

BridgeRoots CIC Annual Impact Report

FISCAL YEAR 2025–2026

Bridging Gaps • Creating Belonging

A Comprehensive Strategy & Community Impact Review

Corporate Publication Standard Version

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Company Framework: Registered Independent Community Interest Company (UK)

Date of Issuance: March 2026

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SECTION 01: EXECUTIVE FOREWORD & GOVERNANCE ADDRESS

Strategic Paradigm: As we complete our first operational cycle, our data shows that sustainable social change is achieved not through rigid top-down structures, but through localized relationship-building, authentic co-production, and trust.

As we reflect on our inaugural year as an independent Community Interest Company, I am continually reminded that thriving, resilient communities are not built simply through public programming templates or clinical frameworks. They are woven through deep relationships, hard-earned trust, and intentional spaces where individuals feel completely visible, heard, and structurally valued. BridgeRoots CIC was born out of a core, grassroots conviction: that belonging matters, and that every individual—regardless of background, identity, heritage, or socioeconomic circumstance—deserves unhindered access to supportive, inclusive, and culturally responsive environments where they can naturally flourish.

The past twelve months have brought immense opportunities alongside complex structural challenges. Across the diverse UK communities we serve, we continue to witness severe pressures linked to mental wellbeing, social isolation, cost-of-living hardships, inequalities in service access, and acute linguistic and cultural barriers. Many families navigate deeply complex realities, often carrying the unseen burdens of displacement trauma, caregiving strains, health disparities, or total institutional disconnection. These realities reinforce why community-led, hyper-local approaches are not just beneficial—they are absolutely essential.

Through our targeted initiatives, multi-sector partnerships, and grassroots engagement, we have sought to bridge the gap between isolated individuals and the formal systems designed to support them. Our work spans critical areas including emotional resilience, community integration, holistic education, and the creation of safe spaces where underrepresented voices are acknowledged. Sustainable community work demands continuous listening and rapid adaptability. Local needs evolve much faster than available public resources, and demand routinely outstrips capacity.

We operate amidst structural funding uncertainties while striving to maintain high accessibility and trust. These challenges have only reinforced our commitment to co-production, innovation, and cross-sector partnership. Lasting social change cannot be achieved in isolation; it requires collective effort across communities, organizations, professionals, volunteers, and people with lived experience. I extend my deepest gratitude to everyone who has contributed to the BridgeRoots journey this year. Your trust shapes our direction and impact. As we move into the next fiscal year, we do so with confidence in the power of communities to drive lasting change.

SECTION 02: ABOUT BRIDGEROOTS CIC & INSTITUTIONAL PROFILE

BridgeRoots CIC was formally incorporated as an independent, community-led organization on **24 February 2025**. The explicit operational mandate of the company is to establish sustainable inclusion, health equity, and authentic belonging among culturally diverse and structurally underserved communities across the United Kingdom.

Emerging from years of rigorous grassroots engagement and the direct lived experiences of supporting vulnerable individuals navigating health inequalities, social isolation, and cultural barriers, the organization operates on an independent Community Interest Company framework. We place the community at the core of all operational co-production, ensuring high-integrity participation and visible social returns data.

BridgeRoots CIC recognizes that many individuals and families experience compounding barriers to support due to cultural differences, language variations, structural stigma, socioeconomic challenges, migration experiences, health disparities, or a lack of services designed around diverse community needs. Mainstream institutional delivery often suffers from design mismatches, creating an unaddressed gap for individuals who feel disconnected from formal top-down state models. In response, BridgeRoots CIC creates safe, inclusive, and culturally responsive environments where individuals feel empowered to connect, learn, heal, and actively thrive.

SECTION 03: FOUNDATIONAL CORPORATE VALUES

INFRASTRUCTURE

To maintain structural integrity across multiple expanding urban delivery hubs, BridgeRoots CIC relies on six core codified values:

Inclusion

We ensure that everyone possesses accessible routes to participate, contribute, and feel structurally valued regardless of background, identity, age, culture, or capability metrics. We create safe spaces where diverse voices are centered.

Equity

Recognizing distinct institutional barriers, we completely discard "one-size-fits-all" workflows, distributing resources and tailored options based on verified specific needs rather than standard templates.

Belonging

We actively build supportive, low-stigma environments where psychological safety is treated as an asset, helping isolated individuals build authentic roots within their local communities.

Collaboration

Real social change requires structural unity. We combine efforts with local volunteers, cross-sector professionals, educational bodies, and corporate stakeholders to maximize programmatic scale.

Empowerment

We focus on capacity building, training individuals to develop actionable life skills, deep emotional resilience, and confident civic agency within their regions.

Cultural Responsiveness

We actively respect and adapt all initiatives around the distinct traditions, language variations, and nuanced beliefs of the diverse populations we serve, ensuring accessibility remains universal.

SECTION 04: MACRO PROBLEM STATEMENT & SOCIO-ECONOMIC CONTEXT

Across the United Kingdom, millions of individuals encounter significant barriers to support that have nothing to do with the quality of mainstream services available—and everything to do with whether those services were originally co-designed with their unique identities in mind. Communities facing structural isolation, migration histories, language barriers, or economic hardship are consistently underserved by rigid provision frameworks. The multi-generational consequences are visible: poorer clinical mental health outcomes, reduced civic participation, and lower economic mobility.

VALIDATED HEALTH DISPARITY DATA:

"In England, adults from Black, Asian, and minority ethnic backgrounds are significantly less likely to access mental health services despite reporting comparable or higher levels of distress. Community-based, culturally responsive approaches have demonstrated stronger engagement and outcomes for these populations."

— NHS England, *Community Mental Health Framework 2023*

BridgeRoots CIC serves as a direct operational mechanism to answer this localized problem. Our community-led interventions demonstrate verifiable success metrics where formal top-down state models have historically faced engagement deficits.

SECTION 05: CHRONOLOGICAL JOURNEY & STRATEGIC MILESTONES

BridgeRoots CIC has maintained an efficient path of development, quickly moving from initial structural setup to wide-scale public service delivery:

24 February 2025 • Organizational Incorporation

BridgeRoots CIC was formally established as an independent Community Interest Company, laying down structural bylaws, establishing core regulatory compliance parameters, and centering lived-experience metrics at the heart of our mission.

March – August 2025 • Foundational Compliance Phase

Focused on completing rigorous corporate governance structures, safeguarding policies, insurance matrices, data tracking architectures, and localized community needs assessments. Maintained focus across health equity, community integration, family support, and community leadership development.

September 2025 – February 2026 • Program Expansion Phase

Transitioned efficiently from planning to complete public delivery, launching multiple community programs, establishing geographic footholds across several UK municipal zones, and scaling cross-sector partnerships.

March 2026 Onwards • Strategic Future Horizons

Responsible infrastructure optimization, expanding internal financial models, increasing grassroots volunteer recruitment, and deepening community-led co-production models.

SECTION 06: GEOGRAPHIC IMPACT FOOTPRINT & REGIONAL SCALING MATRIX

To address regional differences in unmet needs, BridgeRoots CIC expanded its outreach model across multiple UK urban centers. Our network encompasses **8 active regional hubs** of targeted community service delivery, allowing us to manage localized challenges effectively:



Regional Operational Summary across our 8 Core Areas:

- **Leicestershire & Birmingham:** Serving as core operational centers, focusing on deep intercultural connection, responsive wellbeing support, and opening accessible paths for highly diverse communities.
- **Nottingham & Greater Manchester:** Expanding inclusive learning networks, peer-led mental health workshops, and active localized volunteer safety nets.
- **Huddersfield & York:** Strengthening grassroots community trust, executing focused family engagement initiatives, and mitigating regional social isolation gaps.
- **Derby & London:** Launching urban partnership models and specialized outreach interventions designed to bridge systemic health literacy gaps in high-density metropolitan zones.

Our municipal scaling footprint confirms that effective public service delivery requires deep local relationships, trust, and continuous listening within each distinct region.

SECTION 07: IMPACT DASHBOARD & VERIFIABLE PERFORMANCE METRICS

Verified metrics recorded across all operational service paths during the 2025–2026 tracking cycle:



These figures show steady foundational growth driven by cross-sector partnerships, active volunteer engagement, and deep community roots.

SECTION 08: CORE PROGRAMMES & EXECUTION FRAMEWORKS

1. Bridging Minds: Mental Wellbeing Through Connection

Bridging Minds addresses the growing emotional health challenges experienced across communities—particularly among individuals navigating language gaps, caregiving burdens, chronic health conditions, and cultural stigma. The program creates safe, compassionate, and non-judgmental environments explicitly designed to counter isolation, process stress, and navigate barriers to traditional psychiatric services. It focuses on peer-led support systems that build personal confidence, emotional awareness, and deep resilience.

2. Community Initiatives: Cohesion & Social Inclusion

We design welcoming, localized interventions that bring together families and individuals from diverse backgrounds to build strong community cohesion. Activities include community wellbeing workshops, social connection gatherings, awareness events, and volunteer training opportunities, breaking down cultural walls and health literacy barriers.

3. Experiential Workshops & Training

Moving completely away from passive delivery styles, our educational models utilize active, dialogue-driven engagement to build practical life skills, community leadership capacity, and health literacy, ensuring participants possess the tools required to engage confidently with formal services.

SECTION 09: QUALITATIVE IMPACT: LIVED EXPERIENCE ACCOUNTS

Anonymized feedback from participants, volunteers, and partners illustrating real-world human impact:

"Before joining community activities, I often felt isolated and disconnected. Having a space where I felt listened to without judgement helped me feel more confident and less alone. I realised others were experiencing similar challenges, and that sense of connection made a difference."

— PARTICIPANT REFLECTION (LEICESTER)

"The sessions gave me time to pause and reflect. It helped me become more aware of how stress was affecting me and encouraged me to prioritise my wellbeing in ways I had not considered before."

— PARTICIPANT REFLECTION (BIRMINGHAM)

"I appreciated being part of a space that respected different backgrounds and experiences. Feeling understood culturally and personally made it easier to participate and engage."

— PARTICIPANT REFLECTION (MANCHESTER)

"Being involved allowed me to contribute to something meaningful while also developing new skills and understanding the value of community-led support."

— VOLUNTEER TRACKING NOTE

SECTION 10: COMPREHENSIVE STRATEGIC PARTNERSHIPS NETWORK

BridgeRoots CIC recognizes that building long-term, sustainable community impact requires close alignment with existing public and voluntary networks. Our operational model is integrated across five primary sectors:

- **Universities & Educational Institutions:** Collaborating on research-informed wellbeing practices, community-centered research, and active student involvement to bridge academic knowledge with local experience.
- **Grassroots Networks & Local Organizations:** Sharing resources, widening local outreach, and building deep community trust with underserved populations.
- **Local Authorities & Public Sector Bodies:** Aligning our grassroots programs with regional health strategies and public engagement priorities.
- **Charities & Voluntary Groups:** Collaborating on cross-referral pathways, signposting networks, and building robust, multi-tier safety nets.
- **Health & Wellbeing Professionals:** Designing holistic, whole-person care approaches to reduce health inequalities.

SECTION 11: CORPORATE GOVERNANCE & STRUCTURAL ACCOUNTABILITY

BridgeRoots CIC is committed to maintaining strong governance, complete corporate transparency, fiscal accountability, and ethical practice across all service hubs. Every operation is managed through a clear compliance framework to guarantee all activities strictly serve our community benefit goals and meet legal requirements.

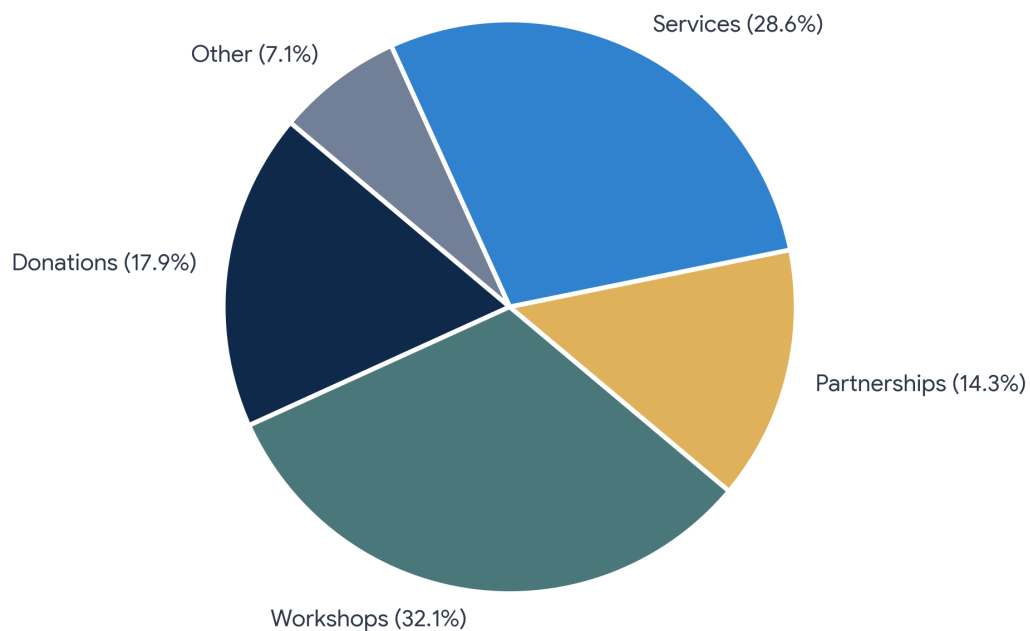
Governance Control Elements:

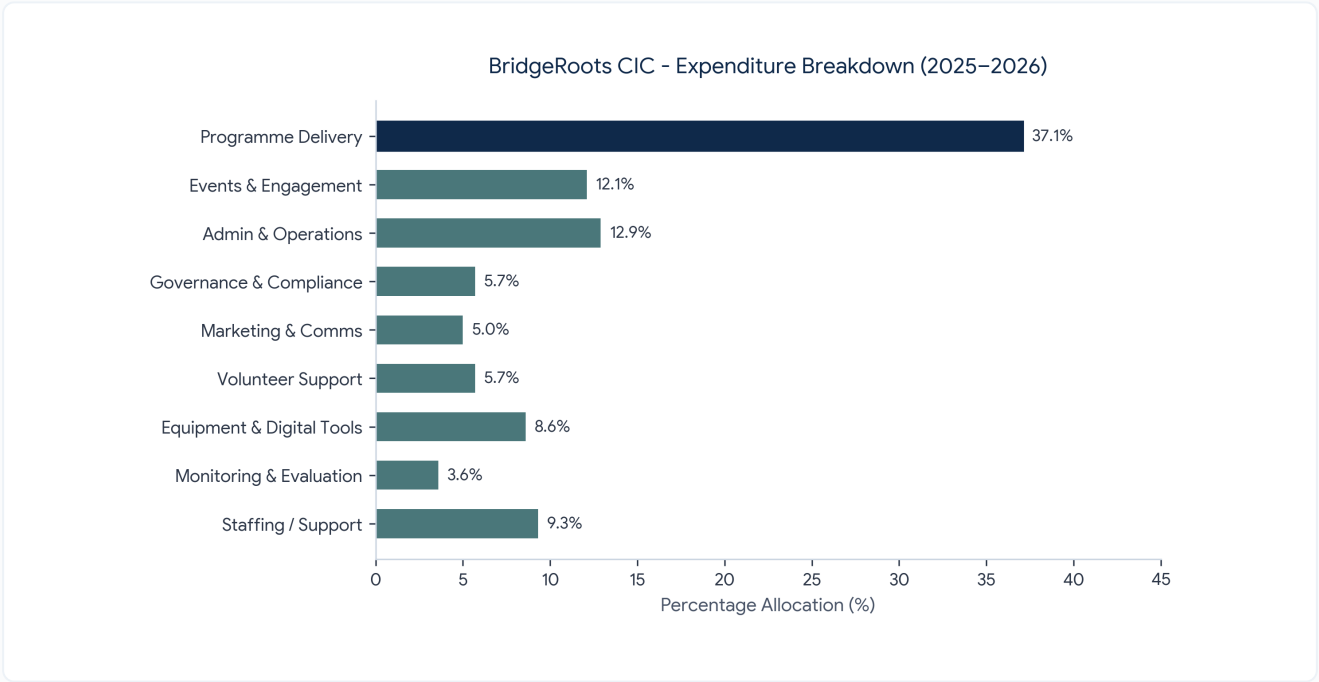
- **Board of Directors Structure:** The Board of Directors provides strategic leadership, strict financial oversight, risk management, and compliance enforcement, ensuring that all operations align with our long-term vision.
- **Safeguarding Commitment:** The organization enforces strict safeguarding practices across all activities to protect children, young people, and adults at risk, supporting safe recruitment and volunteer practices.
- **Data Protection & GDPR Compliance:** The company maintains full data transparency, strictly adhering to the ****UK General Data Protection Regulation (UK GDPR)**** and the ****Data Protection Act 2018****. We capture only necessary information, enforce confidential storage, and support individuals' full data privacy rights.

SECTION 12: FINANCIAL SUMMARY & CAPITAL ALLOCATION INTEGRITY

During the reporting period, BridgeRoots CIC operated a lean asset strategy, generating a balanced total revenue of **£14,000** through independent service provisions, individual contributions, and workshop implementations.

BridgeRoots CIC - Income Breakdown (2025–2026)





Our financial data indicates high operational efficiency, with ****49.2%**** of all generated revenue immediately deployed into direct community benefit lines (*Programme Delivery* and *Events/ Engagement*). Administrative expenses were strictly capped to safeguard organizational longevity and fund initial expansion cycles into the 2026–2027 layout.

SECTION 13: STRATEGIC CHALLENGES, LEARNING & RESILIENCY LOOPS

Operating a growing, independent Community Interest Company within shifting economic environments presents distinct operational challenges. We address these challenges transparently to continuously improve our delivery systems:

- **Balancing Infrastructure with Demand:** Developing robust data compliance policies, UK GDPR frameworks, and safeguarding steps while scaling up dynamically to match inbound community needs required operational agility. *Learning:* Early infrastructure investment protects long-term resilience.
- **Mitigating Funding Vulnerabilities:** Operating as a growing, self-sustained CIC emphasizes that income stream diversification is critical to protect program longevity. *Learning:* Resource-sharing partnerships help manage capacity effectively.
- **Bridging the Accessibility Divide:** Designing services across wide literacy levels, distinct backgrounds, and language variations demands continuous adaptation. *Learning:* Culturally responsive approaches build genuine trust and lasting relationships.

SECTION 14: LOOKING AHEAD: STRATEGIC RADAR FOR FISCAL 2026–2027

The upcoming operational period marks our transition from initial structural setup toward intentional, scalable growth.

Objective 01 • Geographic Footprint Scaling

Widen our service models into additional UK cities and underserved municipal zones, building local community trust lines.

Objective 02 • Youth & Family Support Paths

Launch targeted family development structures focused on early support models and confidence building.

Objective 03 • Creative Modalities Integration

Leverage arts, creativity, and expressive storytelling as proactive wellness avenues to engage distinct sub-sectors.

Objective 04 • Metric Measurement Optimization

Enhance our internal monitoring, evaluation, and evidence collection workflows to continuously prove localized social returns.

SECTION 15: INSTITUTIONAL ACKNOWLEDGEMENTS & CLOSING ADDRESS

Our progress this year belongs to the collective effort of many individuals, communities, and organizations. We extend our sincere gratitude to everyone who has contributed to the BridgeRoots journey during 2025–2026:

- **To Our Participants & Communities:** Thank you for your vulnerability, your feedback, and your trust. Your stories remind us daily why responsive, community-led care matters. Your resilience remains at the core of our mission.
- **To Our Active Volunteers:** Your unconditional contributions of time, compassion, and energy have built safe environments where individuals feel valued. You are the core foundation of our community impact.
- **To Our Cross-Sector Partners & Collaborators:** Educational institutions, local stakeholders, health organizations, charities, and fellow voluntary sector groups—thank you for your collaboration. We look forward to deepening our collective impact together.

Together, we continue building bridges that strengthen connection, inclusion, equity, and belonging.