

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
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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

	2022	2022	2022	2021
	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>-</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 Total £	2022 Direct £	2022 Other £	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> <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 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
Admin support	1
<u>2</u>	<u>2</u>

4 Staff costs

Wages and salaries (including casual contracts)
Pension costs

2022 £	2021 £
79,522	64,704
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.