

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
Contents

	Page
Charity information	1
Report of the Trustees	2 - 6
Chartered Accountants' report	7
Statement of Financial Activities	8 - 9
Balance Sheet	10
Notes to the Accounts	11 - 15

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	150,012	16,399	133,613	139,480
Expenditure				
Charitable activities	121,930	14,035	107,895	91,739
Other	2,160	-	2,160	2,160
Total	124,090	14,035	110,055	93,899
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	112,884	7,399	105,485	86,962

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	<u>7,399</u>	<u>112,884</u>	<u>5,035</u>
				86,962
Total funds			<u>112,884</u>	<u>86,962</u>
Average number of employees			<u>Number 2</u>	<u>Number 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.