UK based Pakistani businesses. To cater to their demand, BPF launched a Premier Corporate membership. This membership provides businesses the opportunity to promote their services through our platform whilst helping us deliver our key programmes. BPF launched a new Property Forum to provide British Pakistani's within the property sector an opportunity to network and find mentorship. Adnan Shaikh, co-Founder of SSAM leads this forum. As productive as 2019 has been for us, we sadly have to say goodbye to two of our colleagues namely, CEO Zahra Shah and Events & Communications coordinator Chirag Asnani. We also welcomed on board Sahil Dodhia to the position of Events & Communications coordinator.

This report includes the following updates for the period January to December 2019:

- Key Performance Indicators (KPIs)
- Programme Delivery Initiatives
- Membership
- Technology and Communications
- Future Plans
- Our Financials
- Help us Grow
- Acknowledgements

Key Performance Indicators

Please find below a summary of the Key Deliverables and Targets and Results and Impact achieved during the period January to December 2019:

Key Deliverables/Targets	Results/Impact
Programme Delivery Initiatives	Delivered 35 programme initiatives with a total of 1088 attendees/participants across London and Bradford.
Internships/Work Placements/Jobs/Other	Delivered 65 opportunities (including 12 internships /work placements, 29 jobs and 24 other opportunities)
Membership	Enlisted 25,650 Regular members Enlisted 346 Premier Club members Engaged 35 Premier Club benefit providers Welcomed 15 BPF patrons Welcomed 17 BPF corporate members
Member to member introductions	Over 125 member to member introductions via email to facilitate business and other opportunities.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

Fundraising

Raised £98,442.83 with support from our patrons, donors, sponsors and members:

- ZVM Rangoonwala Foundation
- BPF trustees
- BPF patrons
- Eighteen Islamabad
- Revenue from tickets sales and sponsorship
- BPF Corporate Membership
- BPF Premier Club Membership

Value in Kind Support

Received an estimated £40,475.42 for legal services, office premises and communications support:

- Home Office — BSBT programme
 - Morgan, Lewis & Bockius
 - ZVM Rangoonwala Foundation
- Corporate and other supporters hosted various initiatives / events for us:
- Arab Chamber of Commerce
 - Amishi
 - QED
 - Aesthetic Lab
 - Raishma
 - London Chamber of Commerce
 - Lucy Choi
 - Stairs and Shares
 - Pinsent Masons London
 - University College London (Pakistan Society)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

BPFSocial! Professional Networking and Mentoring Initiatives

1. Initiative, Event Details, Speakers and Mentors

The aim of our BPFSocial! events is to bring together a diverse group of professionals across different industry sectors to network, share ideas, provide peer to peer support, receive mentoring and career guidance and form valuable business connections.

BPF delivered 4 BPFSocial! Professional Networking and Mentoring events at the Lansdowne Club in London on 31st January, 25th April, 3 October and 20th November 2019. The following speakers were invited to talk about their recipes for success:

Dr. Saliha Ahmed — Cookery Author, NHS Gastro Doctor & MasterChef UK Winner 2017

Akhtar Zaidi — Finance and Entrepreneurship Expert

Prof Jawwad A. Darr - Professor of Chemistry, UCL

Shahzad Younas — CEO & Founder, Muzmatch

Suman Hanif - Award Winning Filmmaker

Dr Shahid Latif — Consultant Psychiatrist/Clinical Director

Salim Suterwalla — CEO, SOUK Management

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FOR THE YEAR ENDED 31 DECEMBER 2019

Emb Hashmi — BBC Journalist
Shabana Anwar — Head of Legal & Lands, The Arora Group

BPF delivered 1 BPF Social! Professional Networking and Mentoring event at the The Cedar Court Hotel Bradford on 21 March 2019.

The following speakers were invited to talk about their recipes for success:

Adeeba Malik — Deputy Chief Executive for QED
Waseem Nazir — Solicitor and Part-Time Judge
Adil Mohammed Javed — Founder and Artistic Director, Alchemy Arts

2. BPF Business and Professionals' Programme (BPP) - Legal Forum Initiatives

14th March 2019: Barriers to Progression to Partnership Panel Discussion, Norton Rose Fulbright LLP, London

The panel discussion focused on the key challenges faced by legal professionals in their journey to partnership and introduced strategies to mitigate and overcome these challenges.

Inspirational Panellists included:

Habib Motani — Partner, Clifford Chance

Shaistah Akhtar — Partner, Mishcon de Reya

Shams Rahman — Partner, Edwin Coe

Ben Haider - Managing Director, QC Legal

Hammad Akhtar — Head of Corporate for Financial Services, Pinsent Masons

Moderator:

Farmida Bi — Chair, Europe, Middle East & Asia, Norton Rose Fulbright LLP

11th, 12th & 18th June, 2019: Becoming a City Lawyer Hosted by Pinsent Masons, London.

BPF in association with Pinsent Masons offered a unique opportunity to students studying Law to attend a series of 3 workshops helping them become a City Lawyer, run by a senior partner with graduate recruitment experience. The workshops included the following topics:

Applying for a training contract or vacation placement with a City law firm — what you need to know.

Completing Application Forms — Top Tips and examples.

Interviews and Assessment Days — how to be successful.

3. BPF Business and Professionals Programme (BPP) – Digital Services and Technology Forum Initiatives:

BPF delivered the following initiative under this forum:

4th April 2019: The Ethical and Legal Impact of Artificial Intelligence and Digital Services, Lansdowne Club, Mayfair, London.

The Ethical and Legal Impact of Artificial Intelligence and Digital Services Panel Discussion was conducted under the BPF Digital Services & Technology Forum. The aim of the panel discussion was to go through the key ethical and legal challenges posed by the 4th industrial revolution in the various implementations of Artificial Intelligence and Digital Services. Panel members highlighted the key issues with respect to the areas and industry sectors they have worked in.

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FOR THE YEAR ENDED 31 DECEMBER 2019

Inspirational Panellists:

- Heather Adams — Managing Director, FS Resilience Risk, Accenture
- Kausar Qazilbash — Managing Director, Analytics & Resources Industries, Accenture
- Kamran Ikram — Managing Director, Financial Services, Accenture

Moderator:

- Rabia Sultan — Manager, UKI Technology, Accenture

4. BPF Business and Professionals' Programme (BPP) - Entrepreneurs and Start Ups Forum Initiatives:

BPF supported the following 23 initiatives under this forum:

"Knowledge Cafes for Entrepreneurs", RSA, London

BPF partnered with and supported Stairs and Shares who delivered a series of workshops called "Knowledge Cafes for Entrepreneurs".

These micro support sessions are designed for entrepreneurs. They help entrepreneurs understand how to use the different business disciplines for their businesses. These sessions focus on giving the entrepreneurs an outside look into their businesses.

5. BPF Women's Programme (WP) Initiatives:

The aim of the BPF Entrepreneurs and Leaders Club (under BPF Women's Programme) is to provide an opportunity for women from a wide range of backgrounds and industry sectors to network, provide peer to peer support, exchange ideas and collaborate.

BPF delivered the following 9 Women's Programme initiatives:

28th February, 2019: Wellbeing & Networking Event at Aesthetic Lab, London

This event included a conversation and Q&A with Tania Rashid, Founder of Aesthetics Lab on her journey as an entrepreneur, followed by networking over drinks and nibbles and amazing discounts on aesthetic treatments, and products!

30th May, 2019: Eid Shopping and Networking Soiree

An exclusive shopping and networking evening with Raishma. Raishma Islam gave a talk about her career journey as a successful fashion entrepreneur and guests had the opportunity to network and shop the exclusive collection with a special discount of upto 70% on selected lines.

2nd April, 2019: Civic Engagement Programme Launch Seminar

The launch seminar was attended by 100 women who were interested in getting involved with the programme. The women got the opportunity to go to one of four different workshop stations, where they got an insight into what the civic engagement programme workshops will cover. The aim of the programme was to focus on engaging, educating, inspiring, guiding and empowering BAME women in Bradford who do not normally vote, are not engaged with democracy and do not participate in the political system. This programme has been delivered by BPF in partnership with QED Foundation, M&C Saatchi and the Home Office BSBT Programme.

The Civic Engagement Programme launch seminar's panellists included:

Zafar Ali - Lord Mayor of Bradford

Adeeba Malik - Deputy CEO, QED Foundation

Zahra Shah - CEO & Trustee, British Pakistan Foundation.

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FOR THE YEAR ENDED 31 DECEMBER 2019

Civic Engagement Programme Workshops

Four Civic engagement programme workshops were conducted by Yasmin Valli from Leeds Beckett University covering the following topics:

1st May, 2019 - Workshop 1: The Historical Role of Women in a Democracy at QED, Bradford

11th June, 2019 — Workshop 2: The Role of The House of Lords and Parliament at QED, Bradford

7th July, 2019 — Workshop 3: General Elections, Local Elections and the Voting Process at QED, Bradford

10th September, 2019 - Workshop 4: Active Citizenship and Civic Engagement in your Local Community at QED, Bradford

24th September, 2019: Civic Engagement Programme Celebration Event

To celebrate the successful completion of the Civic Engagement Programme, all the women who took part in the workshops and their guests were invited to the QED Foundation for a celebration and certification ceremony.

Adeeba Malik, deputy CEO of the QED Foundation and Saima Siddiqui, Project Manager at BPF, both congratulated the ladies on completing the workshops and how hard they had worked on them.

Bev Maybury (Strategic Director of Health and Wellbeing) from Bradford Council emphasised the importance of the workshops that were completed and talked about how this could enable the women to seek further opportunities.

6. BPF Business and Professionals' Programme (BPP) - Academic Forum Initiatives

BPF partnered with UPSIGN under its Academic Forum to deliver the following initiative at University College London:

23rd July, 2019 — BPF partnered with UPSIGN to deliver the following one day event: Pakistan and its Diaspora; Global Challenges and Opportunities 2019, UCL

This event at UCL included talks by various academics on the global challenges and opportunities being faced by Pakistan. The following sessions were delivered:

Global Challenges Research Fund Panellists:

- Prof Nicola Lowe (Uni. of Central Lancashire)
- Prof Jawwad Darr (University College London)

Pakistan Food Security Challenges Panellist:

- Prof Tariq Butt (Uni. of Swansea)

Pakistan's Inequalities in Healthcare Panellists:

- Dr Parveen Ali (Uni. of Sheffield)

Pakistan's Water Crisis

- Ms Fazilda Nabeel (Uni. of Sussex)

Global Volunteering and Mentoring Opportunities Panel Discussion Panellists:

- Moawia Bin Sufyan (Chair)
- Riaz Hassan, Anne Gold (Capacity Building Overseas)
- Zulfi Hussain (Global Changemakers)

Diaspora Identity and Wellbeing in the Community Panel Discussion Panellists:

- Dr Shahid Latif (Consultant Psychiatrist/Clinical Director at NHS Trust)
- Dr Samia Latif (Consultant, Public Health England)
- Suman Hanif (Award Winning Film—maker)
- Adil Javed (Actor and Creative Director of Alchemy Arts)

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FOR THE YEAR ENDED 31 DECEMBER 2019

7. BPF Young Professionals' Programme YPP Initiatives

BPF partnered with and supported the following University Pakistan Societies to deliver the following YPP initiatives across the UK:

2nd - 9th March, 2019: Pakistan Week

BPF supported Pakistan Week which consisted of a series of events that celebrate the culture and diversity of Pakistan. These events were:

- Pakistan in the Digital Age Conference
- Inter—University Festival (Quad Day)
- Qawwali Night
- Identity Night — Kahani

The participating universities were:

- UCL Pakistan Society
- Oxford Pakistan Society
- Imperial College Pakistan Society
- Cambridge PakSoc
- LSE SU Pakistan Society
- KCL Paksoc
- SGUL PakSoc
- LSBU Pakistan Society
- SOAS Pakistan Society
- University of Sussex Pakistan Society

22nd November 2019: BPF was proud to support and sponsor the Imperial College Pakistan Society Shaam 2019 at The Hilton London Kensington. The event aimed to raise vital funds for the work of The Citizens Foundation UK whilst celebrating a diverse range of Pakistani arts and culture.

BPF Trustee Zahra Shah introduced the students to the work of BPF and told them about the important work that the platform is doing for the youth.

8. BPF Business and Professionals' Programme (BPP) - BPF Arts and Culture Forum Initiatives:

BPF partnered with and supported various organisations to deliver the following five initiatives under this forum:

5th July 2019: Funny Feelings by Suman Hanif film screening followed by a Q&A at the Kala Sangam in Bradford.

Suman Hanif is a Yorkshire based filmmaker with a passion for creative storytelling.

Funny Feelings is a comedy highlighting mental health issues. It is inspired by real stories from the diverse community of Bradford.

8th August 2019: Superstar film launch at Home House, London.

BPF supported the launch of Pakistani film Superstar featuring Mahira Khan and Bilal Ashraf which was followed by a Q&A.

24th June 2019: Pakistani film This Shaking Keeps Me Steady followed by Q&A with Director Shehrezad Maher, Stratford Picturehouse.

Shehrezad Maher is an interdisciplinary artist who was born and grew up in Karachi, Pakistan (1988) and currently lives in New York. She studied visual arts at Bennington College and holds a Master of Fine Arts degree from Yale University.

Shehrezad Maher creates a powerful and impactful reflection on trauma and the spectacle of violence in society.

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FOR THE YEAR ENDED 31 DECEMBER 2019

1st November 2019: Music for Hypnagogic States Featuring the Khan Brothers, Leytonstone Ballroom
BPF supported the Music for Hypnagogic States Concert of live music made for entering hypnagogic states - between wakefulness and sleep, inspired by and encouraging lucid dreams in the realms of sound.
The concert included performances by the famous Khan Brothers who are master musicians performing for over 30 years in the UK and Europe, carrying forward the tradition of their ancestor's in performing.

21st August 2019: Father Figure - South Asian Art Through the Eyes of Wahab Jaffer, Asia House, London
The VM Art Gallery and the ZVM Rangoonwala Foundation presented the art collection of the celebrated Pakistani artist and patron, Wahab Jaffer, alongside those of his own works inspired by the artists he supported and befriended.

The exhibition featured works by over 20 modern artists from South Asia.

9. BPF Patrons' Programme Initiative

Initiative I Event Details, Speakers and Mentors

Our patrons are those who have donated a significant sum to BPF over the course of a year — registered patrons receive several benefits as humble thanks for their support, such as promotion on our literature and website, exclusive invitations to BPF as well as patron only events.

Additionally, patrons receive extensive coverage in our monthly newsletter, where we introduce them and their business interest. Further to this, patrons receive a BPF Premier Club Card, which entitles them to a variety of discounts kindly provided by our benefit providers.

We delivered the following 4 patron only events:

Patron's Lunch Meeting and Talk

Our Patron Lunches are a great way for our patrons to network with each other. At each luncheon, a keynote speaker is welcomed, where they discuss a topic of interest to our patrons.

24th January 2019: Patron's Lunch Meeting and Talk by William Knight — Chairman of Earth Capital Asia Ltd, Lansdowne Club Mayfair

Guest Speaker: - William Knight is Chairman of Earth Capital Asia Ltd, Myanmar Investments International Ltd and a Board member of Golden Saint Technologies Ltd. He is a director or adviser to various investment and other companies whose focus is on the Indo-Asia Pacific region. In a career dedicated to frontier and emerging markets, he originated funds for Portugal, Russia, Thailand, Mauritius and Vietnam and he served on the Boards of a private equity fund of funds for India, KASB Bank in Pakistan and of a Korean—led fund investing in Korean companies involved with China. He currently is advising a UK based food technology company on its strategy for China, a Sri Lankan family office on its Asian strategy and a Dhaka based private equity partnership which is bringing equity investment capital to private companies in Bangladesh.

27th June 2019: Patron's Lunch Meeting and Talk by Hasan Askari — Chairman, Aberdeen Investment Trust, Lansdowne Club Mayfair

Guest Speaker: - Hasan is a former investment banker having worked at S.G. Warburg (now UBS), JP Morgan Chase and Barclays Capital. He was most recently at Old Mutual responsible for business in the UK, Europe and Asia. He is currently Chairman of a publicly listed Aberdeen investment trust, director of a Hong Kong based frontier fund and a life insurance company in Pakistan. He is a former Trustee of the British Museum and of the Great Ormond Street Hospital for Children and former Chairman of the Turquoise Mountain Trust, a Prince of Wales charity. He has co-authored a book, to be published this year by Paul Holberton Publishing, called The Flowering Desert: Textiles from Sindh.

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FOR THE YEAR ENDED 31 DECEMBER 2019

19th September 2019: Patron's Lunch Meeting and Talk by Aneel Mussarat - CEO, MCR Property Group, Benares Restaurant Mayfair

Guest Speaker: - After completing high school, Aneel started to buy, renovate and rent out properties in Manchester. He worked dedicatedly in his "buy to let" business and developed important contacts with the stakeholders of his business. Aneel moved up the ladder with time and started, constructing and renting out properties through a Private Limited Company named as "Classic Homes". Aneel also specialized in student residences in Manchester, most notably he undertook the "Student Villages" project. He is also famous by the title of "Student Housing Magnate". In January 2013, Mussarat was awarded the Businessman of the Year award at the British Muslim Awards. He is also part of the Conservative Friends of Pakistan Group.

21st November 2019: Patrons Lunch Meeting and Talk by Asif Rangoonwala — Chairman British Pakistan Foundation, Chutney Mary London

Guest Speaker: - Asif is an entrepreneur who founded and eventually sold Eurobuns that supplies baked goods to fast food chains, restaurants and supermarkets. Asif has gone on to start a company called South Street Asset Management providing essential accommodation for students and key workers. He is Chairman of Powerboat PI and he is also the Chairman of the Rangoonwala Foundation that supports marginalized societies worldwide. He is also the Chairman of the British Pakistan Foundation and Chairman of the World Memon Foundation. He is a Trustee of the British Asian Trust, P1 Marine Foundation and MAITS. He is Governor and Trustee of Whitefield School, and a World Fellow of The Duke of Edinburgh's Award.

10. BPF Business and Professionals' Programme (BPP) - BPF Property Forum Initiative

Initiative Event Details, Speakers and Mentors. The aim of BPF's Property Forum is to bring together professionals, investors and entrepreneurs working across all sectors of the property industry.

27th November 2019: Focus on Property seminar, Colliers International EMEA, George Street, London.

BPF launched a new Property Forum through a Focus on Property Seminar sponsored by Colliers International EMEA & co-sponsored by South Street Asset Management.

The panel of leading individuals talked about different elements of the property sector from residential to commercial, legal and taxation aspects as well as Islamic Finance and Brexit.

Inspirational Panellists:

Walter Boettcher, Director: Research & Forecasting, Colliers

Robert Buchele, Director: City Investments, Savills

Imam Quazi, Partner: Real Estate & Islamic Finance, Foot Anstey

Ashley Osborne, Head of UK Residential, Colliers

Caroline Fleet, Partner: Tax, Crowe

Moderator:

Adnan Shaikh, Co-Founder, South Street Asset Management

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Update on Mentorships, Internships, Jobs and Other Opportunities

Mentorship

We delivered the following 155 mentorships to our members during the period January to December 2019:

No of people mentored	Programme Delivery Initiative
6 Professionals	Arab Chamber of Commerce Finance Event in London in May 2019
25 students/graduates	BPF Social! Professional Networking and Mentoring initiatives in January, March, April, October and November 2019.
10 Professionals	BPF Business and Professionals' Programme: Ethical and Legal Impact of Artificial Intelligence and Digital Services in April 2019, at the Lansdowne Club, Mayfair
10 Professionals	BPF Business and Professionals' Programme: Focus on Barriers to Progression to Partnership Panel Discussion in March 2019 at Norton Rose Fulbright LLP
10 students/graduates	BPF partnered with UPSIGN to deliver a one day event: Pakistan and it's Diaspora; Global Challenges and Opportunities in July 2019 at University College London
19 students/graduates	Legal Workshops at Pinsent Masons in London "Becoming A City Lawyer" in June 2019
10 mentees	1 to 1 mentorship via the BPF website using the mentor and mentee online application forms.
60 entrepreneurs	Stairs and Shares Knowledge Cafes for Entrepreneurs in London from January to June 2019.
5 students	Islamic Finance, Deloitte event in London in March 2019

Note: mentorships are normally provided via programme delivery initiatives, but we do have many additional candidates who connect with the mentors at each of the programme delivery initiatives for long-term mentoring. We have now formalized the procedure for long-term mentoring by enabling people to apply using both the online mentee and mentor application forms on the BPF website, so they can be matched accordingly.

Internships / Work Placements

We offered 12 internships work placement opportunities with the following partners to our members during the period January to December 2019:

- Al Rayan Bank (Birmingham)
- Baroness Sheehan (Liberal Democrat)
- British Pakistan Foundation

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- Cadogan Asset Management Ltd
- DWF LLP
- Habib Bank Ag Zurich (Moorgate Branch — London)
- HGA Accountants
- Islamic Relief
- Mishcon Academy Apprenticeship Programme
- Multi Agency International Training And Support (MAITS)
- One Investments
- Ward Hadaway Law Firm (Manchester)

Jobs and other opportunities

We offered 53 jobs and other opportunities with the following partners to our members during the period January to December 2019:

- British Council
- BizGeez
- British Pearl
- Channel 4
- CPIC
- Aziz scholarships 2020
- World Bank
- ISP Events
- Liberal Democrats
- MAITS
- Mishcon de Reya LLP
- The Institute of Housing and Urban Development (IHS)
- Muzmatch
- Patchwork Foundation
- Mastermind UK
- Medical Education in the UK
- Stairs and Shares
- UK GOV Chevening scholarships
- The One Show
- TechWomen Initiative
- University of Oxford, Rhodes Scholarship Programme
- Young Diaspora Matters, LSE

Update on Membership

We launched the BPF Corporate Premier Club Membership Scheme in January 2019. The purpose of the scheme is to provide support to businesses by promoting their offerings utilising BPF's outreach platforms.

Corporate Premier Club Members also receive a number of benefits and discounts for an annual contribution of £250. This contribution goes towards supporting BPF's 3 key initiatives.

We are always on the lookout for new benefit providers for our Premier Club Members, ensuring that they have access to a range of services, from legal to medical & fashion to food.

Please find overleaf our 35 partners who have offered various discounts and benefits under the BPF Premier Club Membership scheme:

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- 1 TKC Group (tkcgroup.com)
- 2 Original Lahore (original-lahore.co.uk)
- 3 Raishma (Raishma.co.uk)
- 4 Amishi(amishi.london)
- 5 Kyles Collection (kylescollection.com)
- 6 Studio by TCS (studiobytcs.com)
- 7 Prettly (prettly.com)
- 8 Aesthetics Lab (aestheticslab.co.uk)
- 9 Autowerke Garage (autowerkegroup.com)
- 10 Windsor Leadership Programme (windsorleadership.org.uk)
- 11 Mr Asif Chaudry(Consultant Surgeon)- Harley Street Clinic (theharleystreetclinic.com)
- 12 Print Britannia (printbritannia.com)
- 13 Mr Salman Rajput — Cadogan Asset Management (cadoganam.com)
- 14 R3 Mortgages (r3mortgages.com)
- 15 Farani Taylor Solicitors (faranitaylor.com)
- 16 Addison & Khan Solicitors (addisonkhansolicitors.co.uk)
- 17 HGA Accountants (hgaca.co.uk)
- 18 Azad Ayub Ltd, Property Management and Development (azadayub.co.uk)
- 19 Voixenergy (voixenergy.com)
- 20 Clickable Co (clickableco.com)
- 21 Spice Village (spicevillage.co.uk)
- 22 Scene Dining (scenedining.com)
- 23 BBButterfly (etsy.com/shop/bbbutterflylondon)
- 24 BBS & Co (bbsandco.com)
- 25 Dr Taher Mahmud - London Osteoporosis Clinic (osteoporosisclinic.net)
- 26 Red Dot Jewels (reddotjewels.com)
- 27 Naail & Co (naailandco.com)
- 28 Prime Dispute (primedispute.com)
- 29 Wajeeha Amin (masterclassbywajeehaamin.com)
- 30 Desi Catering Limited (desicatering.co.uk)
- 31 Saleem Lone — Midshire (midshire.co.uk)
- 32 Ace Accountancy (ace—accountancy.com)
- 33 Ogilvy & Haart (ogilvy-haart.co.uk)
- 34 Guidance Consultancy (guidanceconsultancy.co.uk)
- 35 Seers (seersco.com)

Update on Technology and Communications

Technology

The year started with a refresh to the BPF branding across the BPF website & BPF social media platforms.

- New signup form was created inhouse and implemented for regular membership to give users a simplified signup experience.
- Corporate membership page and signup form were created inhouse to implement newly launched corporate premier membership.
- Google business, google analytics and google ads have been implemented to ensure BPF gives its users a better online experience, increase its relevance and membership base.
- Our check in process for BPF events was simplified as we switched from paper to using iPads. This helped enhance the guest check in process as well as stopping the wastage of paper as part of our commitment to go green.
- To simplify payment processing at events, an iZettle payment POS system was used to take membership & event registration payments at respective venues.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

Communications

BPF's new branding was implemented at the beginning of the year with the aid of M&C Saatchi and the Home Office BSBT Programme. This included a newly designed logo, monthly e-newsletter, membership cards, business cards, letterhead, flyers, banners, event programmes and BPF brochures.

- A digital marketing strategy was created & implemented to engage new followers across BPF's social media platforms.
- We streamlined communication with our members by switching from sending weekly updates, to just one monthly newsletter following member feedback. Our content is kept streamlined and relevant.
- We continue to inspire people by sharing stories of Outstanding British Pakistanis as well as videos on individual's 'Recipes for Success'.
- At the beginning of the year, a new corporate membership scheme was introduced. We are supporting our corporate members by promoting their products and services as a gesture of appreciation for supporting BPF's three key programmes.

Financial review

Our Finances

During the year BPF received income of £107,535 (2018: £222,556), the most significant of which coming from ZVM Rangoonwala Foundation (£50,000) and value in kind services provided by M&C Saatchi of £Nil (2018: £75,000).

BPF also raised a further £7,140 (2018: £26,795) from programme initiatives and £20,083 (2018: £20,405) from its Patrons programme, added together with other income streams this meant total income was £142,935 (2018: £272,265)

Total resources expended totalled £140,885 (2018: £269,648)

For every £1 spent by BPF:

- Charitable Activities 71p
- Cost of Generating Funds: 1p
- Governance Costs: 28p

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

Our future plans

We plan to continue our work to engage, unite and empower the over 1 Million British Pakistani community in the UK by focusing on:

- The future is both an exciting & uncertain time but the British Pakistan Foundation will continue to sow a seed for our future generations to thrive on a platform where one can transform their future.
- We endeavour to continue to expand our outreach and key programmes within the regions of the Midlands, the North, London and South East.
- We aim to focus our efforts to engage women and the youth. We hope to give internship opportunities to the youth this summer.
- Our membership continues to be a key focus area for the next year as well as providing current members with access to a newly designed online directory
- Our focus on Youth outreach will continue by engaging senior professionals to take on mentoring requests and deliver workshops which aim to aid young professionals in achieving their best.
- Our Ambassadors will also assist us in engaging, uniting and empowering the UK's over 1.5 million British Pakistanis by using their skills and outreach platforms.
- We are aiming to setup an advisory council which will oversee each BPF Forum to carry on delivering our events & initiatives. This will enable us to carry on the work we are doing for the British Pakistani Community.
- Continue to support initiatives and organisations working towards the socioeconomic development of Pakistan by connecting individuals and organisations in the UK to our partners in Pakistan and vice versa, as well as by supporting and promoting the work of other charitable institutions in Pakistan.
- Facilitating business opportunities for the British Pakistani community in the UK and in Pakistan by partnering with relevant organisations to act as a collaborative "business hub" for the community.
- Supporting the UK government in its various initiatives to support both the British Pakistani and the larger BAME community, to integrate effectively into mainstream community and society.

Structure, governance and management

The British Pakistan Foundation is both a registered charity and constituted as a company limited by guarantee and not having a share capital. The BPF is governed by its trust deed document submitted to the charity commission in July 2010.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

A Rangoonwala

S Malik

N Amin

Z Shah

H Akhtar

(Appointed 1 March 2020)

R Bhatti

(Appointed 1 March 2020)

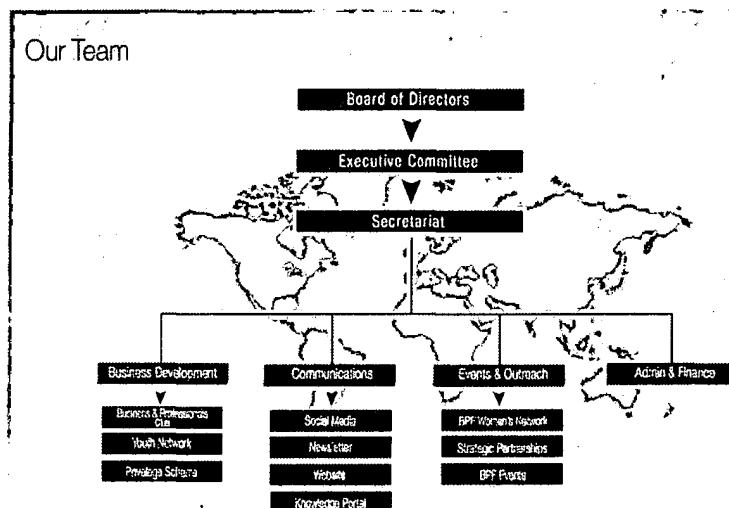
BPF board vote on nominations, which are shortlisted by lead board members (Kashif Zafar, Naseem Amin, Saira Awan Malik) the nominations are seconded by all the Trustees.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

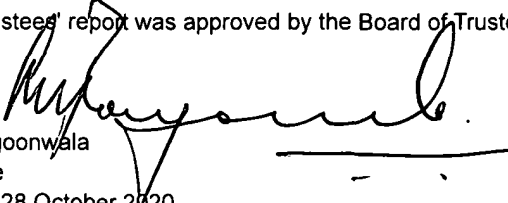
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

The Charities organisational structure is clearly advocated on our website, which is updated to reflect changes to the Board, and our marketing materials reflect the same. Our organisational structure has been set out as follows:



The trustees' report was approved by the Board of Trustees.


A Rangoonwala
Trustee

Dated: 28 October 2020

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

CHARTERED ACCOUNTANTS' REPORT TO THE TRUSTEES ON THE PREPARATION OF THE UNAUDITED STATUTORY FINANCIAL STATEMENTS OF BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT FOR THE YEAR ENDED 31 DECEMBER 2019

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of British Pakistan Foundation for Development for the year ended 31 December 2018, set out on pages 18 to 25 from the charity's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>

This report is made to the charity's trustees, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the accounts of British Pakistan Foundation for Development and state those matters that we have agreed to state to the charity's trustees, as a body, in this report in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than British Pakistan Foundation for Development and the charity's trustees as a body, for our work or for this report.

It is your duty to ensure that British Pakistan Foundation for Development has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and surplus of British Pakistan Foundation for Development. You consider that British Pakistan Foundation for Development is exempt from the statutory audit requirement for the year, and is not required to obtain an independent examiner's report.

We have not been instructed to carry out an audit or a review of the financial statements of British Pakistan Foundation for Development. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.



Paul Samuels

Chartered Accountants

28 October 2020

Heywards Chartered Accountants
2nd Floor
21-22 Great Castle Street
London
W1G 0HY

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	Unrestricted funds 2019 £	Unrestricted funds 2018 £
<u>Income and endowments from:</u>			
Donations and legacies	3	107,535	222,556
Patrons programme	4	20,083	20,405
Programme Initiatives	5	7,140	26,795
Investments	6	1	4
Membership fees	7	8,176	2,505
Total income		142,935	272,265
<u>Expenditure on:</u>			
Expenditure on raising funds	8	1,721	34,526
Charitable activities	9	139,164	235,122
Total resources expended		140,885	269,648
Net income for the year/ Net movement in funds		2,050	2,617
Fund balances at 1 January 2019		2,904	287
Fund balances at 31 December 2019		4,954	2,904

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

BALANCE SHEET

AS AT 31 DECEMBER 2019

	Notes	2019 £	£	2018 £	£
Current assets					
Debtors	13	1,385		-	
Cash at bank and in hand		16,360		5,299	
		<u>17,745</u>		<u>5,299</u>	
Creditors: amounts falling due within one year	14	(12,791)		(2,395)	
Net current assets			<u>4,954</u>		<u>2,904</u>
Income funds					
Unrestricted funds			<u>4,954</u>		<u>2,904</u>
			<u>4,954</u>		<u>2,904</u>

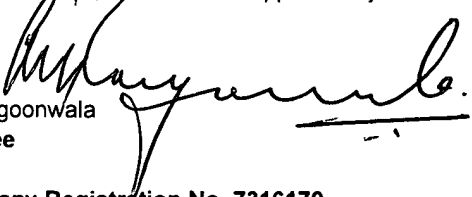
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2019.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 28 October 2020


A Rangoonwala
Trustee

Company Registration No. 7316170

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

Charity information

British Pakistan Foundation for Development is a private company limited by guarantee incorporated in England and Wales. The registered office is 86-87 Wimpole Street, London, W1G 9RL.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Trust deed document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.5 Resources expended

Expenses are allocated for on an accruals basis and have been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to the headings, they have been allocated to activities on a basis consistent with the use of resources. Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

These include costs of administration, any costs for preparation and examination of statutory accounts and cost of any legal advice to trustees on governance or constitutional matters.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2019 £	2018 £
Donations and gifts	107,535	222,556
Donations and gifts		
ZVM Rangoonwala Foundation	50,000	75,000
ZVMGR Trust (Donated services)	15,000	15,000
Morgan Lewis & Bockius (Donated services)	25,475	31,773
Saira Awan	5,000	-
Naseem Amin	5,000	-
Others	382	15,000
Omar Shah	5,000	5,000
M&C Saatchi (Donated services)	-	75,000
Gift Aid claims	1,678	5,783
	107,535	222,556

4 Patrons programme

	Fundraising Events 2019 £	Fundraising Events 2018 £
Other income	20,083	20,405

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

5 Programme Initiatives

	2019	2018
	£	£
Fundraising events	7,140	26,795
	<u>7,140</u>	<u>26,795</u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2019	2018
	£	£
Interest receivable	1	4
	<u>1</u>	<u>4</u>

7 Membership fees

	2019	2018
	£	£
Membership fees	3,759	2,505
Corporate membership fees	4,417	-
	<u>8,176</u>	<u>2,505</u>

8 Expenditure on raising funds

	2019	2018
	£	£
<u>Fundraising and publicity</u>		
Staging fundraising events	1,721	34,526
	<u>1,721</u>	<u>34,526</u>

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

9 Charitable activities

	Charitable Expenditure 2019 £	Charitable Expenditure 2018 £
Share of support costs (see note 10)	99,755	183,946
Share of governance costs (see note 10)	39,409	51,176
	<u>139,164</u>	<u>235,122</u>

10 Support costs

	Support costs £	Governance costs £	2019 £	Support costs £	Governance costs £	2018 £
Staff costs	-	-	-	-	2,217	2,217
Consultancy fees	82,835	-	82,835	93,646	-	93,646
Website development	1,920	-	1,920	300	-	300
Communication support	-	-	-	75,000	-	75,000
Rent	15,000	-	15,000	15,000	-	15,000
Accountancy	-	1,200	1,200	-	1,200	1,200
Legal and professional	-	25,825	25,825	-	31,773	31,773
Office expenses	-	3,939	3,939	-	4,714	4,714
Other expenses	-	8,445	8,445	-	11,272	11,272
	<u>99,755</u>	<u>39,409</u>	<u>139,164</u>	<u>183,946</u>	<u>51,176</u>	<u>235,122</u>
Analysed between Charitable activities	<u>99,755</u>	<u>39,409</u>	<u>139,164</u>	<u>183,946</u>	<u>51,176</u>	<u>235,122</u>

Governance costs includes payments to the accountants of £1,200 (2018- £1,200) for fees.

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

BRITISH PAKISTAN FOUNDATION FOR DEVELOPMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2019 Number	2018 Number
Total	1	1

Employment costs

	2019 £	2018 £
Wages and salaries	-	2,217

During the year the services of 4 contractors were used.

There were no employees whose annual remuneration was £60,000 or more.

13 Debtors

	2019 £	2018 £
Amounts falling due within one year:		
Prepayments and accrued income	1,385	-

14 Creditors: amounts falling due within one year

	2019 £	2018 £
Other creditors	11,631	1,235
Accruals and deferred income	1,160	1,160
	12,791	2,395

15 Related party transactions

There were no disclosable related party transactions during the year (2018 - none).