

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

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2024

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 2024. 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	(from 29 November 2023)
Khalida Obeid	(until 29 November 2023)
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

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

A handwritten signature in black ink, appearing to be '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 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

	2024	2024	2024	2023
	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 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 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
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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 fund	Restricted fund	Total
	£	£	£
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.