

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 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 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](http://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**

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

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

|                                    | <b>2025</b>   | <b>2025</b>   | <b>2025</b>  | <b>2024</b>    |
|------------------------------------|---------------|---------------|--------------|----------------|
|                                    | <b>Total</b>  | <b>Direct</b> | <b>Other</b> |                |
|                                    | <b>£</b>      | <b>£</b>      | <b>£</b>     | <b>£</b>       |
| <b>Office running costs</b>        |               |               |              |                |
| 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>   |
| <b>Staff costs</b>                 |               |               |              |                |
| 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>  |
| <b>Project &amp; trainee costs</b> |               |               |              |                |
| Workshops, courses & meetings      | 12,493        | 12,493        | -            | 7,169          |
|                                    | <u>12,493</u> | <u>12,493</u> | <u>-</u>     | <u>7,169</u>   |
| <b>Accountancy costs</b>           |               |               |              |                |
| Accountants' fees                  | 2,160         | -             | 2,160        | 2,160          |
|                                    | <u>2,160</u>  | <u>-</u>      | <u>2,160</u> | <u>2,160</u>   |
| <b>Publicity costs</b>             |               |               |              |                |
| Conference                         | -             | -             | -            | -              |
| Subscriptions                      | 48            | 48            | -            | 40             |
|                                    | <u>48</u>     | <u>48</u>     | <u>-</u>     | <u>40</u>      |
| Postage                            | -             | -             | -            | 428            |
| <b>Office admin costs</b>          |               |               |              |                |
| 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>     |
| <b>TOTAL</b>                       | <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<br>£           |               | 2024<br>£           |
|--|-------|---------------|---------------------|---------------|---------------------|
| <b>Current assets</b>  |       |               |                     |               |                     |
| Debtors  | 7     | 32,287        |                     | 25,462        |                     |
| Cash at bank and in hand                                       |       | <u>37,578</u> |                     | <u>76,896</u> |                     |
|  |       | 69,865        |                     | 102,358       |                     |
| <b>Net current assets</b>                                      |       |               | <u>69,865</u>       |               | <u>102,358</u>      |
| <b>Total assets less current liabilities</b>                   |       |               | <u>69,865</u>       |               | <u>102,358</u>      |
| <b>Creditors: amounts falling due after more than one year</b> | 8     |               | -                   |               | (21,441)            |
| <b>Net assets</b>  |       |               | <u>69,865</u>       |               | <u>80,917</u>       |
| <b>Funds of the Charity</b>                                    |       |               |                     |               |                     |
| Unrestricted funds   | 12    | 57,464        |                     | 79,498        |                     |
| Restricted funds   | 12    | 12,401        | 69,865              | 1,419         | 80,917              |
| <b>Total funds</b>   |       |               | <u>69,865</u>       |               | <u>80,917</u>       |
| <b>Average number of employees</b>                             |       |               | <u>Number<br/>2</u> |               | <u>Number<br/>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.

| <b>2 Total resources expended</b> | <b>2025</b>   | <b>2024</b>    |
|-----------------------------------|---------------|----------------|
|                                   | <b>£</b>      | <b>£</b>       |
| 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            |
|                                   | <b>94,888</b> | <b>110,678</b> |

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

**3 Employees**

|  | <b>2025<br/>Number</b> | <b>2024<br/>Number</b> |
|--|------------------------|------------------------|
| 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**

|   | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|---|-------------------|-------------------|
| 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**

|  |               |               |
|--|---------------|---------------|
| <b>7 Debtors</b>                                       | <b>2025</b>   | <b>2024</b>   |
|  | <b>£</b>      | <b>£</b>      |
| Trade debtors  | <u>32,287</u> | <u>25,462</u> |
| <b>8 Creditors: amounts falling due after one year</b> | <b>2025</b>   | <b>2024</b>   |
|  | <b>£</b>      | <b>£</b>      |
| Trade creditors  | <u>-</u>      | <u>21,441</u> |

**9 Share capital**

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

|  |                          |                        |               |
|--|--------------------------|------------------------|---------------|
| <b>10 Analysis of net assets between funds</b> | <b>Unrestricted fund</b> | <b>Restricted fund</b> | <b>Total</b>  |
|  | <b>£</b>                 | <b>£</b>               | <b>£</b>      |
| 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**

| <b>12 Movement in funds</b> | <b>At 1 April<br/>2024<br/>£</b> | <b>Incoming<br/>Resources<br/>£</b> | <b>Outgoing<br/>Resources<br/>£</b> | <b>At 31 March<br/>2025<br/>£</b> |
|-----------------------------|----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
| <b>Restricted funds</b>     |                                  |                                     |                                     |                                   |
| 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>                     |
| <b>Unrestricted funds</b>   | 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

Building Community Cohesion and Good Relations: (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.

**Section 37 statement**

Expenditure has been allocated in accordance with the activity concerned.