

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales · Charity number 1103345

Details

Other names REAP

Status Registered

Legal form Charitable company

Company number [04378247](#)

Registered 2004-04-22

Register [View on the Charity Commission register](#)

Contact

Address REFUGEES IN EFFECTIVE & ACTIVE PART
Yiewsley Methodist Halls
Upstairs
Fairfield Road
Yiewsley
UB7 8EY

Phone 07983419388

Email enquiries@reap.org.uk

Website www.reap.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF REFUGEES AND THEIR FAMILIES LIVING IN THE WEST LONDON AREA (THE AREA OF BENEFIT), INCLUDING THE RELIEF OF POVERTY, THE ADVANCEMENT OF EDUCATION AND THE PROMOTION OF GOOD CITIZENSHIP. TO PROMOTE EQUALITY OF OPPORTUNITY AND THE ELIMINATION OF UNFAIR DISCRIMINATION ON GROUNDS OF RACE. TO PROMOTE ANY OTHER CHARITABLE PURPOSE THAT WILL DEVELOP THE CAPACITY AND SKILLS OF THE INHABITANTS IN THE AREA OF BENEFIT IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY. TO THIS END, TO PROMOTE VOLUNTEERING AND VOLUNTARY AND COMMUNITY GROUPS IN THE AREA OF BENEFIT, ESPECIALLY THOSE THAT WILL PROVIDE OR ARE PROVIDING SERVICES FOR REFUGEES AND ASYLUM SEEKERS.

Activities: To empower refugees and asylum-seekers to rebuild their lives in the UK and contribute to society, working in partnership with individuals, refugee organisations and support structures and professionals.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** WEST LONDON
- Brent
- Ealing
- Hammersmith And Fulham
- Harrow
- Hillingdon
- Hounslow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£83,836	£94,888	-	-
2024-03-31	£78,711	£110,678	-	-
2023-03-31	£150,012	£124,090	-	-
2022-03-31	£139,480	£93,899	-	-
2021-03-31	£92,496	£79,128	-	-

Trustees

Name	Role	Appointed
Ahmed Saifeldin Mohammed Adm		2024-12-02
Chimene Carole N'Somi		2022-07-13
Fadileh Ramadan		2024-12-02
Linda Maria Akkad Rodriguez		2022-07-13
Mohamed Abdeen		2024-02-06
Monir Moosavinajafi		2022-07-13
Nawaal Farah Omar		2020-11-26
Oleg Pasichnyi		2020-04-01

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales - Charity number 1103345

Accounts

Registered Charity No. 1103345
Company Limited by Guarantee No. 4378247

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2025

**Refugees in Effective and Active Partnership
Report and accounts
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Refugees in Effective and Active Partnership Charity information

Reference and Administrative Information

Charity Name: Refugees in Effective and Active Partnership

Refugees in Effective and Active Partnership is a Registered Charity and a company limited by guarantee

Charity registration number: 1103345

Company registration number: 4378247

Registered Office and
operational address: Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

Accountants

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire

Bankers

Barclays Bank plc

Refugees in Effective and Active Partnership Report of the Trustees

The Trustees present their report and the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Principal activities

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The following persons served as trustees during the year:

Oleg Pasichnyi	(Chair)	
Mohammed Abdeen		
Ahmed Saifeldin Mohammed Adm		(from 2/12/24)
Nawaal (Abdirahman) Omar		
Monir Moosavinajafi		
Safaa Mohamed		
Carole Nsomi		
Fadileh Ramadan		(from 2/12/24)
Linda Maria Akkad Rodriguez		

Secretary

Sarah Crowther

Objectives of the charity

The principal activity of the company throughout the year was that of providing advice and support to refugees and refugee organisations and those who support them.

REAP is an independent, refugee-led, membership organisation in West London. We aim to influence policy decisions and practices, and empower refugees and asylum-seekers so they can live equally as valuable and valued members of British society. We defend and campaign for the right to refuge; which includes making sure people have access to effective and equitable support as they recover and rebuild decent lives and a new sense of home in the UK.

Respect: value, admire, love and care,

Listen: recognise our own power, challenge, rethink, learn, witness,

Facilitate: empower, individual agency, structure, networks and contact, space

Respond: change, create, do, act;

REAP 'theory of change':

A determined, knowledgeable and well-connected individual in the right place can change even quite large systems over time.

Building, strengthening and working through the Membership will be the centre of REAP's planning and activities for the next five years;

Refugees in Effective and Active Partnership Report of the Trustees

REAP operational approach:

- start from knowing refugees are active, capable and trying to take control of their own lives for their best future and their families' future; individuals can change much larger systems;
- work with and learn what works from a wide range of people including REAP members, other groups and partners;
- form and enable peer and strategic connections that should lever change to improve support for refugees in the future;
- facilitate, network with and train hands on workers and activists, to make sure knowledge grows and is widely shared;
- look at the power relationships refugees face both in day to day life and over the long term as they build new lives in West London and in the UK;
- work towards equality for refugees and people in all our diversity, as the only way to ensure people in Britain can thrive and persecution will never gain a secure hold;
- get refugees' voices heard.

Structure, Governance and Management

In accordance with the Memorandum of Association, REAP trustees are voted in by Company Members at an AGM or if necessary an EGM. Occasionally, when there have been early resignations or there is a need to strengthen the Management Committee in specific areas, trustees are coopted to serve for the period until the next opportunity for a full election.

Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

Achievements and Performance

2024/5 was shaped by the growing and changing homelessness risks faced by new refugees leaving Home Office accommodation, and the strong partnerships with Trinity Homeless Project, Action West London, Bell Farm Centre plus REAP's steady networking activities with housing and mental health organisations and professionals across London. Positive activities such as interpreter, English and health / housing connector 'Get Ready...' trainings continued and steadily renewed the core volunteer body. Practical services with a social element like English and community lunches, plus signposting, individual support and access to advice continued in response to demand and meant the 'footfall' at REAP stayed high. Relationships with participants, Members and volunteers/staff were active and positive throughout the year.

Refugees in Effective and Active Partnership Report of the Trustees

The annual conference was 'Refuge, With Dignity' and had a very high level of involvement and support from the Members. It was very well received by them and by professional colleagues attending from voluntary and statutory bodies. Relationships built up in the earlier 'Asylum Welcome' programme with GLA fed into this plus smaller pieces of ongoing training. REAP continued to be involved in various GLA debate and committee fora enabling us to feed directly from Members' experiences into high level London actions and policy

Refugees in Effective and Active Partnership Report of the Trustees

Financial Review

We were in a decent position from the start of this financial year – having sufficient funds at the start to cover core costs for the whole year, so we could continue to respond to needs and opportunities quickly. This was despite having a substantial total of payments still outstanding from NHS providers. During the year a significant number of very generous donations were made by individuals and local Methodist churches, plus useful unrestricted income for training for interpreters and professionals. The small monthly donations of £2 or £5 or so that REAP Members and friends make to REAP individually remain amongst the most important the organisation has. Funds for work to be done largely in FY 25/26 were received at the end of the FY.

The largest proportion of expenditure was on salaries, with lower costs on face to face activities. We maintained our principle of never paying below the London Living Wage and always paying annual leave allowances. Our reserves were adequate and met our minimum requirements at the end of the financial year.

Trustees

At the AGM in 2024 two new trustees were appointed. The AGM was held online, in December.

The Company Secretary remained the same throughout the year.

**Refugees in Effective and Active Partnership
Report of the Trustees**

Nature and Purpose of the Charity's Restricted Funds

Multi-language Lunches: (People's Health Trust) : (April 2023 – March 2025)

This project creating space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, started on 1st April 2023. This is the third grant received by REAP from PHT.

Building Community Cohesion and Good Relations: (MHCLG Community Cohesion and Resilience Programme Funding, via London Borough of Hillingdon) : (Feb 2024 – July 2025)

Engagement activities to build cohesion and positive relations and resilience between long term residents and new asylum and refugee arrivals. Reducing isolation, increasing interaction between people with diverse experiences. People feel more that they belong, and feel more positive about living in Hillingdon and about other Hillingdon people, about becoming part of a community.

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 5 December 2025 and signed on behalf of the Trustees.

O Pasichnyi
Director

A handwritten signature in black ink, appearing to read 'O Pasichnyi', written in a cursive style.

Refugees in Effective and Active Partnership

Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2025

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2025 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company'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 www.icaew.com/en/members/regulations-standards-and-guidance

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.



K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire
SL9 0JJ

**Refugees in Effective and Active Partnership
Statement of financial activities (including summary income and expenditure account)
for the year ended 31 March 2025**

	2025	2025	2025	2024
	Total	restricted funds	unrestricted funds	Total
	£	£	£	£
Income from:				
Charitable activities				
PHT3	11,097	11,097	-	6,165
MHCLG	25,000	25,000	-	-
Other restricted	-	-	-	-
Unrestricted	47,739	-	47,739	72,546
Total	83,836	36,097	47,739	78,711
Expenditure				
Charitable activities	92,728	25,115	67,613	108,518
Other	2,160	-	2,160	2,160
Total	94,888	25,115	69,773	110,678
Net expenditure for the year	(11,052)	10,982	(22,034)	(31,967)
Tax payable	-			-
Net expenditure after tax	(11,052)	10,982	(22,034)	(31,967)
Transfer between funds	-	-	-	-
Fund balances				
Brought forward	80,917	1,419	79,498	112,884
Total funds carried forward	69,865	12,401	57,464	80,917

**Refugees in Effective and Active Partnership
Expenditure Analysis
for the year ended 31 March 2025**

	2025	2025	2025	2024
	Total	Direct	Other	
	£	£	£	£
Office running costs				
Rent and services	3,655	3,655	-	2,892
Telephone	1,124	1,124	-	1,190
Office supplies & postage	690	690	-	428
IT & computer	854	854	-	706
	<u>6,323</u>	<u>6,323</u>	<u>-</u>	<u>5,216</u>
Staff costs				
Personnel costs	68,163	68,163	-	87,528
Pensions	5,006	5,006	-	7,825
Training	-	-	-	20
	<u>73,169</u>	<u>73,169</u>	<u>-</u>	<u>95,373</u>
Project & trainee costs				
Workshops, courses & meetings	12,493	12,493	-	7,169
	<u>12,493</u>	<u>12,493</u>	<u>-</u>	<u>7,169</u>
Accountancy costs				
Accountants' fees	2,160	-	2,160	2,160
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,160</u>
Publicity costs				
Conference	-	-	-	-
Subscriptions	48	48	-	40
	<u>48</u>	<u>48</u>	<u>-</u>	<u>40</u>
Postage	-	-	-	428
Office admin costs				
Travel	35	35	-	82
Bank charges	106	106	-	106
Insurance	539	539	-	466
Sundry expenses	15	15	-	66
	<u>695</u>	<u>695</u>	<u>-</u>	<u>720</u>
TOTAL	<u>94,888</u>	<u>92,728</u>	<u>2,160</u>	<u>110,678</u>
Restricted funds costs	25,115	25,115	0	
Unrestricted funds costs	69,773	67,613	2,160	

Refugees in Effective and Active Partnership
Registered number: 4378247
Balance Sheet
as at 31 March 2025

	Notes		2025 £		2024 £
Current assets					
Debtors	7	32,287		25,462	
Cash at bank and in hand		<u>37,578</u>		<u>76,896</u>	
		69,865		102,358	
Net current assets					
			<u>69,865</u>		<u>102,358</u>
Total assets less current liabilities					
			<u>69,865</u>		<u>102,358</u>
Creditors: amounts falling due after more than one year					
	8		-		(21,441)
Net assets					
			<u>69,865</u>		<u>80,917</u>
Funds of the Charity					
Unrestricted funds	12	57,464		79,498	
Restricted funds	12	12,401	69,865	1,419	80,917
Total funds					
			<u>69,865</u>		<u>80,917</u>
Average number of employees					
			<u>Number</u> <u>2</u>		<u>Number</u> <u>2</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.



O Pasichnyi
 Director/Trustee

Approved by the board on 5 December 2025

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2025**

1 Summary of significant accounting policies

General information and basis of preparation

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income recognition

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2025**

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment over 5 years

Debtors and creditors

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Total resources expended	2025	2024
	£	£
Office running costs	6,323	5,216
Staff costs	73,169	95,373
Project & trainee costs	12,493	7,169
Accountants' fees	2,160	2,160
Publicity costs	48	40
Office admin costs	695	720
	<u>94,888</u>	<u>110,678</u>

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2025**

3 Employees

	2025 Number	2024 Number
Average number of employees calculated on a full time equivalent was as follows:	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>

4 Staff costs

	2025 £	2024 £
Wages and salaries (including casual contracts)	68,163	87,528
Pension costs	5,006	7,825
	<u>73,169</u>	<u>95,353</u>

No employee received emoluments of more than £60,000.

5 Trustees remuneration and related party transactions

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2024 - nil).

6 Taxation

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2025**

7 Debtors	2025	2024
	£	£
Trade debtors	<u>32,287</u>	<u>25,462</u>

8 Creditors: amounts falling due after one year	2025	2024
	£	£
Trade creditors	<u>-</u>	<u>21,441</u>

9 Share capital

The company is limited by guarantee and has no share capital.

10 Analysis of net assets between funds	Unrestricted fund	Restricted fund	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	57,464	12,401	69,865
Current liabilities	-	-	-
	<u>57,464</u>	<u>12,401</u>	<u>69,865</u>

11 Other information

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:

Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

**Refugees in Effective and Active Partnership
Resources Expended Analysis
for the year ended 31 March 2025**

12 Movement in funds	At 1 April 2024 £	Incoming Resources £	Outgoing Resources £	At 31 March 2025 £
Restricted funds				
PHT3	1,419	11,097	12,516	-
MHCLG	-	25,000	12,599	12,401
Other restricted	-	-	-	-
	<u>1,419</u>	<u>36,097</u>	<u>25,115</u>	<u>12,401</u>
Unrestricted funds	79,498	47,739	69,773	57,464
	<u>80,917</u>	<u>83,836</u>	<u>94,888</u>	<u>69,865</u>

Purposes of Restricted Funds

Funder: People's Health Trust

Multi-language Lunches: (April 2023 – March 2025)

This project to create space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, started on 1st April 2023. This is REAP's third grant from PHT.

Funder: MHCLG Community Cohesion and Resilience Programme Funding, via London Borough of Hillingdon

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Section 37 statement

Expenditure has been allocated in accordance with the activity concerned.

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales - Charity number 1103345

Accounts

Registered Charity No. 1103345
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Refugees in Effective and Active Partnership

Report and Unaudited Accounts

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Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

Achievements and Performance

2023/4 was still predominantly about REAP finding ways to respond to the changing voices and needs, capabilities and actions of several thousand asylum seekers housed by the Home Office in hotels in West London, including 3-4,000 people in temporary accommodation hotels in walking distance from REAP. Turnover increased, and some longer term relationships with core Members changed or ended as people received refugee status and left the area. Positive activities such as interpreter and health / housing connector 'Get Ready...' trainings strengthened relationships throughout the Membership and practical partnerships at the same time. Practical services with a social element like English and community lunches, plus signposting, individual support and advice continued in response to demand. The crisis in homelessness, street sleeping and housing precipitated by rapid changes in Government policy and lack of local Authority capacity nearly overwhelmed REAP as it did many other refugee/asylum-support bodies in the sector, in a difficult year.

Refugees in Effective and Active Partnership Report of the Trustees

In response to continuing demand and appreciation from participants, REAP continued to host information-sharing and networking zooms for individuals, teams and bodies from statutory and voluntary sectors. Access to support for mental health and a new series of calls around supporting new refugees into housing and later into employment were attended by large numbers of diverse professionals. Smaller groups joined regular calls for English leaders, Careers Advisers/Work Permits, local workers in Hillingdon and Hounslow; plus REAP provided briefings and brokered connections for professionals and organisations across London and increasingly outside London.

In July, our re-established annual conference was 'Home, not Hotels – How do we get there from here?'. We saw the largest gathering of mixed professionals, activists, refugees and asylum seekers REAP has yet achieved.

REAP completed its work on the 'Asylum Welcome' programme of trainings and workshops, for Greater London Authority (GLA) and with British Futures, concluding with a final event at City Hall, and joint authoring an 'Asylum Welcome Toolkit' published by GLA online. Several pieces of work and strong relationships with some London Authorities' asylum and integration teams (notably Hounslow, Tower Hamlets, Newham) followed this work and look set to continue into 2024/25.

Action West London, Trinity Homelessness, Yiewsley Methodists, Bell Farm, the Hillingdon Afghan Women's group and many local individual professionals and individuals continue as high valued partners. They provide invaluable support and collaborative working that make it possible for REAP to continue responding to the needs of asylum seekers in West London and particularly in Hillingdon and Hounslow. Beyond this partnership work though, without the effort and time of active Members and other key volunteers REAP would not exist.

Refugees in Effective and Active Partnership Report of the Trustees

Financial Review

We were aware from the start of the year onwards, that our financial situation was adequate, with some continuing and new grants (including money received for work to be done in FY 23/24) and decent untied income from Connecting and Interpreting work, plus training and other consultancy-like work (particularly the new GLA contract).

Individuals have continued to amaze us with their generosity and support in 2022/23. We received substantial donations again from individuals and supportive local churches – especially the Methodist circuits and churches in the area, and also from other organisations with links to church members. We gained a further donation from a large commercial organization brokered by a former volunteer. We especially value the small monthly donations of £2 or £5 or so that REAP Members and friends make to us individually. These donations are more than financial; they show compassion, confidence in REAP and hope. The time and effort from active Members and other volunteers are invaluable and without them REAP would not exist as the legitimate, credible organisation it is today.

The largest proportion of expenditure was on salaries, with lower costs on face to face activities. We maintained our principle of never paying below the London Living Wage, and also paying annual leave allowances. Our reserves were adequate and more than met our minimum requirements at the end of the financial year.

Trustees

At the AGM in 2023 one of our longest-serving Members and a highly valued, long term trustee, Khalida Obeid, stood down with great thanks from all, as she moved her time and energies to other priorities, after many years of service and support. One new trustee, Mohammad Abdeen joined the Board, having been involved as a 'trustee observer' previously and a highly active, core Member for over a year before leaving London. The AGM was held online, in November.

The Company Secretary remained the same throughout the year.

**Refugees in Effective and Active Partnership
Report of the Trustees**

Nature and Purpose of the Charity's Restricted Funds

Multi-language Lunches: (People's Health Trust) : (April 2023 – March 2025)

This project creating space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, started on 1st April 2023 though the first funds were received at the end of FY 2022/2023 (and recorded at that point in 'Other Restricted' to be carried into 2023/24). This is the third grant received by REAP from PHT.

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 2 December 2024 and signed on behalf of the Trustees.

O Pasichnyi
Director



Refugees in Effective and Active Partnership

Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2024

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2024 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company'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 www.icaew.com/en/members/regulations-standards-and-guidance

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire
SL9 0JJ

2 December 2024

Refugees in Effective and Active Partnership
Statement of financial activities (including summary income and expenditure account)
for the year ended 31 March 2024

	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2023</u>
	Total	restricted funds	unrestricted funds	Total
	£	£	£	£
Income from:				
Charitable activities				
PDT ESF EQUIP	-	-	-	4,000
Imperial Health Charity	-	-	-	5,000
PHT3	6,165	6,165	-	7,399
Other restricted	-	-	-	-
Unrestricted	72,546	-	72,546	133,613
Total	<u>78,711</u>	<u>6,165</u>	<u>72,546</u>	<u>150,012</u>
Expenditure				
Charitable activities	108,518	12,145	96,373	121,930
Other	2,160	-	2,160	2,160
Total	<u>110,678</u>	<u>12,145</u>	<u>98,533</u>	<u>124,090</u>
Net (expenditure)/income for the year	(31,967)	(5,980)	(25,987)	25,922
Tax payable	-			-
(Net expenditure)/net income after tax	<u>(31,967)</u>	<u>(5,980)</u>	<u>(25,987)</u>	<u>25,922</u>
Transfer between funds	-	-	-	-
Fund balances				
Brought forward	<u>112,884</u>	<u>7,399</u>	<u>105,485</u>	<u>86,962</u>
Total funds carried forward	<u>80,917</u>	<u>1,419</u>	<u>79,498</u>	<u>112,884</u>

**Refugees in Effective and Active Partnership
Expenditure Analysis
for the year ended 31 March 2024**

	2024	2024	2024	2023
	Total	Direct	Other	
	£	£	£	£
Office running costs				
Rent and services	2,892	2,892	-	3,155
Telephone	1,190	1,190	-	1,030
Office supplies & postage	428	428	-	1,301
IT & computer	706	706	-	288
	<u>5,216</u>	<u>5,216</u>	<u>-</u>	<u>5,774</u>
Staff costs				
Personnel costs	87,528	87,528	-	103,271
Pensions	7,825	7,825	-	7,759
Training	20	20	-	-
	<u>95,373</u>	<u>95,373</u>	<u>-</u>	<u>111,030</u>
Project & trainee costs				
Workshops, courses & meetings	7,169	7,169	-	3,743
	<u>7,169</u>	<u>7,169</u>	<u>-</u>	<u>3,743</u>
Accountancy costs				
Accountants' fees	2,160	-	2,160	2,160
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,160</u>
Publicity costs				
Conference	-	-	-	725
Subscriptions	40	40	-	30
	<u>40</u>	<u>40</u>	<u>-</u>	<u>755</u>
Postage	428			-
Office admin costs				
Travel	82	82	-	-
Bank charges	106	106	-	108
Insurance	466	466	-	429
Sundry expenses	66	66	-	91
	<u>720</u>	<u>720</u>	<u>-</u>	<u>628</u>
TOTAL	<u>110,678</u>	<u>108,518</u>	<u>2,160</u>	<u>124,090</u>
Restricted funds costs	12,145	12,145	0	
Unrestricted funds costs	98,533	96,373	2,160	

Refugees in Effective and Active Partnership
Registered number: 4378247
Balance Sheet
as at 31 March 2024

	Notes	2024		2023	
		£		£	
Current assets					
Debtors	7	25,462		38,134	
Cash at bank and in hand		76,896		74,750	
		<u>102,358</u>		<u>112,884</u>	
Net current assets			<u>102,358</u>		<u>112,884</u>
Total assets less current liabilities			<u>102,358</u>		<u>112,884</u>
Creditors: amounts falling due after more than one year	8		(21,441)		-
Net assets			<u>80,917</u>		<u>112,884</u>
Funds of the Charity					
Unrestricted funds	12	79,498		105,485	
Restricted funds	12	1,419	80,917	7,399	112,884
Total funds			<u>80,917</u>		<u>112,884</u>
Average number of employees			<u>Number</u> 2		<u>Number</u> 2

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.



O Pasichnyi
 Director/Trustee
 Approved by the board on 2 December 2024

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2024**

1 Summary of significant accounting policies

General information and basis of preparation

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income recognition

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2024**

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment over 5 years

Debtors and creditors

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Total resources expended	2024	2023
	£	£
Office running costs	5,216	5,774
Staff costs	95,373	111,030
Project & trainee costs	7,169	3,743
Accountants' fees	2,160	2,160
Publicity costs	40	755
Office admin costs	720	628
	<u>110,678</u>	<u>124,090</u>

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2024**

3 Employees	2024 Number	2023 Number
Average number of employees calculated on a full time equivalent was as follows:	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>
4 Staff costs	2024 £	2023 £
Wages and salaries (including casual contracts)	87,528	103,271
Pension costs	7,825	7,759
	<u>95,353</u>	<u>111,030</u>

No employee received emoluments of more than £60,000.

5 Trustees remuneration and related party transactions

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2023 - nil).

6 Taxation

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2024**

7 Debtors	2024	2023
	£	£
Trade debtors	<u>25,462</u>	<u>38,134</u>
8 Creditors: amounts falling due after one year	2024	2023
	£	£
Trade creditors	<u>21,441</u>	<u>-</u>

9 Share capital

The company is limited by guarantee and has no share capital.

10 Analysis of net assets between funds	Unrestricted	Restricted	Total
	fund	fund	
	£	£	£
Tangible fixed assets	-	-	-
Current assets	79,498	1,419	80,917
Current liabilities	-	-	-
	<u>79,498</u>	<u>1,419</u>	<u>80,917</u>

11 Other information

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:

Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

**Refugees in Effective and Active Partnership
Resources Expended Analysis
for the year ended 31 March 2024**

12 Movement in funds	At 1 April 2023 £	Incoming Resources £	Outgoing Resources £	At 31 March 2024 £
Restricted funds				
PDT ESF EQUIP	-	-	-	-
City Bridge Trust	-	-	-	-
Imperial Health Charity	-	-	-	-
PHT3	7,399	6,165	12,145	1,419
Other restricted	-	-	-	-
	<u>7,399</u>	<u>6,165</u>	<u>12,145</u>	<u>1,419</u>
Unrestricted funds	105,485	72,546	98,533	79,498
	<u>112,884</u>	<u>78,711</u>	<u>110,678</u>	<u>80,917</u>

Purposes of Restricted Funds

Funder: People's Health Trust

Multi-language Lunches: (April 2023 – March 2025)

This project to create space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, started on 1st April 2023 though the first funds were received at the end of FY 2022/2023 (and recorded at that point in 'Other Restricted' to be carried into 2023/24). This is REAP's third grant from PHT.

Section 37 statement

Expenditure has been allocated in accordance with the activity concerned.

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales - Charity number 1103345

Accounts

Registered Charity No. 1103345
Company Limited by Guarantee No. 4378247

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2023

**Refugees in Effective and Active Partnership
Report and accounts
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**Refugees in Effective and Active Partnership
Charity information**

Reference and Administrative Information

Charity Name: Refugees in Effective and Active Partnership

Refugees in Effective and Active Partnership is a Registered Charity and a company limited by guarantee

Charity registration number: 1103345

Company registration number: 4378247

Registered Office and
operational address: Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

Accountants

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire

Bankers

Barclays Bank plc

Refugees in Effective and Active Partnership Report of the Trustees

The Trustees present their report and the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Principal activities

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The following persons served as trustees during the year:

Oleg Pasichnyi (Chair)

Fariha Bhatti

Khalida Obeid

Nawaal (Abdirahman) Omar

Monir Moosavinajafi

Safaa Mohamed

Carole Nsomi

Linda Maria Akkad Rodriguez

Secretary

Sarah Crowther

Objectives of the charity

The principal activity of the company throughout the year was that of providing advice and support to refugees and refugee organisations and those who support them.

REAP is an independent, refugee-led, membership organisation in West London. We aim to influence policy decisions and practices, and empower refugees and asylum-seekers so they can live equally as valuable and valued members of British society. We defend and campaign for the right to refuge; which includes making sure people have access to effective and equitable support as they recover and rebuild decent lives and a new sense of home in the UK.

Respect: value, admire, love and care,

Listen: recognise our own power, challenge, rethink, learn, witness,

Facilitate: empower, individual agency, structure, networks and contact, space

Respond: change, create, do, act;

REAP 'theory of change':

A determined, knowledgeable and well-connected individual in the right place can change even quite large systems over time.

Building, strengthening and working through the Membership will be the centre of REAP's planning and activities for the next five years;

Refugees in Effective and Active Partnership Report of the Trustees

REAP operational approach:

- start from knowing refugees are active, capable and trying to take control of their own lives for their best future and their families' future; individuals can change much larger systems;
- work with and learn what works from a wide range of people including REAP members, other groups and partners;
- form and enable peer and strategic connections that should lever change to improve support for refugees in the future;
- facilitate, network with and train hands on workers and activists, to make sure knowledge grows and is widely shared;
- look at the power relationships refugees face both in day to day life and over the long term as they build new lives in West London and in the UK;
- work towards equality for refugees and people in all our diversity, as the only way to ensure people in Britain can thrive and persecution will never gain a secure hold;
- get refugees' voices heard.

Structure, Governance and Management

In accordance with the Memorandum of Association, REAP trustees are voted in by Company Members at an AGM or if necessary an EGM. Occasionally, when there have been early resignations or there is a need to strengthen the Management Committee in specific areas, trustees are coopted to serve for the period until the next opportunity for a full election.

Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

Achievements and Performance

2022/23 continued to be dominated by responding to the capabilities, actions, voices and needs of several thousand asylum seekers who continued to be housed in hotels in West London, including upwards of 3,000 in hotels in walking distance from REAP.

Refugees in Effective and Active Partnership Report of the Trustees

REAP's Covid and post-Covid role to scale up our work hosting time-critical information-sharing and networking zooms continued, as we brought together key individuals, teams and bodies from NHS and other statutory bodies with voluntary, community and faith organisations and formed stronger links with the commercial accommodation providers. This role is appreciated by diverse organisations and professionals and we know of many collaborations, initiatives and improved referral and joint case work that has come from it. In 2022/23 zooms tackled the needs of newly arriving Afghans, the needs of Hong Kong arrivals (for Thrive London), access to support for mental health including a widely disseminated report 'What Needs to Happen – collated voices of MH professionals'; access to English, a second and final year of work on interpreting pathways into work for refugees, a well-attended national call sharing knowledge about work permits, and increasingly established 'local worker link ups' for people working in Hillingdon primarily, plus briefings and brokering connections for a wide range of professionals and for many asylum seeking or refugee individuals and families. The Director continued to engage with NHS internal networks and meetings, though her role as a Lay Person in the NHS ended in June.

The growth in REAP's reputation with higher levels of professional networks including Greater London Authority (GLA) bodies and at NHS contributed to securing what was for REAP a large consultancy contract, jointly with British Future (a think tank). The work was to run a 'Design Lab' process with 11 London Local Authorities as they tried to develop more strategic approaches to supporting asylum seekers housed in their boroughs. This work continues into 2023/24.

In more direct services we maintained activity in familiar fields: health 'connecting', community research, teacher-led and volunteer-led English groups in collaboration with Action West London and strongly supported by Yiewsley Methodists; interpreting and interpreter training, lunches, trainings, workshops and our first (previously annual) conference in three years 'Refugees' Voices Matter'. At the end of March we rapidly started to become engaged in supporting asylum seekers to understand issues around finding housing, in partnership with Trinity Homeless Projects - a topic that will continue with some urgency into 2023/24. We continued to handle some few goods and direct aid donations but mostly connected asylum and refugee volunteers into serving in other organisations, especially Bell Farm Centre (food, clothes, direct aid) and Afghan Women's Group which we had supported in 2021/22 to obtain a grant from PARCS, administered by the Refugee Council, to restart activities.

Refugees in Effective and Active Partnership Report of the Trustees

Financial Review

We were aware from the start of the year onwards, that our financial situation was adequate, with some continuing and new grants (including money received for work to be done in FY 23/24) and decent untied income from Connecting and Interpreting work, plus training and other consultancy-like work (particularly the new GLA contract).

Individuals have continued to amaze us with their generosity and support in 2022/23. We received substantial donations again from individuals and supportive local churches – especially the Methodist circuits and churches in the area, and also from other organisations with links to church members. We gained a further donation from a large commercial organization brokered by a former volunteer. We especially value the small monthly donations of £2 or £5 or so that REAP Members and friends make to us individually. These donations are more than financial; they show compassion, confidence in REAP and hope. The time and effort from active Members and other volunteers are invaluable and without them REAP would not exist as the legitimate, credible organisation it is today.

The largest proportion of expenditure was on salaries, with lower costs on face to face activities. We maintained our principle of never paying below the London Living Wage, and also paying annual leave allowances. Our reserves were adequate and more than met our minimum requirements at the end of the financial year.

Trustees

At the AGM in 2022 several new trustees joined the Board, having been approached and given opportunities to gain experience and confidence from earlier in the year. There was a strong annual conference in 2022, though the AGM was held later in the year, again online, in November. Four new trustees joined the Board while a long-serving trustee was stood down at the end of their term, and after a period of non-attendance. We will again approach people to co-opt or stand for election at the AGM to be held in 2023, including some who have played 'Trustee Observer' roles over the past 18 months, but may now wish to stand as trustees.

The Company Secretary remained the same throughout the year.

Refugees in Effective and Active Partnership Report of the Trustees

Nature and Purpose of the Charity's Restricted Funds

EQUIP Yourself for Community Connecting: (Paddington Development Trust [PDT] and European Union - European Social Fund [ESF] / Education and Skills Funding Agency [PDT/ESF]: (Second Grant April 2021 - Dec 2022)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'Connectors' in roles where they improve communication and mutual understanding between individuals in the community and large, often statutory formal organisations.

Core Funding: (City Bridge Trust [CBT] - Renewal Fund): (1/4/21 - 31/3/22)

To adapt REAP's existing strengths and model and build resilience to support newly arrived asylum seekers now housed in temporary accommodation in London; about half of whom will make their new homes in London. REAP Members and partners will support their activities and voices, becoming equal members of the London community. A remaining underspend from the previous year was available and used in this financial year.

Refugee Speakers - Learning about experiences of access to primary health care and vaccinations post-lockdown: (Imperial Health Charity - Compassionate Communities) : (June 2021 - May 2022) The Speakers project means asylum-seekers, refugees and other migrants (ASRM) in NW London who do not speak (or write) well in English ('Speakers') can articulate and explain their daily experiences of post-lockdown access to primary care including Covid vaccinations to bi-lingual community 'Connectors'. The 'Speakers' project recruits and trains bi-lingual ASRM to be 'Connectors'. Their role is improving communication between local people and large institutions like the NHS. REAP Connectors will meet Speakers face to face and remotely, talking in their own languages; mostly solo, sometimes in groups.

Multi-language Lunches: (People's Health Trust) : (April 2023 - March 2025)

This project creating space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, will start on 1st April 2023 but funds were received at the end of FY 2022/2023 (recorded in 'Other Restricted').

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 29 November 2023 and signed on behalf of the Trustees.

O Pasichnyi
Director



Refugees in Effective and Active Partnership

Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2023

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2023 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company'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 www.icaew.com/en/members/regulations-standards-and-guidance

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.



K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire
SL9 0JJ

29 November 2023

Refugees in Effective and Active Partnership
Statement of financial activities (including summary income and expenditure account)
for the year ended 31 March 2023

	2023	2023	2023	2022
	Total	restricted funds	unrestricted funds	Total
	£	£	£	£
Income from:				
Charitable activities				
PDT ESF EQUIP	4,000	4,000	-	16,000
City Bridge Trust	-	-	-	25,000
Imperial Health Charity	5,000	5,000	-	5,000
Other restricted	7,399	7,399	-	-
Unrestricted	133,613	-	133,613	93,480
Total	<u>150,012</u>	<u>16,399</u>	<u>133,613</u>	<u>139,480</u>
Expenditure				
Charitable activities	121,930	14,035	107,895	91,739
Other	2,160	-	2,160	2,160
Total	<u>124,090</u>	<u>14,035</u>	<u>110,055</u>	<u>93,899</u>
Net income for the year	25,922	2,364	23,558	45,581
Tax payable	-			-
Net income after tax	25,922	2,364	23,558	45,581
Transfer between funds	-	-	-	-
Fund balances				
Brought forward	86,962	5,035	81,927	41,381
Total funds carried forward	<u>112,884</u>	<u>7,399</u>	<u>105,485</u>	<u>86,962</u>

**Refugees in Effective and Active Partnership
Expenditure Analysis
for the year ended 31 March 2023**

	2023 Total £	2023 Direct £	2023 Other £	2022 £
Office running costs				
Rent and services	3,155	3,155	-	2,366
Telephone	1,030	1,030	-	1,005
Office supplies & postage	1,301	1,301	-	585
IT & computer	288	288	-	-
	<u>5,774</u>	<u>5,774</u>	<u>-</u>	<u>3,956</u>
Staff costs				
Personnel costs	103,271	103,271	-	79,522
Pensions	7,759	7,759	-	6,730
	<u>111,030</u>	<u>111,030</u>	<u>-</u>	<u>86,252</u>
Project & trainee costs				
Workshops, courses & meetings	3,743	3,743	-	981
Specialists & consultants	-	-	-	110
	<u>3,743</u>	<u>3,743</u>	<u>-</u>	<u>1,091</u>
Accountancy costs				
Accountants' fees	2,160	-	2,160	2,160
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,160</u>
Publicity costs				
Conference	725	725	-	-
Subscriptions	30	30	-	-
	<u>755</u>	<u>755</u>	<u>-</u>	<u>-</u>
Office admin costs				
Travel	-	-	-	-
Bank charges	108	108	-	95
Insurance	429	429	-	345
Sundry expenses	91	91	-	-
	<u>628</u>	<u>628</u>	<u>-</u>	<u>440</u>
TOTAL	<u>124,090</u>	<u>121,930</u>	<u>2,160</u>	<u>93,899</u>
Restricted funds costs	14,035	14,035	0	
Unrestricted funds costs	110,055	107,895	2,160	

Refugees in Effective and Active Partnership
Registered number: 4378247
Balance Sheet
as at 31 March 2023

	Notes		2023 £		2022 £
Current assets					
Debtors	7	38,134		44,017	
Cash at bank and in hand		<u>74,750</u>		<u>43,005</u>	
		112,884		87,022	
Creditors: amounts falling due within one year					
	8	-		(60)	
Net current assets			<u>112,884</u>		<u>86,962</u>
Net assets			<u>112,884</u>		<u>86,962</u>
Funds of the Charity					
Unrestricted funds	12	105,485		81,927	
Restricted funds	12	7,399	112,884	5,035	86,962
Total funds			<u>112,884</u>		<u>86,962</u>
			Number		Number
Average number of employees			<u>2</u>		<u>2</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.



O Pasichnyi
 Director/Trustee

Approved by the board on 29 November 2023

Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2023

1 Summary of significant accounting policies

General information and basis of preparation

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income recognition

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2023**

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment over 5 years

Debtors and creditors

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Total resources expended	2023	2022
	£	£
Office running costs	5,774	3,956
Staff costs	111,030	86,252
Project & trainee costs	3,743	1,091
Accountants' fees	2,160	2,160
Publicity costs	755	-
Office admin costs	628	440
	<u>124,090</u>	<u>93,899</u>

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2023**

3 Employees

	2023 Number	2022 Number
Average number of employees calculated on a full time equivalent was as follows:	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>

4 Staff costs

	2023 £	2022 £
Wages and salaries (including casual contracts)	103,271	79,522
Pension costs	7,759	6,730
	<u>111,030</u>	<u>86,252</u>

No employee received emoluments of more than £60,000.

5 Trustees remuneration and related party transactions

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2022 - nil).

6 Taxation

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2023**

7 Debtors	2023	2022
	£	£
Trade debtors	<u>38,134</u>	<u>44,017</u>

8 Creditors: amounts falling due within one year	2023	2022
	£	£
Trade creditors	<u>-</u>	<u>60</u>

9 Share capital

The company is limited by guarantee and has no share capital.

10 Analysis of net assets between funds	Unrestricted fund	Restricted fund	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	105,485	7,399	112,884
Current liabilities	-	-	-
	<u>105,485</u>	<u>7,399</u>	<u>112,884</u>

11 Other information

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:

Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

**Refugees in Effective and Active Partnership
Resources Expended Analysis
for the year ended 31 March 2023**

12 Movement in funds	At 1 April 2022 £	Incoming Resources £	Outgoing Resources £	At 31 March 2023 £
Restricted funds				
PDT ESF EQUIP	5,367	4,000	9,367	-
City Bridge Trust	3,135	-	3,135	-
Imperial Health Charity	(3,467)	5,000	1,533	-
Other restricted	-	7,399	-	7,399
	<u>5,035</u>	<u>16,399</u>	<u>14,035</u>	<u>7,399</u>
Unrestricted funds	81,927	133,613	110,055	105,485
	<u>86,962</u>	<u>150,012</u>	<u>124,090</u>	<u>112,884</u>

Purposes of Restricted Funds

Funder: Paddington Development Trust (PDT) and European Union - European Social Fund (ESF) / Education and Skills Funding Agency (PDT/ESF) (Second Grant April 2021 – Dec 2022)

Activity: EQUIP Yourself for Community Connecting

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'Connectors' in roles where they improve communication and mutual understanding between individuals in the community and large, often statutory formal organisations.

Funder: City Bridge Trust [CBT] - Renewal Fund : (1/4/21 - 31/3/22)

Activity: Core Funding to adapt REAP's existing strengths and model and build resilience to support newly arrived asylum seekers now housed in temporary accommodation in London; about half of whom will make their new homes in London. REAP Members and partners will support their activities and voices, becoming equal members of the London community.

Funder: Imperial Health Charity - Compassionate Communities

Refugee Speakers - Learning about experiences of access to primary health care and vaccinations post-lockdown: (June 2021 - May 2022)

Activity: The Speakers project means asylum-seekers, refugees and other migrants (ASRM) in NW London who do not speak (or write) well in English ('Speakers') can articulate and explain their daily experiences of post-lockdown access to primary care including Covid vaccinations to bi-lingual community 'Connectors'. The 'Speakers' project recruits and trains bi-lingual ASRM to be 'Connectors'. Their role is improving communication between local people and large institutions like the NHS.

REAP Connectors will meet Speakers face to face and remotely, talking in their own languages; mostly solo, sometimes in groups.

Funder: People's Health Trust (recorded in 'Other Restricted')

Multi-language Lunches: (April 2023 - March 2025)

This project to create space and interaction, as well as a sense of belonging by basing and creating social activities and community-building around monthly lunches, will start on 1st April 2023 but funds were received at the end of FY 2022/2023. This is REAP's third grant from PHT.

Section 37 statement

Expenditure has been allocated in accordance with the activity concerned.

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales - Charity number 1103345

Accounts

Registered Charity No. 1103345
Company Limited by Guarantee No. 4378247

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2022

**Refugees in Effective and Active Partnership
Report and accounts
Contents**

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**Refugees in Effective and Active Partnership
Charity information**

Reference and Administrative Information

Charity Name: Refugees in Effective and Active Partnership

Refugees in Effective and Active Partnership is a Registered Charity and a company limited by guarantee

Charity registration number: 1103345

Company registration number: 4378247

Registered Office and
operational address: Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

Accountants
K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire

Bankers
Barclays Bank plc

Refugees in Effective and Active Partnership Report of the Trustees

The Trustees present their report and the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Principal activities

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

Trustees and management committee of the charity

The directors of the charitable company are its trustees for the purposes of charity law

The following persons served as trustees during the year:

Oleg Pasichnyi (Chair)
Fariha Bhatti
Khalida Obeid
Nawaal (Abdirahman) Omar

Secretary

Sarah Crowther

Objectives of the charity

The principal activity of the company throughout the year was that of providing advice and support to refugees and refugee organisations and those who support them.

REAP is an independent, refugee-led, membership organisation in West London. We aim to influence policy decisions and practices, and empower refugees and asylum-seekers so they can live equally as valuable and valued members of British society. We defend and campaign for the right to refuge; which includes making sure people have access to effective and equitable support as they recover and rebuild decent lives and a new sense of home in the UK.

Respect: value, admire, love and care,

Listen: recognise our own power, challenge, rethink, learn, witness,

Facilitate: empower, individual agency, structure, networks and contact, space

Respond: change, create, do, act;

REAP 'theory of change':

A determined, knowledgeable and well-connected individual in the right place can change even quite large systems over time.

Building, strengthening and working through the Membership will be the centre of REAP's planning and activities for the next five years;

Refugees in Effective and Active Partnership Report of the Trustees

REAP operational approach:

- start from knowing refugees are active, capable and trying to take control of their own lives for their best future and their families' future; individuals can change much larger systems;
- work with and learn what works from a wide range of people including REAP members, other groups and partners;
- form and enable peer and strategic connections that should lever change to improve support for refugees in the future;
- facilitate, network with and train hands on workers and activists, to make sure knowledge grows and is widely shared;
- look at the power relationships refugees face both in day to day life and over the long term as they build new lives in West London and in the UK;
- work towards equality for refugees and people in all our diversity, as the only way to ensure people in Britain can thrive and persecution will never gain a secure hold;
- get refugees' voices heard.

Structure, Governance and Management

In accordance with the Memorandum of Association, REAP trustees are voted in by Company Members at an AGM or if necessary an EGM. Occasionally, when there have been early resignations or there is a need to strengthen the Management Committee in specific areas, trustees are coopted to serve for the period until the next opportunity for a full election.

Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

Achievements and Performance

2021/22 continued the new activities and priorities that emerged in the first year of Covid, as REAP responded to changed demands, in particular the issues created for several thousand asylum seekers who continued to be housed in hotels in West London.

Refugees in Effective and Active Partnership Report of the Trustees

REAP hosted important networking zooms that continued to bring together NHS and other statutory bodies with voluntary and community organisations and the commercial accommodation providers. This activity noticeably improved communications, awareness and coordination across West London between diverse organisations and key professionals. Access to support for mental health became the central theme, though series of zooms also tackled needs around access to English, direct aid goods and donations, Afghan arrivals and pathways for asylum seekers and refugees towards paid work as interpreters. Plus we gave several briefings for local practitioners, and faced high demand for referrals from professionals and also individual asylum seekers. REAP gained authority at higher levels of professional networks including Greater London Authority (GLA) bodies (Civic Society Forum on Initial Accommodation, London Asylum Group, Mayor's Migration and Refugee Advisory Panel) and at NHS fora. Through her dual role with REAP while also being a Lay Member on several local NHS bodies, the Director continued to voice the concerns and experiences of asylum seekers and refugees to push improvements in NWL service delivery, particularly relating to health.

In terms of more direct services we rebuild our activity levels in some familiar fields: health connecting, community research, teacher-led and volunteer-led English groups, including a new 'English Seed Group' approach/Pack we had started creating late in 2020/21, interpreting and interpreter training, training of trainers for interpreting. We also handled some goods and donations and connected asylum and refugee volunteers into serving in other organisations especially Bell Farm Centre (food, clothes, direct aid) and Afghan Women's Group which we supported to obtain a grant/restart activities. The majority of activities remained online after a brief window where we restarted trainings and community research in person in August. Face to face work was finally reestablished in January with English groups returning in person. The REAP office reopened to visitors including drop in and staff blended office and remote working.

Refugees in Effective and Active Partnership Report of the Trustees

Financial Review

We knew before the end of the previous financial year that REAP's income was sufficient and steady for the year, with CBT core funding giving invaluable flexibility that improved the quality of what we could do, reduced stress and the time used to service funders. The second PDT (ESF) Equip grant was simpler and used skills and systems set up previously, and is to last 21 months, starting from April 2021. We were delighted to start work with Imperial Health Charity funds for 'Speakers' community research. Connector income remained steady around Urgent Care support and community work gradually rebuilt. Paid interpreting activity and therefore income remains minimal.

Individuals continued to be extraordinarily generous in 2021/22. We received substantial donations again from three individuals, and other individuals, supportive local churches and businesses. We especially value the small monthly donations of £2 or so that REAP Members and friends make to us individually. These donations are more than financial; they show compassion, confidence in REAP and hope.

The largest proportion of expenditure was on salaries, with minimal costs on face to face activities for the second year running. We maintained our principle of never paying below the London Living Wage, and also paying annual leave allowances.

Trustees

In both 2020/21 and 2021/22 we had planned a substantial recruitment of new trustees, aiming to build people's confidence overtime so several people would stand as new trustees. However it was not possible to do an annual conference for the second year, and the AGM was again online in November. Recruiting new trustees will again be a priority in 2022-23 and we will initially approach people to coopt, and will create 'Trustee Observer' roles for those who cannot or do not yet wish to stand as full trustees.

The Company Secretary remained the same throughout the year.

**Refugees in Effective and Active Partnership
Report of the Trustees**

Nature and Purpose of the Charity's Restricted Funds

EQUIP Yourself for Community Connecting: (Paddington Development Trust [PDT] and European Union - European Social Fund [ESF] / Education and Skills Funding Agency [PDT/ESF] : (Second Grant April 2021 – Dec 2022)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'Connectors' in roles where they improve communication and mutual understanding between individuals in the community and large, often statutory formal organisations.

Core Funding: (City Bridge Trust [CBT] – Renewal Fund) : (1/4/21 - 31/3/22)

To adapt REAP's existing strengths and model and build resilience to support newly arrived asylum seekers now housed in temporary accommodation in London; about half of whom will make their new homes in London. REAP Members and partners will support their activities and voices, becoming equal members of the London community.

Refugee Speakers - Learning about experiences of access to primary health care and vaccinations post-lockdown: (Imperial Health Charity – Compassionate Communities) : (June 2021 – May 2022)

The Speakers project means asylum-seekers, refugees and other migrants (ASRM) in NW London who do not speak (or write) well in English ('Speakers') can articulate and explain their daily experiences of post-lockdown access to primary care including Covid vaccinations to bi-lingual community 'Connectors'. The 'Speakers' project recruits and trains bi-lingual ASRM to be 'Connectors'. Their role is improving communication between local people and large institutions like the NHS.

REAP Connectors will meet Speakers face to face and remotely, talking in their own languages; mostly solo, sometimes in groups.

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 18 November 2022 and signed on behalf of the Trustees.

O Pasichnyi
Director



Refugees in Effective and Active Partnership

Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2022

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2022 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company'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 www.icaew.com/en/members/regulations-standards-and-guidance

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire
SL9 0JJ

18 November 2022

Refugees in Effective and Active Partnership
Statement of financial activities (including summary income and expenditure account)
for the year ended 31 March 2022

	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2021</u>
	Total	restricted funds	unrestricted funds	Total
	£	£	£	£
Income from:				
Charitable activities				
PDT ESF EQUIP	16,000	16,000	-	2,500
PHT (Yiewsley Home Group)	-	-	-	-
Barrow Cadbury	-	-	-	30,000
City Bridge Trust	25,000	25,000	-	-
Imperial Health Charity	5,000	5,000	-	-
Unrestricted	93,480	-	93,480	59,996
Total	<u>139,480</u>	<u>46,000</u>	<u>93,480</u>	<u>92,496</u>
Expenditure				
Charitable activities	91,739	40,965	50,774	76,968
Other	2,160	-	2,160	2,160
Total	<u>93,899</u>	<u>40,965</u>	<u>52,934</u>	<u>79,128</u>
Net income for the year	45,581	5,035	40,546	13,368
Tax payable	-			-
Net income after tax	<u>45,581</u>	<u>5,035</u>	<u>40,546</u>	<u>13,368</u>
Transfer between funds	-	-	-	-
Fund balances				
Brought forward	<u>41,381</u>	-	<u>41,381</u>	<u>28,013</u>
Total funds carried forward	<u>86,962</u>	<u>5,035</u>	<u>81,927</u>	<u>41,381</u>

**Refugees in Effective and Active Partnership
Expenditure Analysis
for the year ended 31 March 2022**

	2022 <u>Total</u> £	2022 <u>Direct</u> £	2022 <u>Other</u> £	2021 £
Office running costs				
Rent and services	2,366	2,366	-	3,155
Telephone	1,005	1,005	-	990
Office supplies & postage	585	585	-	751
IT & computer	-	-	-	471
	<u>3,956</u>	<u>3,956</u>	<u>-</u>	<u>5,367</u>
Staff costs				
Personnel costs	79,522	79,522	-	64,704
Pensions	6,730	6,730	-	5,937
	<u>86,252</u>	<u>86,252</u>	<u>-</u>	<u>70,641</u>
Project & trainee costs				
Workshops, courses & meetings	981	981	-	200
Specialists & consultants	110	110	-	50
	<u>1,091</u>	<u>1,091</u>	<u>-</u>	<u>250</u>
Accountancy costs				
Accountants' fees	2,160	-	2,160	2,160
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,160</u>
Publicity costs				
Subscriptions	-	-	-	140
	<u>-</u>	<u>-</u>	<u>-</u>	<u>140</u>
Office admin costs				
Travel	-	-	-	142
Bank charges	95	95	-	63
Insurance	345	345	-	345
Sundry expenses	-	-	-	20
	<u>440</u>	<u>440</u>	<u>-</u>	<u>570</u>
TOTAL	<u>93,899</u>	<u>91,739</u>	<u>2,160</u>	<u>79,128</u>
Restricted funds costs	40,965	40,965	0	
Unrestricted funds costs	52,934	50,774	2,160	

Refugees in Effective and Active Partnership
Registered number: 4378247
Balance Sheet
as at 31 March 2022

	Notes		2022 £		2021 £
Current assets					
Debtors	7	44,017		11,413	
Cash at bank and in hand		<u>43,005</u>		<u>33,968</u>	
		87,022		45,381	
Creditors: amounts falling due within one year					
	8	(60)		(4,000)	
Net current assets			<u>86,962</u>		<u>41,381</u>
Net assets			<u>86,962</u>		<u>41,381</u>
Funds of the Charity					
Unrestricted funds	12	81,927		41,381	
Restricted funds	12	5,035	86,962	-	41,381
Total funds			<u>86,962</u>		<u>41,381</u>
Average number of employees			<u>Number</u> 2		<u>Number</u> 2

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.



O Pasichnyi
 Director/Trustee

Approved by the board on 18 November 2022

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2022**

1 Summary of significant accounting policies

General information and basis of preparation

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income recognition

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2022**

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment over 5 years

Debtors and creditors

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Total resources expended	2022	2021
	£	£
Office running costs	3,956	5,367
Staff costs	86,252	70,641
Project & trainee costs	1,091	250
Accountants' fees	2,160	2,160
Publicity costs	-	140
Office admin costs	440	570
	<u>93,899</u>	<u>79,128</u>

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2022**

3 Employees

Average number of employees calculated on a full time equivalent was as follows:

	2022 Number	2021 Number
	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>

4 Staff costs

Wages and salaries (including casual contracts)
Pension costs

	2022 £	2021 £
Wages and salaries (including casual contracts)	79,522	64,704
Pension costs	6,730	5,937
	<u>86,252</u>	<u>70,641</u>

No employee received emoluments of more than £60,000.

5 Trustees remuneration and related party transactions

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2021 - nil).

6 Taxation

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2022**

7 Debtors		
	2022	2021
	£	£
Trade debtors	<u>44,017</u>	<u>11,413</u>
8 Creditors: amounts falling due within one year		
	2022	2021
	£	£
Trade creditors	<u>60</u>	<u>4,000</u>

9 Share capital

The company is limited by guarantee and has no share capital.

10 Analysis of net assets between funds	Unrestricted fund	Restricted fund	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	81,987	5,035	87,022
Current liabilities	(60)	-	(60)
	<u>81,927</u>	<u>5,035</u>	<u>86,962</u>

11 Other information

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:
Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

**Refugees in Effective and Active Partnership
Resources Expended Analysis
for the year ended 31 March 2022**

12 Movement in funds	At 1 April 2021 £	Incoming Resources £	Outgoing Resources £	At 31 March 2022 £
Restricted funds				
PDT ESF EQUIP	-	16,000	10,633	5,367
PHT (Yiewsley Home Group)	-	-	-	-
Barrow Cadbury	-	-	-	-
City Bridge Trust	-	25,000	21,865	3,135
Imperial Health Charity	-	5,000	8,467	(3,467)
Other restricted	-	-	-	-
	-	46,000	40,965	5,035
Unrestricted funds	41,381	93,480	52,934	81,927
	41,381	139,480	93,899	86,962

Purposes of Restricted Funds

Funder: Paddington Development Trust (PDT) and European Union - European Social Fund (ESF) / Education and Skills Funding Agency (PDT/ESF) (Second Grant April 2021 – Dec 2022)

Activity: EQUIP Yourself for Community Connecting

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'Connectors' in roles where they improve communication and mutual understanding between individuals in the community and large, often statutory formal organisations.

Funder: City Bridge Trust [CBT] – Renewal Fund : (1/4/21 - 31/3/22)

Activity: Core Funding to adapt REAP's existing strengths and model and build resilience to support newly arrived asylum seekers now housed in temporary accommodation in London; about half of whom will make their new homes in London. REAP Members and partners will support their activities and voices, becoming equal members of the London community.

Funder: Imperial Health Charity – Compassionate Communities

Refugee Speakers - Learning about experiences of access to primary health care and vaccinations post-lockdown: : (June 2021 – May 2022)

Activity: The Speakers project means asylum-seekers, refugees and other migrants (ASRM) in NW London who do not speak (or write) well in English ('Speakers') can articulate and explain their daily experiences of post-lockdown access to primary care including Covid vaccinations to bi-lingual community 'Connectors'. The 'Speakers' project recruits and trains bi-lingual ASRM to be 'Connectors'. Their role is improving communication between local people and large institutions like the NHS.

REAP Connectors will meet Speakers face to face and remotely, talking in their own languages; mostly solo, sometimes in groups.

Section 37 statement

Expenditure has been allocated in accordance with the activity concerned.

REFUGEES IN EFFECTIVE AND ACTIVE PARTNERSHIP

England & Wales - Charity number 1103345

Accounts

Registered Charity No. 1103345
Company Limited by Guarantee No. 4378247

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2021

**Refugees in Effective and Active Partnership
Report and accounts
Contents**

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Refugees in Effective and Active Partnership Charity information

Reference and Administrative Information

Charity Name: Refugees in Effective and Active Partnership

Refugees in Effective and Active Partnership is a Registered Charity and a company limited by guarantee

Charity registration number: 1103345

Company registration number: 4378247

Registered Office and
operational address: Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

Accountants

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire

Bankers

Barclays Bank plc

Refugees in Effective and Active Partnership Report of the Trustees

The Trustees present their report and the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Principal activities

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

Trustees and management committee of the charity

The directors of the charitable company are its trustees for the purposes of charity law

The following persons served as trustees during the year:

Oleg Pasichnyi	(Acting Chair)
Janpal Singh Basran	(Until November 2020)
Fariha Bhatti	
Khalida Obeid	
Nawaal Omar	(From March 2021)
Maria de Lourdes Pale	(Until November 2020)

Secretary

Sarah Crowther

Objectives of the charity

The principal activity of the company throughout the year was that of providing advice and support to refugees and refugee organisations and those who support them.

REAP is an independent, refugee-led, membership organisation in West London. We aim to influence policy decisions and practices, and empower refugees and asylum-seekers so they can live equally as valuable and valued members of British society. We defend and campaign for the right to refuge; which includes making sure people have access to effective and equitable support as they recover and rebuild decent lives and a new sense of home in the UK.

Structure, Governance and Management

In accordance with the Memorandum of Association, REAP trustees are voted in by Company Members at an AGM or if necessary an EGM. Occasionally, when there have been early resignations or there is a need to strengthen the Management Committee in specific areas, trustees are co-opted to serve for the period until the next opportunity for a full election.

Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

Refugees in Effective and Active Partnership Report of the Trustees

Achievements and Performance

2020/21 was Covid, lockdown, disruption, adaptation. Then new activities and priorities as REAP responded to changed demands, needs and opportunities of existing members and activities, whilst also responding to the issues raised by several thousand asylum seekers being housed in empty hotels in West London.

As REAP's prime mode of operation and theory of change is based on face to face interaction, and the majority of our activities, relationships and partnership are focused around face to face events, we found ourselves unable to operate in any meaningful way in the first few months of the pandemic. This immediately affected the end of the 'EQUIP' project which was entirely face to face, which simply had to cease, though the funders were utterly supportive.

In the meantime asylum seekers' and refugees' situations and needs changed in London. Several thousand asylum seekers were temporarily housed in empty hotels in London, and REAP hosted an ongoing series of very important networking Zooms with follow up, that successfully reached and brought together NHS and other statutory bodies with voluntary and community organisations and the commercial accommodation providers. This activity noticeably improved communications, awareness and coordination across West London between many diverse organisations and key professionals. Themes clustered around goods and donations (food, clothes etc.), mental and emotional wellbeing, women and gender-based concerns, health and welfare, activities and English, interpreting. There were spin off activities such as basic training for some who had not worked with asylum seeker or refugees before, and high demand for information and referrals from individual professionals and also individual asylum seekers. REAP joined and was vocal at several professional networks on these issues including Greater London Authority (GLA) Civic Society Forum on Initial Accommodation and Health sub-group, Initial Accommodation Local Forum and NHS fora. Through her dual role with REAP while also being a Lay Member on several local NHS bodies, the Director was able consistently to argue from REAP's experience and knowledge of the daily experiences people were having in the hotels to identify and push for improvements in NWL service delivery, particularly relating to health.

In terms of more direct services, as well as handling some goods and donations and some online activities, we tried several times to restart face to face activities, including socials and English groups, particularly for those people who could not access online activities. But we had to stop because of repeated lockdowns and behaviour by individuals which put others at risk. We adapted our earlier face to face 'grass roots English' approach to create new online English sessions for 'REAP Home Learners'. These were publicized mostly at one large local hotel with over 500 residents but as residents were moved out of London many continued joining the regular zoom, making it our first national activity. The zoom approach was developed by a team of existing REAP volunteers running online sessions which included interpreting in several languages and some then set up English groups led in single languages, such as an English group for Arabic speakers and one for Spanish speakers. Towards Spring we realized the 'Home' method and materials were an asset with wider potential and in 2021, we will develop them into an online 'English Seed Group' course that refugees will be able to use to teach others. Another new experience for REAP was working with a sizeable number of largely independent white British volunteers. They offered more advanced speakers online and phone conversation and practice.

Refugees in Effective and Active Partnership Report of the Trustees

Other activities included:

-A few of our professional interpreters continued with face to face work and taking up more online and phone interpreting through agencies, protecting their income but leaving REAP with a depleted team. We will need to regain and rebuild our pool of qualified interpreters in 2021-22.

-The local NHS cancelled all community health outreach work but a small set of the Members working as bi-lingual Health Connectors continued to provide valuable support at the local Urgent Treatment Centre at Hillingdon Hospital throughout the pandemic.

During this time, the two core staff, particularly REAP's Administrator Rachaporn Slater, maintained essential operations, such as payroll and general communications, despite considerable stress, and continued to respond to enquiries and referrals in combination with periods of furlough.

The office building managers had shut Key House with minimal notice in March 2020, causing significant disruption. We were able to negotiate for the Administrator to enter the building, with notice, initially one day a month to complete payroll and other essential actions needing reference to hard copy and data stored securely on office computers, such as the REAP database. Otherwise, core staff adapted to working remotely. From July the office became more accessible to core staff but REAP Members and individuals seeking support continued to be excluded by the landlords throughout the year.

Despite the disruption and new demands, we are very proud of what we achieved. REAP had substantial, and often unlooked for, support from many individuals, professionals peers and funders. We worked consistently with our principles and other elements in our strategy and approach set out in 2019:

Respect: value, admire, love and care,

Listen: recognise our own power, challenge, rethink, learn, witness,

Facilitate: empower, individual agency, structure, networks and contact, space

Respond: change, create, do, act;

REAP 'theory of change':

A determined, knowledgeable and well-connected individual in the right place can change even quite large systems over time.

Building, strengthening and working through the Membership will be the centre of REAP's planning and activities for the next five years;

Refugees in Effective and Active Partnership Report of the Trustees

REAP operational approach:

- start from knowing refugees are active, capable and trying to take control of their own lives for their best future and their families' future; individuals can change much larger systems;
- work with and learn what works from a wide range of people including REAP members, other groups and partners;
- form and enable peer and strategic connections that should lever change to improve support for refugees in the future;
- facilitate, network with and train hands on workers and activists, to make sure knowledge grows and is widely shared;
- look at the power relationships refugees face both in day to day life and over the long term as they build new lives in West London and in the UK;
- work towards equality for refugees and people in all our diversity, as the only way to ensure people in Britain can thrive and persecution will never gain a secure hold;
- get refugees' voices heard.

Financial Review

REAP's income dropped drastically as income from interpreting and Connecting booking fees on interpreters and Health Connector work disappeared. We were very fortunate the 'EQUIP' funder supported us and did not claw back funds when we were not able to deliver our agreed 'results'. Furlough was essential and along with a grant from Barrow Cadbury, may have saved the organization as an entity: if we had not had them, we would have had to reduce activities and staff costs to such a low level for so long, that it is possible REAP would not have returned. The Barrow Cadbury grant came in October at a critical time, and let us protect remaining reserves, regain effectiveness, and at the same time lay the basis for new assets and relationships that may carry REAP into a stronger position coming out of Covid than it was in before.

In February we were surprised and delighted to receive an unsolicited grant of £5,000 from the Gwyneth Forrester Trust, which was apparently made on the anonymous recommendation of one of their trustees. We also heard we had won grants to start in 2021-22, to continue 'Speakers' community research work from Imperial Health Charities, a core grant from City Bridge Trust, and a further, new grant (payment by results) for a revised EQUIP '2' programme. So we move into 2021-22 with core finances secure for the whole year ahead, even if incomes from interpreting and Connecting fail.

Individuals were extraordinarily generous throughout 2020/21. We received donations over a thousand pounds from two individuals, and approaching that from others individuals and supportive local churches and contacts. Especially meaningful also are the small donations of £2 per month or so that individual REAP Members and friends make. The value of these donations from individuals is much more than financial; they constantly renew a sense of trust, support and hope.

The largest proportion of expenditure was on salaries, more so than ever as there were so few face to face activities with venue and refreshment costs. We maintained our principle of never paying below the London Living Wage.

Refugees in Effective and Active Partnership Report of the Trustees

Trustees

In 2020-21 we had expected to recruit several new trustees; having set out a development plan to engage Members from December 2019 onwards. The aim was to build people's confidence and encourage several people to stand as new trustees at the annual conference and AGM which had been planned for July 2020, but was replaced with a minimal online AGM in November. Two long-serving trustees stood down as planned and several people were invited to online Trustee meetings to observe but only one was willing to be coopted, and we are grateful to her. Recruiting new trustees will be a priority in 2021-22.

The Company Secretary remained the same throughout the year.

Nature and Purpose of the Charity's Restricted Funds

Equip Yourself as a 'Community Connector': (Paddington Development Trust [PDT] and European Union - European Social Fund [ESF] / Education and Skills Funding Agency [PDT/ESF] : July 2019 – June 2020)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'connectors' in roles where they improve the communication between individuals in the community and large, often statutory formal organisations.

Adapting for Covid (Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund: Oct 2020 – March 2021)

Explore the new realities and needs under Covid with participants and members.

Develop with partners, test-deliver adapted training content, materials, resources and methods and follow up support for interpreting and interpreters, connecting and Connectors, community English, employability, information, data and networking.

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 6 December 2021 and signed on behalf of the Trustees.

O Pasichnyi
Director

Refugees in Effective and Active Partnership

Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2021

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2021 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company'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 www.icaew.com/en/members/regulations-standards-and-guidance

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.

K A Johnson
Chartered Accountants
Equity House
23 The Paddock
Chalfont St Peter
Buckinghamshire
SL9 0JJ

6 December 2021

Refugees in Effective and Active Partnership
Statement of financial activities (including summary income and expenditure account)
for the year ended 31 March 2021

	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2020</u>
	Total	restricted funds	unrestricted funds	Total
	£	£	£	£
Income from:				
Charitable activities				
GLA Mayor Speakers	-	-	-	5,978
GLA Mayor EU Londoners	-	-	-	-
PDT ESF EQUIP	2,500	2,500	-	12,500
PHT (Yiewsley Home Group)	-	-	-	1,495
Barrow Cadbury	30,000	30,000	-	-
Unrestricted	59,996	-	59,996	80,372
Total	<u>92,496</u>	<u>32,500</u>	<u>59,996</u>	<u>100,345</u>
Expenditure				
Charitable activities	76,968	30,752	46,216	107,550
Other	2,160	-	2,160	2,160
Total	<u>79,128</u>	<u>30,752</u>	<u>48,376</u>	<u>109,710</u>
Net income/(expenditure) for the year	13,368	1,748	11,620	(9,365)
Tax payable	-			-
Net income/(net expenditure) after tax	<u>13,368</u>	<u>1,748</u>	<u>11,620</u>	<u>(9,365)</u>
Transfer between funds	-	-	-	-
Fund balances				
Brought forward	<u>28,013</u>	<u>(1,748)</u>	<u>29,761</u>	<u>37,378</u>
Total funds carried forward	<u>41,381</u>	<u>-</u>	<u>41,381</u>	<u>28,013</u>

**Refugees in Effective and Active Partnership
Expenditure Analysis
for the year ended 31 March 2021**

	2021	2021	2021	2020
	Total	Direct	Other	
	£	£	£	£
Office running costs				
Rent and services	3,155	3,155	-	4,039
Telephone	990	990	-	1,084
Office supplies & postage	751	751	-	556
IT & computer	471	471	-	219
	<u>5,367</u>	<u>5,367</u>	<u>-</u>	<u>5,898</u>
Staff costs				
Personnel costs	64,704	64,704	-	90,754
Pensions	5,937	5,937	-	5,547
	<u>70,641</u>	<u>70,641</u>	<u>-</u>	<u>96,301</u>
Project & trainee costs				
Workshops, courses & meetings	200	200	-	2,523
Specialists & consultants	50	50	-	1,642
	<u>250</u>	<u>250</u>	<u>-</u>	<u>4,165</u>
Accountancy costs				
Accountants' fees	2,160	-	2,160	2,160
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,160</u>
Publicity costs				
Subscriptions	140	140	-	-
	<u>140</u>	<u>140</u>	<u>-</u>	<u>-</u>
Office admin costs				
Travel	142	142	-	512
Bank charges	63	63	-	75
Insurance	345	345	-	490
Sundry expenses	20	20	-	109
	<u>570</u>	<u>570</u>	<u>-</u>	<u>1,186</u>
TOTAL	<u>79,128</u>	<u>76,968</u>	<u>2,160</u>	<u>109,710</u>
Restricted funds costs	30,752	30,752	0	
Unrestricted funds costs	48,376	46,216	2,160	

Refugees in Effective and Active Partnership
Registered number: 4378247
Balance Sheet
as at 31 March 2021

	Notes		2021 £		2020 £
Current assets					
Debtors	7	11,413		14,548	
Cash at bank and in hand		33,968		13,465	
		<u>45,381</u>		<u>28,013</u>	
Creditors: amounts falling due within one year					
	8	(4,000)		-	
Net current assets			<u>41,381</u>		<u>28,013</u>
Net assets			<u>41,381</u>		<u>28,013</u>
Funds of the Charity					
Unrestricted funds	12	41,381		29,761	
Restricted funds	12	-	41,381	(1,748)	28,013
Total funds			<u>41,381</u>		<u>28,013</u>
			Number		Number
Average number of employees			<u>2</u>		<u>2</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.

O Pasichnyi
 Director/Trustee
 Approved by the board on 6 December 2021

Refugees in Effective and Active Partnership Notes to the Financial Statements for the year ended 31 March 2021

1 Summary of significant accounting policies

General information and basis of preparation

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income recognition

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2021**

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment over 5 years

Debtors and creditors

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Total resources expended	2021	2020
	£	£
Office running costs	5,367	5,898
Staff costs	70,641	96,301
Project & trainee costs	250	4,165
Accountants' fees	2,160	2,160
Publicity costs	140	-
Office admin costs	570	1,186
	<u>79,128</u>	<u>109,710</u>

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2021**

3 Employees	2021 Number	2020 Number
Average number of employees calculated on a full time equivalent was as follows:	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>

4 Staff costs	2021 £	2020 £
Wages and salaries (including casual contracts)	64,704	90,754
Pension costs	5,937	5,547
	<u>70,641</u>	<u>96,301</u>

No employee received emoluments of more than £60,000.

5 Trustees remuneration and related party transactions

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2020 - nil).

6 Taxation

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership
Notes to the Financial Statements
for the year ended 31 March 2021**

7 Debtors	2021	2020
	£	£
Trade debtors	<u>11,413</u>	<u>14,548</u>

8 Creditors: amounts falling due within one year	2021	2020
	£	£
Trade creditors	<u>4,000</u>	<u>-</u>

9 Share capital

The company is limited by guarantee and has no share capital.

10 Analysis of net assets between funds	Unrestricted fund	Restricted fund	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	45,381	-	45,381
Current liabilities	(4,000)	-	(4,000)
	<u>41,381</u>	<u>-</u>	<u>41,381</u>

11 Other information

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:
Key House
106 High Street
Yiewsley
Middlesex
UB7 7BQ

**Refugees in Effective and Active Partnership
Resources Expended Analysis
for the year ended 31 March 2021**

12 Movement in funds	At 1 April 2020 £	Incoming Resources £	Outgoing Resources £	At 31 March 2021 £
Restricted funds				
PDT ESF EQUIP	(1,748)	2,500	752	-
PHT (Yiewsley Home Group)	-	-	-	-
Barrow Cadbury	-	30,000	30,000	-
Other restricted	-	-	-	-
	<u>(1,748)</u>	<u>32,500</u>	<u>30,752</u>	<u>-</u>
Unrestricted funds	29,761	59,996	48,376	41,381
	<u>28,013</u>	<u>92,496</u>	<u>79,128</u>	<u>41,381</u>

Purposes of Restricted Funds

Funder: Paddington Development Trust (PDT) and European Union - European Social Fund (ESF) / Education and Skills Funding Agency (PDT/ESF)

Equip Yourself as a 'Community Connector': (July 2019 – June 2020)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'connectors' in roles where they improve the communication between individuals in the community and large, often statutory formal organisations.

Funder: Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund

Adapting for Covid: (Oct 2020 – March 2021)

Explore the new realities and needs under Covid with participants and members.

Develop with partners, test-deliver adapted training content, materials, resources and methods and follow up support for interpreting and interpreters, connecting and Connectors, community English, employability, information, data and networking.

Section 37 statement

Expenditure has been allocated in accordance with the activity concerned.