



Celebrating **25** years  
Empowering the Roma community

## Roma Support Group

Trustees Annual Report and Financial Statements  
Year ended 31 January 2023

Charity registration - 1103782

Company number - 04645981





Annual policy and campaigning event

Front page - Winning artwork for our Gypsy Roma Traveller  
History Month Art Competition

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## Legal and administrative information

### Charity name

Roma Support Group

### Charity registration no.

1103782

### Company registration no.

04645981

### Registered office

17 Old Ford Road  
London  
E2 9PJ

### Trustees

Prof. Thomas Acton OBE  
Ms Roza Kotowicz  
Ms Anthea Wormington  
Mr Peter Norton  
Mr Robert Czibi  
Ms Sharon Elliott  
Ms Dragica Felja  
Ms Michaela Jarosinska  
Mr Cornel Rezmives  
Mr Mircea Rostas  
Mr Michael Tarnoky  
Mr Leon Wisniewski

Patron  
Chair  
Treasurer  
Secretary

(resigned 16 November 2022)

(resigned 16 November 2022)

### Company secretary

Sylvia Ingmire

### Bank

HSBC Bank PLC  
39 Tottenham Court Road  
London  
W1T 2AR

### Independent auditor

Ferguson Maidment & Co  
8th Floor  
167 Fleet Street  
London  
EC4A 2EA

### Accountants

Andy Nash Accounting & Consultancy Ltd  
Units 24 & 25, Goodsheds Container Village  
Hood Road  
Barry  
CF62 5QU

## Trustees annual report

The Board of Trustees, who are also directors of the Charity for the purposes of the Companies Act, and Trustees for charity law purposes, submit their annual report and the financial statements of Roma Support Group for the year ended 31 January 2023. The Board of Trustees confirms that the annual report and financial statements of the Charity comply with current statutory requirements, including the Charity Act 2011, as well as the requirements of the Charity's governing document and the provisions of the Charities SORP (FRS 102) - 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) second edition (effective 1st January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

## Reference and administrative details

Legal and administrative details are shown on page 4 of the annual report, including a full list of the Trustees who served the Charity during the period up until the date of the signing of this report.

## Acknowledgements

The achievements of the past year would not be possible without the support from the following organisations: Action Reconciliation Service for Peace, Barrow Cadbury Trust, BBC Children in Need, Charity Aid Foundation – CAF Resilience Support Fund, Department of Health and Social Care, The Henry Smith Charity, The Joseph Rowntree Charitable Trust, The Jack Petchey Foundation, The National Lottery Community Fund, The Tudor Trust.

We would also like to acknowledge the generous donation from Mr and Mrs Chris & Joyce Pountain.

## Structure, governance and management

The Roma Support Group (RSG) is a company limited by guarantee incorporated on 23 January 2003 and registered as a charity on the 17th May 2004. It is governed by its Articles of Association adopted by a special resolution passed at the Annual General Meeting on the 16 November 2017.

The RSG has an active and experienced Management Committee (MC) that is voted for at the Annual General Meeting. No person other than a Trustee retiring by rotation shall be appointed or reappointed at any AGM unless s/he is recommended by the Trustees or notice is given by a member who is qualified to vote at the meeting proposing that person for appointment or reappointment, not less than 14 not more than 35 days before the date of the meeting. The Articles of Association of Roma Support Group determines methods of appointment, retirement, disqualification and removal of Trustees (clause 34 - 42). There are no provisions in the Articles of Association that entitle any external body or person to appoint Trustee(s).

None of the members of the MC/ Trustees have any beneficial interest in the company and guarantee to contribute £10 in the event of winding up.

The RSG implements an Induction Policy and Staff Development Policy, which also applies to members of the Management Committee. These were agreed on the 2nd December 2002 and are reviewed annually. The RSG's Chief Executive has prepared a MC Handbook, which is updated annually and given to all our MC Members/Trustees. This Handbook enables Trustees to have all information regarding the Charity, its history, mission, aims, service delivery, governing documents, annual accounts, etc. It also describes the duties and responsibilities of the Management Committee as a governing body of the Charity, as well as the duties and responsibilities of the MC Chief Officers and other MC Members/ Trustees. In addition to this, every new MC Member receives an induction from the RSG's Chief Executive and an existing MC Member.

In order to continuously improve the effectiveness of the MC and the Charity, we have developed a Training Development Programme for MC Members/ Trustees depending on their individual and collective needs and/or changes from both within and outside the RSG.

## Organisational structure

As noted above, the work of the RSG is managed and developed by an elected MC, which comprises of Roma and non-Roma members/ Trustees. On the date of the signing of this report there were 11 members of the Management Committee, including the Chief Executive, who meet every 2 months. The MC oversees the current work/action plan of the Charity and sets the strategic agenda for the following year.

Specialist sub-committees are created, if necessary, to undertake specific tasks, such as developing and overseeing fundraising strategies; the infrastructure of the organisation; or supporting the development of new projects. These groups report to and are governed by the Management Committee.

The RSG's work is organised and supervised by the Chief Executive, who is responsible to the Board of Trustees (MC), ensuring effective co-operation between the Trustees, staff members and volunteers. The Chief Executive prepares bi-monthly reports for the MC and bears responsibility for the running of the various teams, centres and projects.

Members of staff are responsible for their own work within clear boundaries with on-going support and supervision from the Chief Executive. The staff members are responsible to the Chief Executive.

The RSG also employs a part-time Deputy Manager, who is line managed by the Chief Executive and who shares the responsibility for line-management of selected members of staff and volunteers.

Volunteers are responsible to the relevant project workers and/or to the Chief Executive.

Whilst the structure of the organisation is hierarchical with the Management Committee making final decisions, in practice the RSG's decision-making process is characterised by mutual influence. The RSG organises policy and strategy planning days, which involve Trustees and staff members, giving them an opportunity to review organisational aims, objectives and activities, as well as plan future developments and the ways to achieve them.

## Volunteers

The RSG has been able to achieve much more than its resources would allow thanks to the hard work and dedication of our volunteers. They are responsible to and supervised by the relevant project workers, the Deputy Manager or the Chief Executive. The RSG has developed a Volunteer Training Programme for each service area and implements a Volunteer Policy in line with good practice guidelines.

During 2022-23, 29 volunteers helped with all our projects, e.g., Advice & Advocacy, Aspiration, Mental Health, Policy & Campaigning projects, as well as online activities, website, graphic design, archiving, interpreting and administration. Furthermore, the RSG has benefited from its partnership with the Action Reconciliation Service for Peace, which enables us to host volunteers from an EU country on a part-time basis for the duration of one year.

During the last year our volunteers have contributed an average 73 hours per week, which equals the manpower of 2 (Full Time Equivalent) members of staff.

## Risk assessment

The Trustees have conducted their own review of the major risks to which the Charity is exposed, and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic plan, which allows for the diversification of funding activities whilst reviewing our aims and strategies every four years.

As such, most projects are administered in a matrix system, funded as 'stand-alone' projects – should funding be withdrawn for any one project, other RSG projects will continue unhindered. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects, and to ensure consistent quality of service for all operational aspects of the charitable company. These procedures are consistently reviewed to ensure they continue to meet the needs of the Charity.

## Objectives and activities

### Aims and objectives

The principal aims of the Roma Support Group are to:

- improve the quality of life and combat the social exclusion of Roma refugees and migrants by providing advocacy and advice regarding access to health, education, welfare, housing, money management, employability, etc;
- empower Roma communities with the knowledge, skills and confidence they need to challenge any discrimination that might prevent them from integrating into UK society and fulfilling their potential;
- raise awareness and help build an understanding of Roma culture, heritage and the significant challenges, which the Roma community face in the UK today;
- provide social inclusion schemes for Roma children and youth.

The Roma Support Group's objects are stated in our governing document, as follows:

#### Object 1

The relief of poverty by the provision of free advice and assistance to Roma people and other persons, who, for reasons of poverty would otherwise be unable to obtain such advice.

#### Object 2

To advance education and training of those Roma and other persons in need thereof as to advance them in life and assist them to adapt within a new community.

#### Object 3

To advance the education of the public about Roma arts, culture and history.

#### Object 4

The provision of facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those persons, who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances.

### Public benefit

The Board of Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to guidance published by the Charity Commission on the public benefit of the Charity.

The Board of Trustees has concluded that:

- the aims of the organisation continue to be charitable;
- the aims and work done, give identifiable benefits to the Roma community and both indirectly and directly to the individuals in need;
- the benefits are for public, are not unreasonably restricted in any way and certainly not by their ability to pay;
- there is no detriment or harm arising from the aims or activities to any group and/or person.

### Roma Support Group's main objectives for the year 2022 - 2023 and strategies for achieving them:

- Continuation and development our existing frontline projects to respond to the cost-of-living crisis and Covid-19 pandemic's impact on our beneficiaries;



- Developing our local and national Policy, Information and Campaigning work to empower Roma communities and strengthening our effectiveness and capacity to influence policy and decision makers;
- Strengthening the sustainability of the organisation by implementing the Roma Support and Engagement Programme, which enables us to share our expertise and models of good practice with statutory and non-statutory agencies and develop our enterprising skills;
- Promoting an understanding of Roma culture and history, as well as sharing models of good practice through the delivery of our training, consultancy work and commissioned interventions, as well as dissemination of our reports and educational resources; and,
- Implementing our fundraising strategy to ensure the continuity of frontline services in the areas of advice & advocacy, education support, aspiration, as well as art/ culture, policy and campaigning projects.

## Achievements and performance

The Roma Support Group's activities were planned and delivered to fulfil the Charity's aims and objectives. They are underpinned by its commitment to equal opportunities and carried out for the public benefit. In planning the activities for the year, the Trustees kept in mind the Charity Commission's guidance on public benefit. In serving the aims and objectives of the RSG, the Charity offered the following services during the last year:

### Advice, Advocacy, Policy, Campaigning & Engagement

Our frontline **Advice and Advocacy** support enables Roma beneficiaries to overcome some of the problems, which they face every day. Last year, we focused on delivering support in response to dual impact of the Covid-19 and the emerging cost-of-living crisis, helping beneficiaries to overcome issues of destitution, unaffordable costs, debt, homelessness, and unemployment. Our services were delivered via phone, face-to-face and online.

Last year, 1,853 Roma refugees and migrants directly benefitted from our frontline support services and approximately 72,037 people accessed our online information which helped them to navigate through both the pandemic and cost-of-living crisis.

In 2022-23, our frontline Advice & Advocacy work included the projects listed below.

**The Financial Inclusion Project** aims to increase the financial inclusion of our beneficiaries by:

- Enabling them to navigate post-Brexit benefits and migration systems and exercise their welfare rights; and,
- Improve their financial literacy and confidence to budget and manage money.

Last year, we delivered one-to-one advice and advocacy sessions to 203 beneficiaries, helping them to:

- Make new claims for benefits;
- Challenge benefits decisions;
- Deal with benefits-related problems;
- Deal with debts related to rent and utility bills; and,
- Access emergency support such as vouchers to buy essential goods including food, nappies and white goods.

In addition, we supported 80 beneficiaries to submit their EU Settlement Scheme (EUSS) applications.

We have facilitated focus groups meetings for beneficiaries, who were able to share their opinions on what



support is needed. We have also delivered peer support sessions, online trainings and created information resources, covering issues such as:

- Emotions/feelings around money, budgeting, having conversations with children about money, dealing with unexpected costs, energy costs and developing savings habits – delivered in collaboration with Quaker Social Action's Made of Money Project;
- Awareness of and tips to avoid falling victim to scams; and,
- Support announced by the government in response to the cost-of-living crisis.

We collaborated with Our Newham Money (working on behalf of Newham Council) to distribute emergency vouchers for food and essential household goods for our clients.

As a result of our support, beneficiaries reported reduced poverty; being prevented from homelessness, and felt empowered through addressing their employability and accessibility issues. They also reported improved understanding of their rights as a result of our information resources and their participation in training/ peer support sessions.

We resumed delivery of our advice services in Wood Lane Community Centre (White City), which had been suspended as a result of the pandemic and since August'22, we have developed advice services for Romanian-speaking Roma to support the increased demand on the service post-pandemic.

The initial 3 years of funding (2019-2022) for the Financial Inclusion Project concluded at the end of July 2022. A self-evaluation report for this first phase of the Project is available [here](#).

### Roma Mental Health Advocacy Project

The Project continued to reach its aims to:

- Enhance Roma community members' understanding of mental health issues;
- Improve access to mental health services for Roma beneficiaries; and,
- Support mental health professionals in engaging with Roma patients and enhancing their understanding of the Roma community and culture.

The Project, developed as a three-pronged model of engagement with Roma community members and healthcare providers, included:

- One-to-one mental health advocacy – to improve beneficiaries' access to mental health services;
- Peer-Support Group meetings – to facilitate guided discussions in the community with health professionals about mental health issues and services, treatment options and coping strategies; and,
- Collaborating with mental health professionals through support for individual beneficiaries and the delivery of training sessions on the needs, culture and health inequalities experienced by Roma patients.

Since February 2022, 87 beneficiaries were supported by one-to-one advocacy sessions, being referred to mental health services; helped with arranging medical appointments and liaising with health professionals; and assisted with applying for mental health-related benefits.

The programme of peer-support activities involved hosting community meetings with health professionals and stimulating open discussions on health and wellbeing-related topics. Last year, 63 beneficiaries took part in 12 peer support sessions, delivered in both Polish and Romanian languages, discussing mental health tips, stress management, maternity health, cost-of-living crisis and scams and their impact on mental health, and types of local support available. Sessions involved external professionals from Newham Talking Therapies, Newham Hospital, Royal London Hospital, Whipps Cross Hospital, Maternity Voices Partnership, Perinatal Pelvic Health Services, who contributed to discussions and shared their expertise.

The Project Coordinator and the Advocates have developed working relationships with professionals from

public health, mental health, NHS, health and wellbeing services, mental health research, racial justice organisations, creative health, social prescribing, and other agencies.

Last year, we also engaged 283 professionals in our training delivered to:

- Newham Psychological Services – “Working with Roma in Health Context”;
- King’s Fund and Healthwatch England conference - “Improving Quality of Care: The vital role of people’s voices” – “Roma Health Inequalities and Barriers in Accessing Services”;
- NELFT - “Roma Cultural Awareness and Health Barriers”; and,
- East of England Local Government Association, Perinatal Mental Health - “Roma Cultural Awareness and Health Barriers”.

The Project has reached 3,347 people via social media channels (Twitter and Facebook) with information and resources about mental health and general health. Information distributed included: pregnancy and perinatal mental health, Covid-19 immunisation, access to GPs and learning disabilities. A new page on the website has been set up with materials in community languages about access to health services and learning disabilities in English, Polish, Romanian and Ukrainian.

As a result of our one-to-one and group activities, beneficiaries reported improved mental health and wellbeing, increased understanding of mental health issues and mental health services, as well as increased access to / satisfaction with mental health services. Health professionals reported that training seminars improved their knowledge of the Roma community and culture.

The team has also been involved in the Roma Health Guide Working Group alongside our Policy and Campaigning Project and supported the Health and Wellbeing Alliance, particularly the development of the “Mental Health Guide for Gypsy, Roma and Traveller Communities”.

Our Mental Health Advocacy Project is now included in the ‘Well Newham’ Directory of Services, a web-based directory of health and wellbeing services. ‘Well Newham’ is a programme connecting the Council, NHS, and voluntary sector partners so that every resident is supported to obtain and maintain good health and wellbeing. The platform also acts as a social prescribing software and enables social prescribers and GPs to refer residents to our service, as well as accepting self-referrals.

### **Roma Policy and Campaigning Project**

The Project is promoting rights and social justice for Roma refugees and migrants while facilitating community development and building leadership within our communities. It aims to empower Roma communities to exercise their rights and respond to inequalities and injustices they face.

The Project objectives are:

- To mobilise Roma communities/ NGOs through coordinating Roma-led campaigns;
- To empower Roma communities through leadership & community development; and,
- To influence regional/ national policies and practice so that they address Roma-specific needs.

The Project was re-launched in 2022 and some of our main achievements included:

- Establishing of the Roma Rights Forum (RRF), a new platform bringing together over 30 Roma activists and professionals from England, Wales and Scotland. The RRF is currently developing “MISHTO”, the first Roma national campaign in the UK.
- Supporting contributions of 20 Roma people towards a [report by The3Million](#) to the Independent Monitoring Authority (IMA) and facilitating direct engagement between the IMA and Roma EUSS advisers. This work contributed towards the successful legal challenge by the IMA leading to the positive changes for Pre-Settled Status holders.
- Facilitating engagement of 10 Roma advocates and church leaders with the Ministry of Justice (MoJ)

and the Home Office (HO). This led to changes made by the HO in the [guidance](#) accompanying the new Marriage and Civil Partnership (minimum age) Act 2022 to reflect Roma cultural beliefs and views on marriage.

- Working in partnership with Law for Life we've [developed new resources](#) to help Roma families involved in child protection cases.
- Working in collaboration with the Electoral Commission to produce a [series of videos](#) in Romanes raising awareness of the new changes to the election process.
- Contributing to discussions with NHS, Office for Health and Inclusion Disparities (OHID) and Department for Health and Social Care (DHSC) regarding the [NHS Long Term Plan](#), [digital services](#) in health settings and the [digital health and social care plan](#).
- Contributing to the Greater London Authority's Gypsy Traveller Accommodation Needs Assessment Steering Group aiming to map out the accommodation needs of Gypsy, Roma and Traveller communities in London. Through this work, two Roma charities, including us, have enabled over 600 Roma families to participate in this research.
- Working in partnership with Friends, Families and Travellers we have produced a series of videos raising [awareness of COVID 19 vaccine](#) and encouraging people to take the booster.

Last year, the Project made a significant impact in terms of making voices of Roma migrants heard, exercising their rights to Settled Status in the UK, engaging Roma community members and Roma advocates in national and regional decision-making process, and facilitated a greater awareness, recognition and inclusion of Roma-specific needs in regional and national policies.

### NHS Health & Wellbeing Alliance (HWA):

The Health and Wellbeing Alliance (HWA) is a cross government programme run by NHS, Department for Health and Social Care and the UK Health Security Agency.

The programme brings together the relevant national policy leads and the voluntary sector aiming to:

- Amplify the voices of the people with lived experience of health inequalities;
- Improve the ways of delivering health services which are accessible to everyone thus reducing health inequalities; and,
- Bring the expertise of the voluntary sector and communities they work with into national policy making.

Last year, working together with our lead partner, Friends, Families and Travellers (FFT), we have:

- Launched the [Roma Health Guide](#) with support of the Office for Health Inclusion and Disparities (OHID);
- Co-developed [Spotlight](#), a data dissemination platform that collates and presents key statistics related to the public health outcomes of Inclusion Health Groups, by engaging with people with lived experience. Our findings are available [here](#);
- Co-developed and launched the new guidance on tackling [maternal health inequalities](#) for Gypsy, Roma and Traveller (GRT) communities; and,
- Led on the development of new guidance tackling mental health inequalities experienced by GRT communities, which is due to be published soon.

**'THIS VACCINE IS TO STRENGTHEN YOUR  
IMMUNITY AND REDUCE THE SEVERE SIDE  
EFFECTS OF CORONAVIRUS, NOTHING  
ELSE.'**

Terezia R. (Sheffield)



**COVID-19 IS STILL HERE. THE VACCINE HAS  
SAVED MILLIONS OF LIVES AND CAN PROTECT  
YOU AND YOUR LOVED ONES TOO.**



**Our COVID-19 vaccine campaign**



**‘Ketane - Together: Roma Shaping Futures’ Project** aimed to:

- Empower Roma communities with training, information resources, and specialist advice regarding the post-Brexit changes which impact on their rights for settlement in the UK;
- Increase self-help capacity of Roma communities through a peer advocacy programme; and,
- Support the voice of Roma communities through campaigning and policy work.

The Project delivered a programme of inter-connected training, advocacy and campaigning to improve Roma capacity for self-help actions and self-representation in post-Brexit Britain.

Last year, we have developed partnerships between 3 Law Centres and Roma NGOs in Manchester, Luton and Bradford and delivered Roma Culture Awareness training session for the Law Centres Network attended by Law Centres.

We engaged with and supported 18 Roma Advocates across the UK, including London, Glasgow, Newcastle, Liverpool, Ipswich, Nottingham, Bradford, Doncaster, Luton and Manchester by involving them in our focus group meetings, training sessions and consultations.

We organised 3 virtual training sessions, co-delivered with the Public Interest Law Centre (PILC) on immigration/ housing rights after Brexit in Polish, Romanian and English, which were viewed by 730 people.

In order to enhance the self-help capacity in Roma communities, we created 7 online ESOL classes in collaboration with the East London Advice Technology Training (ELATT), which explored vocabulary used in the context of domestic violence and how to recognise it, as well as health ailments and where to seek help, which reached 2,760 people.

We consulted with Roma community members online and in-person to ascertain their needs and priorities, which in turn have informed our training sessions, ESOL classes’ content and video and audio resources in English, Romanian and Polish on ‘How to update your personal details on your EUSS account?’, ‘The UK education system’, and ‘What you need to do if you want to come to the UK after Brexit’, reaching 3,893 people.

Our findings and learning from the Project were presented at “The EU Settlement Scheme one year on: retrospect and prospect” [event](#) hosted by Stephen Timms MP at the Houses of Parliament.

### Education Support & Aspiration Projects:

#### **Roma Aspiration Project**

The Aspiration Project supports Roma children and young people through a combination of one-to-one education advocacy, in-depth outreach work, and a program of after-school activities. These activities shape our holistic approach to working with young Roma individuals, aiming to enhance their self-confidence, life aspirations, and overall health and well-being.

Last year, the Aspiration Project assisted 92 beneficiaries through both face-to-face and remote support. We conducted needs assessments and helped them communicate with schools, secure digital equipment, and access educational platforms, resources, school admissions, food vouchers, and health services. We continued our work with children who have disabilities and complex mental and physical health issues, facilitating their access to appropriate services. We also supported families on child protection registers, in foster care, and/or involved in court proceedings. Beneficiaries were internally referred to the Advice & Advocacy team for assistance with EUSS applications.

The Project organised an online Youth Club, which was attended by 33 beneficiaries throughout the year across 14 sessions. These youth meetings enabled our beneficiaries to stay socially connected with their friends and peers and to develop skills in music, media, and visual arts. For example, 22 participants joined our Gypsy, Roma, Traveller History Month Art Competition.

Throughout the year, beneficiaries were also involved in various activities such as a trip to London Zoo and animation film workshops, where they learned film production skills. The film project culminated in the release of a short film titled “It’s Possible with Roma.” This film, based on traditional Roma culture, was

created by young Roma participants in the Aspiration Project and can be viewed:

<https://www.youtube.com/watch?v=8xy7y1XAbac>

As a result of our activities, young beneficiaries made significant progress in:

- Increasing their life aspirations and satisfaction with their education attainment;
- Enhancing their self-confidence in relation to their areas of interest, e.g., sport, music and arts; and,
- Improving their health and wellbeing.

### Training and Capacity Building:

**Roma Support & Engagement Programme (RSEP)** aims to support statutory and voluntary agencies to respond effectively to the needs of Roma refugees and migrants across the UK.

In 2022-23, nine members of our staff and 23 Roma advocates took part in the delivery of this programme, including:

- A specialist intervention service for professionals working with Roma individuals and families;
- Training sessions for professionals and the community; and,
- Specialist support for research and consultation.

Last year, we delivered:

- 37 training sessions and presentations including delivery of online training and awareness sessions;
- 11 commissioned interventions and consultations;
- Support for 1,245 professionals
- Direct and indirect support for over 2,795 Roma individuals

In partnership with Law for Life, we also created a short film for Roma parents with an overview of the main aspects of child protection investigations and court proceedings as well as information on how to engage with services and professionals.

99% of respondents rated our training as 'excellent' or 'good'.

Some of the agencies and organisations supported by RSEP include: Westminster Children's Services Assessment Team, Newham Psychological Services, Yorkshire and Humber Social Services Network, King's Fund, Healthwatch England, Law Centres Network, NELFT, Barnardo's, L.B. Southwark, L.B. Enfield and several independent Roma activists.

### Plans for the future

- Continuing to develop all our existing frontline projects while ensuring that they answer the needs of Roma communities going through the cost-of-living crisis, Covid-recovery and post-Brexit period;
- Developing our local and national Policy, Information and Campaigning work to empower Roma communities and strengthen our effectiveness and capacity to influence policy and decision makers;
- Further developing the Roma Support and Engagement Programme, which enables us to share our expertise and models of good practice with statutory and non-statutory agencies and develop our enterprising skills;
- Promoting an understanding of Roma culture and history; and

- Implementing our fundraising strategy to ensure the continuity of frontline services in the areas of advice & advocacy, education support, aspiration, as well as art/ culture, policy and campaigning projects.

## Financial review

### Financial position and available funds

The Charity achieved a surplus of £25,356 in the year ended 31 January 2023 (2022: deficit of £6,022), increasing total funds at the year-end to £429,753 (2022: £404,397).

Of the total funds, £204,194 related to unrestricted funds/free reserves (2022: £183,056) and £225,559 to restricted funds (2022: £221,341).

### Reserves policy

The Trustees have established a policy whereby the unrestricted funds, which have not been designated for a specific purpose and are not committed or invested in tangible assets, ('the free reserves') should be between three and six months of the resources expended. On present expenditure levels this equates to between £102,500 and £205,000 in general funds.

At this level, the Trustees feel that they would be able to continue the current activities of the Charity in the event of a significant drop in funding. In such a case, it would be necessary to consider how the funding would be replaced or activities changed.

Our present free reserves level of £204,194 falls safely within this limit.

### Going concern

Based on the funding commitments in place both at the year-end and on the date of approval of this report, as well as the current free reserves level, the Trustees are satisfied that the Charity will be able to continue its objectives for the next financial year. Whilst the ongoing cost of living crisis has meant the Charity has incurred additional costs, the ongoing external crisis has had no significant impact on this assessment.

## Statement of board of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue its activities.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other

irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In addition, the Trustees confirm that they are happy that content of the annual review in pages 5 to 16 of this document meet the requirements of both the Trustees' Annual Report under charity law and the Directors' Report under company law.

They also confirm that the financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the Charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

#### Information provided to the auditors

Each of the persons who is a Trustee at the date of approval of this report confirms that:

- so far as the Trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and,
- the Trustee has taken all the steps they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.


#### Preparation of the report

This report has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

#### Auditors

The auditors, Ferguson Maidment Accountants Ltd, have indicated their willingness to accept re-appointment under Section 485 of the Companies Act 2006.

This report was approved and authorised for issue by the Board of Trustees on 20 October 2023 and signed on its behalf by:



**ANTHEA WORMINGTON**  
**TREASURER**



**SYLVIA INGMIRE**  
**CHIEF EXECUTIVE &**  
**COMPANY SECRETARY**



## Independent auditor's report

### Opinion

We have audited the financial statements of Roma Support Group (the 'charity') for the year ended 31 January 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 January 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

### The extent to which the audit was considered capable of detecting irregularities including fraud

We obtained an understanding of the legal and regulatory frameworks within which the Roma Support Group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and inappropriate revenue recognition. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, corroborating balances recognised to supporting documentation on a sample basis and ensuring accounting policies are appropriate under the relevant accounting standards.


There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibility for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



**PAUL MANALO FCA**  
**SENIOR STATUTORY AUDITOR**

For and on behalf of:  
Ferguson Maidment & Co.  
Chartered Accountants &  
Statutory Auditor  
167 Fleet Street  
London, EC4A 2EA

Date: 20 October 2023

## Statement of financial activities

### Incorporating the Income and Expenditure Account & Statement of Realised Gains and Losses

For the year ended 31 January 2023

		<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Total
		<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	Funds
		<b>2023</b>	<b>2023</b>	<b>2023</b>	2022
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income from:</b>					
Donations	3	29,898	383,466	<b>413,364</b>	366,161
Charitable activities	4	18,779	-	<b>18,779</b>	15,330
Investments		70	-	<b>70</b>	5
<b>Total income</b>		<b>48,747</b>	<b>383,466</b>	<b>432,213</b>	381,496
<b>Expenditure on:</b>					
Raising funds	5 & 6	1,987	27,298	<b>29,285</b>	30,760
Charitable activities:					
Advice, Advocacy & Campaigning	5 & 7	-	231,343	<b>231,343</b>	242,620
Art & Cultural Development	5 & 7	-	22,118	<b>22,118</b>	21,712
Education Support	5 & 7	-	21,469	<b>21,469</b>	28,523
Mental Health Advocacy	5 & 7	-	77,020	<b>77,020</b>	33,123
Sport Inclusion	5 & 7	556	-	<b>556</b>	2,425
Support & Engagement Project	5 & 7	25,066	-	<b>25,066</b>	28,355
<b>Total expenditure</b>		<b>27,609</b>	<b>379,248</b>	<b>406,857</b>	387,518
<b>Net income/(expenditure)</b>		<b>21,138</b>	<b>4,218</b>	<b>25,356</b>	(6,022)
<b>Reconciliation of funds:</b>					
Total funds brought forward	11 & 12	183,056	221,341	<b>404,397</b>	410,419
Total funds carried forward	11 & 12	<b>204,194</b>	<b>225,559</b>	<b>429,753</b>	404,397

The notes on pages 22 to 37 form part of the financial statements.



**Balance sheet**

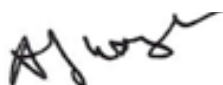
As at 31 January 2023

	Notes	£	Total Funds 2023 £	Total Funds 2022 £
<b>Fixed assets:</b>				
Tangible assets	8		-	101
<b>Current assets:</b>				
Prepayments		1,301		1,406
Cash at bank and in hand		490,597		555,111
		<b>491,898</b>		556,517
<b>Creditors:</b>				
amounts falling due within one year	9	(62,145)		(152,221)
<b>Net current assets</b>			<b>429,753</b>	404,296
<b>Net assets</b>			<b>429,753</b>	404,397
<b>Funds of the charity:</b>				
Restricted funds	10 & 11		<b>225,559</b>	221,341
Unrestricted funds:				
General funds	10 & 11	204,194		183,056
		<b>204,194</b>		183,056
		<b>429,753</b>		404,397

The notes on pages 22 to 37 form part of the financial statements.

The financial statements have been prepared in accordance with section 415A of the Companies Act 2006 relating to small companies and FRS 102 Section 1A.

They were approved and authorised for issue by the Board of Trustees on 20 October 2023 and signed on their behalf by:



**ANTHEA WORMINGTON**  
**TREASURER**

## Notes to the financial statements

### 1. Accounting policies

#### Basis of preparation of the financial statements

The financial statements have been prepared in accordance with 'Charities SORP (FRS 102) - 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) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), including Update Bulletin 1, and the Companies Act 2006.

The effect of any event relating to the year ended 31 January 2023, which occurred before the date of approval of the financial statements by the Board of Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 January 2023 and the results for the year ended on that date.

The functional currency of the Charity is sterling and amounts in the financial statements are rounded to the nearest pound.

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

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.

#### Going concern

The financial statements have been prepared on the going concern basis as the Board of Trustees is confident that future reserves and future income is more than sufficient to meet current commitments. There are no material uncertainties that impact this assessment, and the ongoing global COVID-19 pandemic has had no material impact on this assessment.

#### Legal status

Roma Support Group is a charitable company registered in England & Wales and meets the definition of a public benefit entity. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member. The registered address is 17 Old Ford Road, London, E2 9PJ.

#### Fund Accounting

General funds are unrestricted 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 that are to be used in accordance with specific restrictions imposed by donors or that 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 note 11 of the financial statements.

#### Income

Income is recognised when the Charity has entitlement to the funds, any performance indicators attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Gift aid receivable is included when claimable.

## 1. Accounting policies (continued from previous page)

### Income (continued from previous page)

Grant income is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the grant relates to a future period, in which case it is deferred.

Income from charitable activities, including contract income and client fees, is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless it relates to a specific future period or event, in which case it is deferred.

Interest is recorded when it is receivable.

### Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated proportionate to total direct costs allocated to each project area, as outlined in note 5 of the financial statements.

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

### Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value, over their useful life of three years, on a straight-line basis pro-rated over the proportion of the year in which it has been held. This rate applies to all three categories of tangible fixed assets.

Costs incurred in the development of the website have been capitalised as a tangible fixed asset as the combined direct cash flow benefits and indirect economic benefit through the provision of educational information to beneficiaries are expected to be greater than the amount capitalised.

### Cash at bank and in hand

Cash at bank and in hand includes cash in hand, deposits with banks and funds that are readily convertible into cash at, or close to, their carrying values but are not held for investment purposes.

### Debtors and prepayments

Trade and other debtors are recognised at the settlement amount after any trade discount is applied. Prepayments are valued at the amount prepaid net of any trade discounts due.

### Creditors and accruals

Creditors are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party, and the amount due to settle the obligation can be measured or estimated reliably.

### Critical estimates and judgements

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The annual depreciation charge for tangible fixed assets is sensitive to changes in useful economic lives and residual values of assets. In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

## 1. Accounting policies (continued from previous page)

### Financial instruments

Basic financial instruments are measured at amortised cost other than investments which are measured at fair value.

### Pensions

The Charity operates a defined contribution pension scheme which is administered by an external independent pension provider. Contributions are recognised in the Statement of Financial Activities as they fall due.

### Finance and operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities over the period in which the cost is occurred.

No assets have been purchased under finance leases.



**2. Comparative statement of financial activities**

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
	Notes			
Income from:				
Donations	3	15,314	350,847	366,161
Charitable activities	4	15,330	-	15,330
Investments*		5	-	5
<b>Total income</b>		<b>30,649</b>	<b>350,847</b>	<b>381,496</b>
Expenditure on:				
Raising funds	5 & 6	2,654	28,106	30,760
Charitable activities:				
Advice, Advocacy & Campaigning	5 & 7	-	242,620	242,620
Art & Cultural Development	5 & 7	-	21,712	21,712
Education Support	5 & 7	-	28,523	28,523
Mental Health Advocacy	5 & 7	-	33,123	33,123
Sport Inclusion	5 & 7	2,425	-	2,425
Support & Engagement Project	5 & 7	28,355	-	28,355
<b>Total expenditure</b>		<b>33,434</b>	<b>354,084</b>	<b>387,518</b>
<b>Net income/(expenditure)</b>		<b>(2,785)</b>	<b>(3,237)</b>	<b>(6,022)</b>
Reconciliation of funds:				
Total funds brought forward	11 & 12	185,841	224,578	410,419
Total funds carried forward	11 & 12	183,056	221,341	404,397

### 3. Income from donations and legacies

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Grant income (see analysis below)	7,600	383,466	391,066
Other donations	22,298	-	22,298
<b>Total income from donations</b>	<b>29,898</b>	<b>383,466</b>	<b>413,364</b>
<b>Analysis of grant income</b>			
Cash received in year			
Barrow Cadbury Trust (see note 13)	-	20,000	20,000
Barrow Cadbury Trust (Cost of Living Support Fund)	7,600	-	7,600
BBC Children in Need	-	30,932	30,932
CAF Resilience Support Fund	-	35,534	35,534
Department of Health and Social Care (see note 14)	-	56,715	56,715
Henry Smith Charity (Financial Inclusion)	-	22,500	22,500
Henry Smith Charity (COVID-19 Long-term Support Programme)	-	18,950	18,950
The Jack Petchey Foundation	-	1,800	1,800
Joseph Rowntree Charitable Trust	-	55,980	55,980
The National Lottery Community Fund	-	49,032	49,032
Deferred revenue			
Brought forward	-	133,023	133,023
Carried forward	-	(41,000)	(41,000)
	<b>7,600</b>	<b>383,466</b>	<b>391,066</b>

**3. Income from donations and legacies (continued from previous page)**

	Unrestricted	Restricted	Total
	Funds	Funds	Funds
	2022	2022	2022
	£	£	£
Grant income (see analysis below)	-	350,847	350,847
Other donations	15,314	-	15,314
<b>Total income from donations</b>	<b>15,314</b>	<b>350,847</b>	<b>366,161</b>
<b>Analysis of grant income</b>			
<b>Cash received in year</b>			
Astrea Asset Management via Farm Street Church & Caritas	-	12,560	12,560
Barrow Cadbury Trust (see note 13)	-	20,000	20,000
Barrow Cadbury Trust (COVID-19 Support Fund)	-	300	300
BBC Children in Need	-	15,857	15,857
CAF Resilience Support Fund	-	86,600	86,600
Department of Health and Social Care (see note 14)	-	19,479	19,479
Henry Smith Charity	-	44,300	44,300
The Jack Petchey Foundation	-	2,700	2,700
Joseph Rowntree Charitable Trust	-	30,000	30,000
London Borough of Newham	-	18,000	18,000
The National Lottery Community Fund	-	102,941	102,941
Newcastle University	-	3,165	3,165
Tudor Trust	-	33,000	33,000
<b>Deferred revenue</b>			
Brought forward	-	94,968	94,968
Carried forward	-	(133,023)	(133,023)
	-	350,847	350,847

#### 4. Income from charitable activities

	<b>Unrestricted Funds 2023 £</b>	<b>Restricted Funds 2023 £</b>	<b>Total Funds 2023 £</b>
Commissioned services and consultancy	16,260	-	<b>16,260</b>
Training seminars & workshops	2,374	-	<b>2,374</b>
Sales of resources	145	-	<b>145</b>
	<b>18,779</b>	<b>-</b>	<b>18,779</b>

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Commissioned services and consultancy	9,048	-	9,048
Training seminars & workshops	6,166	-	6,166
Sales of resources	116	-	116
	15,330	-	15,330

**5. Total expenditure**

	Direct costs		Indirect costs		Total
	Staff costs	Other costs	Staff costs	Other costs	expenditure
	2023	2023	2023	2023	2023
	£	£	£	£	£
Costs of raising funds	23,985	-	1,362	3,938	29,285
Charitable activities					
Advice, Advocacy & Campaigning	157,529	31,943	10,761	31,110	231,343
Art & Cultural Development	-	18,115	1,029	2,974	22,118
Education Support	16,989	594	999	2,887	21,469
Mental Health Advocacy	63,080	-	3,583	10,357	77,020
Sport Inclusion	-	455	26	75	556
Support & Engagement Project	19,845	684	1,166	3,371	25,066
	<b>281,428</b>	<b>51,791</b>	<b>18,926</b>	<b>54,712</b>	<b>406,857</b>

	Direct costs		Indirect costs		Total
	Staff costs	Other costs	Staff costs	Other costs	expenditure
	2022	2022	2022	2022	2022
	£	£	£	£	£
Costs of raising funds	22,779	-	2,609	5,372	30,760
Charitable activities					
Advice, Advocacy & Campaigning	160,178	24,709	18,871	38,862	242,620
Art & Cultural Development	8,547	10,170	979	2,016	21,712
Education Support	20,804	318	2,419	4,982	28,523
Mental Health Advocacy	24,529	-	2,809	5,785	33,123
Sport Inclusion	-	2,425	-	-	2,425
Support & Engagement Project	18,851	2,147	2,405	4,952	28,355
	<b>255,688</b>	<b>39,769</b>	<b>30,092</b>	<b>61,969</b>	<b>387,518</b>

Indirect costs have been allocated based on a proportion of direct staff costs and direct other costs attributable to each activity.

An analysis of staff costs can be found in note 8.

An analysis of costs of raising funds split between restricted and unrestricted funds can be found in note 6.

An analysis of charitable activities split between restricted and unrestricted funds can be found in note 7.



## 5. Total expenditure (continued from previous page)

Indirect costs includes:

	2023	2022
	£	£
Staff costs	18,926	30,092
Staff travel and support costs	4,717	10,384
Premises and venue hire	25,071	28,385
Professional fees	17,320	16,388
Administrative and other costs	3,912	3,669
Governance	3,692	3,143
	<b>73,638</b>	<b>92,061</b>

Governance costs includes:

	2023	2022
	£	£
Audit fee	2,160	1,980
Insurance	1,209	1,163
	<b>3,369</b>	<b>3,143</b>

## 6. Expenditure on raising funds

	Unrestricted Funds	Restricted Funds	Total Funds
	2023	2023	2023
	£	£	£
Direct staff costs	1,627	22,358	23,985
Indirect costs	360	4,940	5,300
	<b>1,987</b>	<b>27,298</b>	<b>29,285</b>

	Unrestricted Funds	Restricted Funds	Total Funds
	2022	2022	2022
	£	£	£
Direct staff costs	1,965	20,814	22,779
Indirect costs	689	7,292	7,981
	<b>2,654</b>	<b>28,106</b>	<b>30,760</b>

7. Expenditure on charitable activities

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Advice, Advocacy & Campaigning			
Direct staff costs	-	157,529	157,529
Direct other costs	-	31,943	31,943
Indirect costs	-	41,871	41,871
Advice, Advocacy & Campaigning	-	<b>231,343</b>	<b>231,343</b>
Art & Cultural Development			
Direct other costs	-	18,115	18,115
Indirect costs	-	4,003	4,003
Art & Cultural Development	-	<b>22,118</b>	<b>22,118</b>
Education Support			
Direct staff costs	-	16,989	16,989
Direct other costs	-	594	594
Indirect costs	-	3,886	3,886
Education Support	-	<b>21,469</b>	<b>21,469</b>
Mental Health Advocacy			
Direct staff costs	-	63,080	63,080
Indirect costs	-	13,940	13,940
Mental Health Advocacy	-	<b>77,020</b>	<b>77,020</b>
Sport Inclusion			
Direct other costs	455	-	455
Indirect costs	101	-	101
Sport Inclusion	<b>556</b>	-	<b>556</b>
Support & Engagement Project			
Direct staff costs	19,845	-	19,845
Direct other costs	684	-	684
Indirect costs	4,537	-	4,537
Support & Engagement Project	<b>25,066</b>	-	<b>25,066</b>
	<b>25,622</b>	<b>351,950</b>	<b>377,572</b>

7. Expenditure on charitable activities (continued from previous page)

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Advice, Advocacy & Campaigning			
Direct staff costs	-	160,178	160,178
Direct other costs	-	24,709	24,709
Indirect costs	-	57,733	57,733
Advice, Advocacy & Campaigning	-	242,620	242,620
Art & Cultural Development			
Direct staff costs	-	8,547	8,547
Direct other costs	-	10,170	10,170
Indirect costs	-	2,995	2,995
Art & Cultural Development	-	21,712	21,712
Education Support			
Direct staff costs	-	20,804	20,804
Direct other costs	-	318	318
Indirect costs	-	7,401	7,401
Education Support	-	28,523	28,523
Mental Health Advocacy			
Direct staff costs	-	24,529	24,529
Indirect costs	-	8,594	8,594
Mental Health Advocacy	-	33,123	33,123
Sport Inclusion			
Direct other costs	2,425	-	2,425
Sport Inclusion	2,425	-	2,425
Support & Engagement Project			
Direct staff costs	18,851	-	18,851
Direct other costs	2,147	-	2,147
Indirect costs	7,357	-	7,357
Support & Engagement Project	28,355	-	28,355
	30,780	325,978	356,758

**8. Staff costs**

	<b>2023</b>	2022
	<b>£</b>	£
Gross salaries	<b>274,493</b>	260,610
Employer's NIC	<b>16,069</b>	16,792
Employer's pension	<b>9,792</b>	8,378
	<b>300,354</b>	285,780

The average headcount during the period was 11 persons (2022: 13 persons).

No employee received employee benefits of more than £60,000 (2022: NIL).

The total employee benefits paid to key management personnel during the year was £47,970 (2022: £45,558).

**9. Tangible fixed assets**

	<b>Website development costs £</b>	<b>Sports and music equipment £</b>	<b>Office equipment £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 February 2022	1,800	410	4,516	<b>6,726</b>
At 31 January 2023	<b>1,800</b>	<b>410</b>	<b>4,516</b>	<b>6,726</b>
<b>Depreciation</b>				
At 1 February 2022	1,800	410	4,415	<b>6,625</b>
Charge for year	-	-	101	<b>101</b>
At 31 January 2023	<b>1,800</b>	<b>410</b>	<b>4,516</b>	<b>6,726</b>
<b>Net book value</b>				
At 1 February 2022	-	-	<b>101</b>	<b>101</b>
At 31 January 2023	-	-	-	-

10. Creditors: amounts falling due within one year

	<b>Total Funds 2023 £</b>	Total Funds 2022 £
Deferred grant income	<b>41,000</b>	133,023
Accounts payable	<b>7,163</b>	9,560
Accruals	<b>3,504</b>	3,711
HMRC payable	<b>5,596</b>	4,614
Pensions payable	<b>4,882</b>	1,313
	<b>62,145</b>	152,221
Deferred grant income		
As at 1 February 2022	<b>133,023</b>	94,968
Amount released to incoming resources	<b>(133,023)</b>	(94,968)
Amount deferred in year	<b>41,000</b>	133,023
As at 31 January 2023	<b>41,000</b>	133,023



**11. Analysis of charity funds**

	<b>Balance brought forward 2023 £</b>	<b>Income for the period 2023 £</b>	<b>Expenditure in the period 2023 £</b>	<b>Transfer between funds 2023 £</b>	<b>Balance carried forward 2023 £</b>
Unrestricted funds					
General funds	183,056	48,747	(27,609)	-	204,194
Unrestricted funds	<b>183,056</b>	<b>48,747</b>	<b>(27,609)</b>	<b>-</b>	<b>204,194</b>
Restricted funds					
Advice & advocacy	119,067	250,551	(249,286)	-	120,332
Art & Cultural Development	49,263	-	(23,834)	-	25,429
Early years education	33,626	-	-	(33,626)	-
Education support, youth aspiration & inclusion	14,303	36,445	(23,134)	33,626	61,240
Health information	5,082	96,470	(82,994)	-	18,558
Restricted funds	<b>221,341</b>	<b>383,466</b>	<b>(379,248)</b>	<b>-</b>	<b>225,559</b>
Total funds	<b>404,397</b>	<b>432,213</b>	<b>(406,857)</b>	<b>-</b>	<b>429,753</b>

Restricted expenditure in the period includes an allocation of costs for raising funds where permitted by those funding these specific projects and so this table does not directly reconcile to note 7 of the financial statements.

**Advice, advocacy & cultural development:**

These are funds that the Charity has received directly for its work advising Roma beneficiaries that have overcome some of the barriers they face in their process of integration within wider society, including, but not exclusively, the Roma Financial Inclusion Project, EU Settlement Scheme Project, Ketane Project and the Roma News Project. It is funded by several funding bodies, and also includes the wider policy and campaigning work carried out by the Charity.

**Early years education:**

These are funds that the Charity has raised through public fundraising and grant support to work with pre-school Roma children and their families. At the end of the current financial year these funds were amalgamated into the education support fund.

**Education support, youth aspiration & inclusion:**

These are funds the Charity has received for work aimed at increasing the academic attainment, inclusion and aspiration of Roma children and young people. These funds are received from a number of different funding bodies.

**Health information:**

These funds are restricted for use on health and mental health projects including for the Roma Mental Health Advocacy Project.

**11. Analysis of charity funds (continued from previous page)**

	Balance brought forward 2022 £	Income for the period 2022 £	Expenditure in the period 2022 £	Transfer between funds 2022 £	Balance carried forward 2022 £
Unrestricted funds					
General funds	185,841	30,649	(33,434)	-	183,056
Unrestricted funds	185,841	30,649	(33,434)	-	183,056
Restricted funds					
Advice & advocacy	129,855	252,751	(263,539)	-	119,067
Art & Music Development	37,240	35,607	(23,584)	-	49,263
Early years education	33,626	-	-	-	33,626
Education support, youth aspiration & inclusion	21,228	24,057	(30,982)	-	14,303
Health information	2,629	38,432	(35,979)	-	5,082
Restricted funds	224,578	350,847	(354,084)	-	221,341
Total funds	410,419	381,496	(387,518)	-	404,397

**12. Analysis of net assets**

	<b>Unrestricted Funds 2023 £</b>	<b>Restricted Funds 2023 £</b>	<b>Total Funds 2023 £</b>
Current assets	225,339	266,559	491,898
Current liabilities	(21,145)	(41,000)	(62,145)
	<b>204,194</b>	<b>225,559</b>	<b>429,753</b>

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Tangible fixed assets	101	-	101
Current assets	202,153	354,364	556,517
Current liabilities	(19,198)	(133,023)	(152,221)
	183,056	221,341	404,397

### 13. Barrow Cadbury Trust

During the year the Charity continued to receive funding from the Barrow Cadbury Trust for its Roma Policy and Campaigning Project, including a new grant continuing the project, awarded in December 2022.

As per the figure in note 3, during the financial year 1 February 2022 to 31 January 2023, the Charity received total cash income of £20,000 and brought forward a balance of £8,506 from the prior year.

During the period, the Charity incurred expenditure of £19,602 resulting in a cash balance of £8,904 at the end of the period.

### 14. Department of Health and Social Care

During the year the Charity received funding as part of the Health & Wellbeing Alliance from the Department of Health & Social Care.

As per the figure in note 3, during the financial year 1 February 2022 to 31 January 2023, the Charity received total cash income of £56,715, with a deficit of £9,139 brought forward from the previous period.

During the same period, the Charity incurred expenditure of £36,373, resulting in a cash balance of £11,203 at the end of the period.

### 15. Trustee remuneration

During the year, no trustee received any remuneration (2022: £Nil). No members of the Board of Trustees received reimbursement of expenses (2022: £Nil).

### 16. Related party transactions

During the year there were no related party transactions (2022: £Nil).



Celebrating **25** years  
Empowering the Roma community