



Celebrating **25** years
Empowering the Roma community

Roma Support Group

Trustees Annual Report and Financial Statements
Year ended 31 January 2024

Charity registration - 1103782

Company number - 04645981





Roma Rights Forum's Mishto Launch event in Sheffield, 2024

Front page - Roma Rights Forum's Mishto Launch event in Sheffield, 2024 - Illustration by Robert Czibi

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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
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Trustees

Prof. Thomas Acton OBE
Ms Roza Kotowicz
Ms Anthea Wormington
Mr Peter Norton
Mr Robert Czibi
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Ms Dragica Felja
Ms Michaela Jarosinska
Mr Cornel Rezmives
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Patron
Chair
Treasurer
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(appointed 25 November 2023)

Company secretary

Sylvia Ingmire

Bank

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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 2024. 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, Department of Health and Social Care, Greater London Authority (GLA), The Henry Smith Charity, The Joseph Rowntree Charitable Trust, The Jack Petchey Foundation, The Oak Foundation, 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 12 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 2023-24, 34 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 106 hours per week, which equals the manpower of 3 (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 2023 - 2024 and strategies for achieving them:

- 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 strengthening our effectiveness and capacity to influence policy and decision makers;
- Strengthening the sustainability of the organisation by 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;
- 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

Advice & Advocacy

Our frontline Advice and Advocacy support enables Roma beneficiaries to overcome some of the problems they face every day. Last year, we focused on delivering support in response to the continued 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, 2,034 Roma refugees and migrants benefited from our frontline support services.

In 2023-24, our frontline Advice & Advocacy work included:

The Financial Inclusion Project, which 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.

During this period, we have also continued to reach Roma communities, who have been disproportionately affected by the Covid-19 pandemic (e.g. through job loss, increased debt, deteriorated health, bereavement, etc). This focused work has enabled us to: deliver dedicated Advice & Advocacy for Romanian-speaking Roma communities; work with volunteers in order to expand our capacity; and run in-person pop-up Advice Hubs in locations throughout London. This work has also improved our capacity to support people with complex needs (e.g. people with disabilities / long-term physical and mental health conditions, people experiencing homelessness and people fleeing domestic violence).

Since May 2023, we have increased our work around immigration / EUSS, which involved working with partner agency Settled in order to ensure specialist EUSS support is available to Roma beneficiaries.

Last year, we delivered one-to-one advice and advocacy sessions to 280 beneficiaries, helping them to:

- Check eligibility and make new claims for welfare benefits;

- Challenge benefits decisions;
- Deal with debts related to rent, council tax and utility bills;
- Improve money management / budgeting;
- Access emergency support such as vouchers to buy essential goods including food, nappies and white goods; and,
- Make and manage applications related to the EU Settlement Scheme.

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

- Dealing with energy bills;
- Disability-related benefits;
- Cost-of-living support;
- Stress relating to money issues;
- Migrating from legacy benefits to Universal Credit; and,
- Eligibility rules for joining family members including documentation needed.

In December 2023, we were again selected as a partner to Newham Council in order to distribute emergency supermarket vouchers to Roma beneficiaries struggling financially during the cost-of-living crisis.

During 2023-24, we have supported our beneficiaries to secure over £200,000 of welfare benefits they were entitled to and to manage over £100,000 of debt.

As a result of our support, beneficiaries reported:

- Reduced poverty and feeling better about their financial situation as a result of our welfare advice;
- Greater confidence in budgeting and managing money; and,
- Increased understanding about post-Brexit migration systems, their rights and entitlements.

In December 2023, our Advice Quality Standard award was renewed following a successful audit of our advice & advocacy work, which highlighted areas of our strategic planning, governance and management being above and beyond the requirements of the standard.

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.

During 2023-24, we have developed our partnership with Newham Talking Therapies (NHS mental health service) and Waterloo Community Counselling, which offer online and in-person counselling and psychotherapy sessions by Romanian/Polish language speaking professionals. We have also established a working relationship with Safe Connections Community Suicide Prevention Hub, Mind in Tower Hamlets, Newham and Redbridge, as well as the Samaritans.

Our collaboration with Newham Talking Therapies has been highlighted by NHS England's National Healthcare Inequalities Improvement Programme as [an example of good practice](#) in reducing health inequalities and a successful working relationship between NHS service and a community organisation.

We also worked with leading suicide prevention charity Samaritans UK to deliver sessions around Roma experiences and perceptions on suicide. The outcome of these sessions was [short audio clips](#) sharing the thoughts of Roma community members, posted on Samaritans UK website and the National Suicide Prevention Alliance website.

Since February 2023, 112 beneficiaries were supported through 292 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, 68 beneficiaries took part in 28 peer support sessions, delivered in Polish and Romanian languages, discussing mental health tips, stress management, managing anxiety, managing irritability, perinatal mental health, housing and mental health, and types of local support available. Sessions involved external professionals from Newham Talking Therapies and Barts Health, who contributed to discussions and shared their expertise.

The Project collaborated closely with Newham Talking Therapies in delivering group workshops on mental health and wellbeing. The workshops were tailored to better meet the needs of the community and adjustments included: translating sign-up forms and presentations; interpreting and support during the sessions through bilingual advocates; inviting bilingual health professionals; using accessible language and focusing on practical strategies. Using visual and discussion prompts was also appreciated as a way to further engage the participants. This all helped to forge a relationship of trust between the Roma community and Newham Talking Therapies and further break down the stigma around mental health.

Thirteen referrals have been made to mental health, wellbeing and health services, including Newham Talking Therapies, Waterloo Community Counselling, Tower Hamlets Talking Therapies, Tower Hamlets Child and Adolescent Mental Health Services, NHS Southern Gambling Services, Talking Change, Barnardo's Emotional Support Service for Young People, Step Forward, Newham Medical Centre, and Barts Health.

Compared to previous years, we have supported more cases of serious mental illness, including diagnosed PTSD and psychosis, as well as psychotic episodes. We supported our beneficiaries to engage with mental health and social care professionals, as well as supporting their carers and family members to also access mental health services.

The Project Coordinator and the Advocates have taken part in meetings with other organisations and health professionals to promote Roma Support Group and the Project, as well as to learn about other services and develop working relationships. These included meetings with professionals in public health (Healthwatch Newham Advisory Board); mental health (Mind in Tower Hamlets and Newham, Waterloo Community Counselling); NHS (NHS England Health Inequalities Improvement Programme); creative health (London Arts & Health, Centrala, Hospital Rooms); social prescribing (London Plus Social Prescribing Network, NHS England social prescribing leads); and other charities (the 3million, Settled, Luton Roma Trust).

We have also engaged 194 professionals from Newham Talking Therapies, Waterloo Community Counselling and Good Things Foundation's online conference in our training / information sessions on Roma community and culture.

We have developed several information resources in English, Polish and Romanian languages, including presentations on stress management, maternity health, social prescribing, women's health and wellbeing, managing worry or irritability. We estimate that 22,788 beneficiaries have seen these resources (based on our attendance logs of group meetings and social media analytics such as Twitter, Facebook).

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 Project also supported the Health & Wellbeing Alliance work through the development of "Guidance for social prescribing link workers on engaging with Gypsy, Roma and Traveller communities and diversifying workforce", "Tackling inequalities in infant feeding services and support for Gypsy, Roma and Traveller communities", and "Key enablers on digital inclusion in primary care for Gypsy, Roma and Traveller communities". Additionally, the Project team reviewed and gave feedback "Understanding Gypsy, Roma and Traveller communities – Support Guide" developed by the Support After Suicide Partnership, hosted by leading suicide prevention charity Samaritans UK.

'ROMANO KHER': Roma Housing Advocacy Project

The Project aims to improve access to housing and prevent homelessness for Roma migrants by facilitating advocacy support, community training on housing rights/ legislation, and by influencing policy and practice in response to Roma housing needs.

One of the main outcomes of this Project is to improve access to housing and prevent homelessness for Roma migrants by facilitating advocacy support, community training on housing rights/ legislation, and influencing policy and practice in response to Roma housing needs:

Last year, we had 192 housing cases, supporting beneficiaries with their housing benefits support/debt; evictions and/or homeless applications; housing register applications; rent increases; rent arrears; housing adaptations applications; as well as cases of disrepair and inappropriate housing, including overcrowding.

Another outcome of the Project is to enhance knowledge about housing rights within the Roma community. We had focus groups where Roma community members shared their concerns and opinions in relation to their housing situation, which, in turn, informed the agenda of training co-delivered with the Public Interest Law Centre (PILC) focussing on themes, which our beneficiaries wished to explore, such as housing disrepair, tenants' rights, landlords' legal responsibilities, and challenging the suitability of temporary accommodation. These training sessions have empowered community members with up-to-date legal knowledge about their housing rights, how to challenge their landlords, and to some extent, how to challenge decisions made by housing departments.

The Project also produced digital resources on the procedures to follow to apply for a council home, and provided information on the homeless housing application process. We translated these resources into two main community languages, i.e. Polish and Romanian, enabling 251 people to benefit from the information we provided.

Another outcome of the Project is to empower Roma community members to voice their opinions and concerns during meetings with professionals and decision makers.

To achieve this outcome, we organised and hosted 2 focus group meetings with Greater London Authority (GLA) professionals/ decision makers and legal professionals and supported 8 Roma advocates to increase their understanding of housing rights in their communities, engage in peer advocacy, and represent their communities.

We have engaged these Roma advocates in London, Glasgow, Liverpool, Newcastle, Rotherham, Leicester, Luton, and Bradford in the co-delivery of community training sessions, and in the co-distribution of housing digital resources we co-created with PILC.

The Project has also worked towards increasing understanding of Roma housing needs / issues amongst housing professionals and decision makers.

As a member of the Gypsy & Roma Traveller Accommodation Needs Assessment (GTANA) steering group, we



Paris, age 8
Gypsy Roma Traveller (GRT) History Month Art
Competition Winning Entry

made an input to drafting of the report, which will be published later this year.

We organised community conversations as part of the Planning for London Programme, on behalf of the Trust for London and the GLA, and took part in the London Gypsy and Traveller Forum at City Hall, bringing the most pressing Roma housing issues to the table. The discussions from the meeting informed the Forum's manifesto for the 2024 London elections, which included making pledges to increase the delivery of culturally suitable homes and ensure that existing homes meet good quality standards and are fit for the future.

We contributed to the GLA's London Assembly Housing Committee's investigation on Temporary Accommodation, and made a written submission to their Call for Evidence, which formed part of the Committee's investigation into Temporary Accommodation.

Through the Roma Rights Forum (RRF) event in Sheffield, a diverse range of professionals and decision makers from local councils and public services were given extensive information on the housing needs and issues of Roma communities, as well as policy recommendations for addressing them.

The Project also worked towards influencing changes in housing policy, strategies and practice to respond to the housing needs of Roma migrants at a local, regional and national level.

The information shared through our engagement with the Planning for London Programme (GTANA survey, community conversations, and stakeholder event) will feed into the GLA's London Plan, which is a Spatial Development Strategy for Greater London. It sets out a framework for how London will develop over the next 20-25 years and the Mayor's vision for Good Growth.

We joined the 'Cover the Cost' Coalition, calling for the Government to stop more people from becoming homeless.

Finally, through the Mishto campaign, we aim to improve engagement between local/ regional housing departments and Roma community members in order to achieve fairer access to appropriate housing for our communities.

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.

During the past year, the Project has continued its work with the Roma Rights Forum, Roma NGOs and leaders, promoted RSG's policy positions, developed relationship with civil servants, lobbied parliamentarians, collaborated with legal experts and other organisations to join our campaigns, and engaged in new research.

Last year, our work included:

- Facilitating the Roma Rights Forum (RRF) to become a network, platform and a point of reference for many Roma organisations across the UK. The RRF was instrumental in shaping Mishto the first national Roma-led campaign and its plan of action;
- Supporting Roma community members to raise their concerns with the NHS regarding their communication needs in health context, which were included in the report published by [National Voices](#);
- Supporting a [national initiative by the VCSE sector](#) with raising awareness about the key actions that national policy makers, commissioners and service providers should take when developing a digital

component in their delivery of health and care services;

- Supporting work by [Children and Families Across Borders](#) to develop resources for Children's Services when engaging / working with Romanian / Roma communities;
- Facilitating engagement between the Office for National Statistics (ONS) and Roma communities, leading to the launch of [ONS research](#) into the lived experiences of Roma in England and Wales;
- Collaborating with Race Equality Foundation on interpreting services within healthcare context and facilitating further engagement with Roma communities to help shape future NHS policies;
- Working with New Europeans to develop new resources on [voting in various languages](#), including Romanes;
- Contributing to the organisation's health research, including the development of new guidance in areas such as infant feeding, social prescribing, digital inclusion and mental health;
- Collaborating with the International Holocaust Remembrance Alliance on developing new recommendations for learning and teaching about the [Roma people experiences during the Holocaust](#);
- Enabling over 50 Roma-led and Roma-supporting NGOs and 180 Roma community members to engage in regional and national decision-making processes. Furthermore, 153 Roma community members made their contributions through surveys on healthcare and housing.

NHS Health & Wellbeing Alliance (HWA):

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

The programme brings together the 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:

- Led on the development of new guidance tackling mental health inequalities experienced by Gypsy, Roma and Traveller communities, which is due to be launched soon. ["Tackling Mental Health Inequalities for Gypsy, Roma and Traveller People"](#) has been published on the National Suicide Prevention Alliance website.
- Led on the development of new guidance on experiences of social prescribing in the Gypsy, Roma and Traveller communities, due to be published in 2024;
- Co-developed new guidance on enablers of digital inclusion in primary care settings for Gypsy, Roma and Traveller communities, due to be published in 2024; and,
- Co-developed new guidance on infant feeding for Gypsy, Roma and Traveller communities, due to be published in 2024.

Education Support & Aspiration Projects:

Roma Aspiration Project

The Project continues to support Roma children and young people through a holistic approach that includes one-to-one education advocacy, in-depth outreach work, and a comprehensive program of after-school activities. Our initiatives aim to enhance the self-confidence, life aspirations, and overall wellbeing of young Roma individuals.

Last year, we supported over 100 young beneficiaries through various face-to-face and online engagements. The Project assisted in securing digital equipment and accessing educational platforms, resources, school admissions, food vouchers, and health services. We paid special attention to children with disabilities and complex health issues, ensuring they received the necessary services and their needs were being met. Our work also extended to children on child protection registers, in foster care, and those involved in court proceedings. In our advocacy work, the Aspiration Project focused heavily on education, particularly in enhancing communication between young people, schools, and parents. We worked to address difficulties around attendance, receiving SEN support and helped education professionals better understand Roma culture and barriers, aiming to improve their practices.

We organised a range of educational and recreational activities, including trips to the London Sea Life Aquarium, London Dungeon, and Madame Tussauds. These excursions provided an opportunity for young Roma to explore London, learn about various subjects, and bond with their peers. Additionally, we continued our Online Youth Club, which allowed young participants to connect and engage in workshops focusing on Roma History, the Roma Holocaust, wellbeing, and future aspirations. The club was overall attended by 20 young beneficiaries and culminated in two outings: a seasonal ice-skating trip and an educational visit to the Tower of London, each attended by approximately 25 participants.

Last year also saw the launch of two new in-person initiatives. The first, a Youth Hub in Newham, offers activities and homework support to Roma beneficiaries. Within this hub, young people participated in quizzes, workshops on Roma History, games, and a tennis coaching workshop. The second initiative, a music youth club, hosted in collaboration with the local community and the Aspiration Project, offers space to play music, dance, and explore different styles of traditional Roma and modern music while encouraging young members to explore their identities.

We also collaborated with schools in Newham and Redbridge to deliver aspirational workshops for young Roma students. These schools were encouraged to incorporate Roma representation into their curriculum and actively participated in the celebration of the Gypsy, Roma, Traveller History Month (GRTHM) in June.

This year's GRTHM art competition saw the highest participation ever, with over 60 submissions, including paintings, drawings, music videos, and poems. These creative works offered young people a platform to reflect on their Roma identities and celebrate their culture.

Through these diverse initiatives, the Project has continued to make significant strides in supporting young Roma individuals, fostering a sense of community, and promoting cultural pride and understanding.

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:

The Programme aims to support statutory and voluntary agencies to respond effectively to the needs of Roma refugees and migrants across the UK.

In 2023 -24, six members of our staff and 16 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:

- 16 training sessions and presentations including delivery of online training and awareness sessions;
- 20 commissioned interventions and consultations;
- Support for over 300 professionals; and,
- Direct and indirect support for minimum 900 Roma individuals.

93% of respondents rated our training as 'excellent' or 'good'.

In addition to the above, we contributed to the production of information resources aimed at all adult Roma in the UK (produced by the Electoral Commission) and contributed to the survey of housing needs of Roma living in London GTANA (Gypsy Traveller Accommodation Needs Assessment).

Some of the agencies and organisations supported by RSEP include: Derby Children's Services, Waterloo Community Counselling, The Big Issue, Healthwatch England, Law Centres Network, Birth Companions, L.B. Waltham Forest, Law for Life and several independent Roma activists.

Plans for the future

In order to achieve our organisational mission and work towards our vision, we will be pursuing the following objectives:

- To provide skills and support to Roma communities to attain independence so that they can fully engage in UK life;
- To empower Roma communities, raise awareness of their rights and advocate for fair treatment, equality and access;
- To challenge, influence and lobby for long-term change for the benefit of Roma people;
- To scale and increase the impact of the wider Roma network;
- To improve visibility, understanding and perceptions of the Roma community;
- To share our expertise and models of good practice with statutory and non-statutory agencies while developing our enterprising skills and organisational sustainability; and,
- To ensure continuous development of our frontline services in the areas of advice & advocacy, health education support, aspiration, as well as art/ culture, policy and campaigning projects.

Financial review

Financial position and available funds

The Charity incurred a deficit of £51,199 in the year ended 31 January 2024 (2023: surplus of £25,356), decreasing total funds at the year-end to £378,554 (2023: £429,753).

Of the total funds, £271,153 related to unrestricted funds/free reserves (2023: £204,194) and £107,401 to restricted funds (2023: £225,559).

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 £117,500 and £235,000 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.

Whilst our present free reserves level of £271,153 falls slightly above this limit, this is not deemed excessive as several funding pots end over the next twelve months.

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 18 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 18 October 2024 and signed on its behalf by:

Anthea Wormington
Anthea Wormington (Oct 22, 2024 10:32 GMT+1)



ANTHEA WORMINGTON
TREASURER

SYLVIA INGMIRE
CHIEF EXECUTIVE &
COMPANY SECRETARY



Esperanza, age 11
Gypsy Roma Traveller (GRT) History Month Art
Competition Winning Entry

Independent auditor's report

Opinion

We have audited the financial statements of Roma Support Group (the 'charity') for the year ended 31 January 2024 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 2024 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. 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: 22 October 2024

Statement of financial activities**Incorporating the Income and Expenditure Account & Statement of Realised Gains and Losses**

For the year ended 31 January 2024

		Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
	Notes				
Income from:					
Donations	3	87,564	308,063	395,627	413,364
Charitable activities	4	18,405	-	18,405	18,779
Investments		711	-	711	70
Total income		106,680	308,063	414,743	432,213
Expenditure on:					
Raising funds	5 & 6	2,491	28,890	31,381	29,285
Charitable activities:					
Advice, Advocacy & Campaigning	5 & 7	-	284,787	284,787	231,343
Art & Cultural Development	5 & 7	-	-	-	22,118
Education Support	5 & 7	-	20,156	20,156	21,469
Mental Health Advocacy	5 & 7	-	95,127	95,127	77,020
Sport Inclusion	5 & 7	-	-	-	556
Support & Engagement Project	5 & 7	34,491	-	34,491	25,066
Total expenditure		36,982	428,960	465,942	406,857
Net income/(expenditure)		69,698	(120,897)	(51,199)	25,356
Transfer between funds	10	(2,739)	2,739	-	-
Net movement in funds		66,959	(118,158)	(51,199)	25,356
Reconciliation of funds:					
Total funds brought forward	11 & 12	204,194	225,559	429,753	404,397
Total funds carried forward	11 & 12	271,153	107,401	378,554	429,753

The notes on pages 25 to 40 form part of the financial statements.

Balance sheet

As at 31 January 2024

	Notes	£	Total Funds 2024 £	Total Funds 2023 £
Fixed assets:				
Tangible assets	9		-	-
Current assets:				
Prepayments		1,501		1,301
Cash at bank and in hand		485,313		490,597
		486,814		491,898
Creditors:				
amounts falling due within one year	10	(108,260)		(62,145)
Net current assets			378,554	429,753
Net assets			378,554	429,753
Funds of the charity:				
Restricted funds	11 & 12		107,401	225,559
Unrestricted funds:				
General funds	11 & 12	271,153		204,194
		271,153		204,194
		378,554		429,753

The notes on pages 25 to 40 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 18 October 2024 and signed on their behalf by:

Anthea Wormington
Anthea Wormington (Oct 22, 2024 10:32 GMT+1)

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 2024, 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 2024 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 current economic environment 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 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
	Notes			
Income from:				
Donations	3	29,898	383,466	413,364
Charitable activities	4	18,779	-	18,779
Investments		70	-	70
Total income		48,747	383,466	432,213
Expenditure on:				
Raising funds	5 & 6	1,987	27,298	29,285
Charitable activities:				
Advice, Advocacy & Campaigning	5 & 7	-	231,343	231,343
Art & Cultural Development	5 & 7	-	22,118	22,118
Education Support	5 & 7	-	21,469	21,469
Mental Health Advocacy	5 & 7	-	77,020	77,020
Sport Inclusion	5 & 7	556	-	556
Support & Engagement Project	5 & 7	25,066	-	25,066
Total expenditure		27,609	379,248	406,857
Net income/(expenditure)		21,138	4,218	25,356
Reconciliation of funds:				
Total funds brought forward	11 & 12	183,056	221,341	404,397
Total funds carried forward	11 & 12	204,194	225,559	429,753

3. Income from donations and legacies

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Grant income (see analysis below)	68,880	308,063	376,943
Other donations	18,684	-	18,684
Total income from donations	87,564	308,063	395,627
Analysis of grant income			
Cash received in year			
Barrow Cadbury Trust (see note 13)	-	20,000	20,000
BBC Children in Need	-	15,382	15,382
Department of Health and Social Care (see note 14)	-	28,681	28,681
Greater London Authority	-	60,310	60,310
Henry Smith Charity (Financial Inclusion)	-	46,300	46,300
Henry Smith Charity (COVID-19 Long-term Support Programme)	-	38,200	38,200
The Jack Petchey Foundation	-	1,800	1,800
Joseph Rowntree Charitable Trust	10,547	55,980	66,527
Oak Foundation	70,000	10,000	80,000
The Tudor Trust	-	67,000	67,000
Deferred revenue			
Brought forward	-	41,000	41,000
Carried forward	(11,667)	(76,590)	(88,257)
	68,880	308,063	376,943

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

	Unrestricted	Restricted	Total
	Funds	Funds	Funds
	2023	2023	2023
	£	£	£
Grant income (see analysis below)	7,600	383,466	391,066
Other donations	22,298	-	22,298
Total income from donations	29,898	383,466	413,364
Analysis of grant income			
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)
	7,600	383,466	391,066

4. Income from charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Commissioned services and training	18,289	-	18,289
Sales of resources	116	-	116
	18,405	-	18,405

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Commissioned services and training	18,634	-	18,634
Sales of resources	145	-	145
	18,779	-	18,779

5. Total expenditure

	Direct costs		Indirect costs		Total expenditure
	Staff costs	Other costs	Staff costs	Other costs	
	2024	2024	2024	2024	
	£	£	£	£	
Costs of raising funds	25,346	-	1,233	4,802	31,381
Charitable activities					
Advice, Advocacy & Campaigning	204,601	25,421	11,190	43,575	284,787
Education Support	15,580	700	792	3,084	20,156
Mental Health Advocacy	72,434	4,400	3,738	14,555	95,127
Support & Engagement Project	20,202	7,656	1,355	5,278	34,491
	338,1643	38,177	18,308	71,294	465,942

	Direct costs		Indirect costs		Total expenditure
	Staff costs	Other costs	Staff costs	Other costs	
	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
	281,428	51,791	18,926	54,712	406,857

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:

	2024	2023
	£	£
Staff costs	18,308	18,926
Staff travel and support costs	8,672	4,717
Premises and venue hire	24,025	25,071
Professional fees	23,288	17,320
Administrative and other costs	11,700	3,912
Governance	3,609	3,692
	89,602	73,638

Governance costs includes:

	2024	2023
	£	£
Audit fee	2,268	2,160
Insurance	1,237	1,209
Meeting expenses	104	323
	3,609	3,692

6. Expenditure on raising funds

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Direct staff costs	2,012	23,334	25,346
Indirect costs	479	5,556	6,035
	2,491	28,890	31,381

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

7. Expenditure on charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Advice, Advocacy & Campaigning			
Direct staff costs	-	204,601	204,601
Direct other costs	-	25,421	25,421
Indirect costs	-	54,765	54,765
Advice, Advocacy & Campaigning	-	284,787	284,787
Education Support			
Direct staff costs	-	15,580	15,580
Direct other costs	-	700	700
Indirect costs	-	3,876	3,876
Education Support	-	20,156	20,156
Mental Health Advocacy			
Direct staff costs	-	72,434	72,434
Direct other costs	-	4,400	4,400
Indirect costs	-	18,293	18,293
Mental Health Advocacy	-	95,127	95,127
Support & Engagement Project			
Direct staff costs	20,202	-	20,202
Direct other costs	7,656	-	7,656
Indirect costs	6,633	-	6,633
Support & Engagement Project	34,491	-	34,491
	34,491	400,070	434,561

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

	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	-	231,343	231,343
Art & Cultural Development			
Direct other costs	-	18,115	18,115
Indirect costs	-	4,003	4,003
Art & Cultural Development	-	22,118	22,118
Education Support			
Direct staff costs	-	16,989	16,989
Direct other costs	-	594	594
Indirect costs	-	3,886	3,886
Education Support	-	21,469	21,469
Mental Health Advocacy			
Direct staff costs	-	63,080	63,080
Indirect costs	-	13,940	13,940
Mental Health Advocacy	-	77,020	77,020
Sport Inclusion			
Direct other costs	455	-	455
Indirect costs	101	-	101
Sport Inclusion	556	-	556
Support & Engagement Project			
Direct staff costs	19,845	-	19,845
Direct other costs	684	-	684
Indirect costs	4,537	-	4,537
Support & Engagement Project	25,066	-	25,066
	25,622	351,950	377,572

8. Staff costs

	2024	2023
	£	£
Gross salaries	323,282	274,493
Employer's NIC	20,267	16,069
Employer's pension	12,922	9,792
	356,471	300,354

The average headcount during the period was 12 persons (2023: 11 persons).

No employee received employee benefits of more than £60,000 (2023: NIL).

The total employee benefits paid to key management personnel during the year was £50,692 (2023: £47,970).

9. Tangible fixed assets

	Website development costs £	Sports and music equipment £	Office equipment £	Total £
Cost				
At 1 February 2023	1,800	410	4,516	6,726
At 31 January 2024	1,800	410	4,516	6,726
Depreciation				
At 1 February 2023	1,800	410	4,516	6,726
At 31 January 2024	1,800	410	4,516	6,726
Net book value				
At 1 February 2023	-	-	-	-
At 31 January 2024	-	-	-	-

10. Creditors: amounts falling due within one year

	Total Funds 2024 £	Total Funds 2023 £
Deferred grant income	88,257	41,000
Accounts payable	5,070	7,163
Accruals	4,104	3,504
HMRC payable	6,767	5,596
Pensions payable	4,062	4,882
	108,260	62,145
Deferred grant income		
As at 1 February 2023	41,000	133,023
Amount released to incoming resources	(41,000)	(133,023)
Amount deferred in year	88,257	41,000
As at 31 January 2024	88,257	41,000

11. Analysis of charity funds

	Balance brought forward 2024 £	Income for the period 2024 £	Expenditure in the period 2024 £	Transfer between funds 2024 £	Balance carried forward 2024 £
Unrestricted funds					
General funds	204,194	106,680	(36,982)	(2,739)	271,153
Unrestricted funds	204,194	106,680	(36,982)	(2,739)	271,153
Restricted funds					
Advice & advocacy	120,332	210,238	(305,352)	-	25,218
Art & Cultural Development	25,429	-	-	-	25,429
Education support, youth aspiration & inclusion	61,240	17,126	(21,612)	-	56,754
Health information	18,558	80,699	(101,996)	2,739	-
Restricted funds	225,559	308,063	(428,960)	2,739	107,401
Total funds	429,753	414,743	(465,942)	-	378,554

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.

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 2023 £	Income for the period 2023 £	Expenditure in the period 2023 £	Transfer between funds 2023 £	Balance carried forward 2023 £
Unrestricted funds					
General funds	183,056	48,747	(27,609)	-	204,194
Unrestricted funds	183,056	48,747	(27,609)	-	204,194
Restricted funds					
Advice & advocacy	119,067	250,551	(249,286)	-	120,332
Art & Music 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	221,341	383,466	(379,248)	-	225,559
Total funds	404,397	432,213	(406,857)	-	429,753

Early years education:

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

12. Analysis of net assets

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Current assets	291,156	195,658	486,814
Current liabilities	(20,003)	(88,257)	(108,260)
	271,153	107,401	378,554
	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Current assets	225,339	266,559	491,898
Current liabilities	(21,145)	(41,000)	(62,145)
	204,194	225,559	429,753

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.

As per the figure in note 3, during the financial year 1 February 2023 to 31 January 2024, the Charity received total cash income of £20,000 and brought forward a balance of £8,804 from the prior year.

During the period, the Charity incurred expenditure of £22,104 resulting in a cash balance of £6,700 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 2023 to 31 January 2024, the Charity received total cash income of £28,681, with a balance of £11,203 brought forward from the previous period.

During the same period, the Charity incurred expenditure of £39,884, resulting in a cash balance of £Nil at the end of the period.

15. Trustee remuneration

During the year, no trustee received any remuneration (2023: £Nil). No members of the Board of Trustees received reimbursement of expenses (2023: £Nil).

16. Related party transactions

During the year there were no related party transactions (2023: £Nil).



Celebrating **25** years
Empowering the Roma community