

RECONNECT

England & Wales · Charity number 1105016

Details

Status	Registered
Legal form	Charitable company
Company number	04978651
Registered	2004-07-21
Register	View on the Charity Commission register

Contact

Address	Spaces Camden 142 Camden Street London NW1 9PF
Phone	02030382648
Email	info@reconnectonline.org.uk
Website	www.reconnectonline.org.uk

Activities

Objects: A) TO RELIEVE NEED, HARDSHIP AND DISTRESS IN DEVELOPING COUNTRIES PRINCIPALLY BUT NOT EXCLUSIVELY BY FACILITATING THE EMPLOYMENT IN SUCH COUNTRIES OF PERSONS LIVING AS REFUGEES OR DISPLACED PERSONS IN DEVELOPED COUNTRIES WHO HAVE SKILLS USEFUL TO IMPROVING CONDITIONS IN DEVELOPING COUNTRIES;B) TO ADVANCE EDUCATION AND RELIEVE UNEMPLOYMENT AMONG REFUGEES AND DISPLACED PERSONS.1) BY PROVIDING AND FOSTERING THE PROVISION OF APPROPRIATE TRAINING SO THAT SUCH PERSONS MAY PARTICIPATE IN EMPLOYMENT OPPORTUNITIES PRINCIPALLY BUT NOT EXCLUSIVELY IN DEVELOPING COUNTRIES;2) BY IDENTIFYING AND FOSTERING SUCH EMPLOYMENT OPPORTUNITIES AND ASSISTING SUCH PERSONS TO PARTICIPATE IN THEM.

Activities: Creating opportunities for professional refugees to return to their professions by organising training courses, work experience and one-to-one advice and guidance; creating opportunities for refugees to contribute with their skills to development in developing countries; drawing attention to the causes and consequences of displacement from developing countries and transforming its impact.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** NATIONAL AND OVERSEAS
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£150,110	£107,260	-	-
2023-12-31	£80,487	£100,928	-	-
2022-12-31	£131,482	£96,391	-	-
2021-12-31	£84,945	£80,516	-	-
2020-12-31	£54,026	£55,944	-	-

Trustees

Name	Role	Appointed
SARAH MARGARET BUXTON	Chair	2017-07-26
BELAY GESESSE		
Dr Maknun Ashami		2018-04-24
Stephen Desmond		2015-03-31

Accounts

REGISTERED COMPANY NUMBER: 04978651 (England and Wales)
REGISTERED CHARITY NUMBER: 1105016

RECONNECT
REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

Mercer Lewin Ltd
Chartered Accountants
6-7 Citibase
New Barclay House
234 Botley Road
Oxford
OX2 0HP

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FOR THE YEAR ENDED 31 DECEMBER 2024

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RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2024.

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship, and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries.
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodoros Abraham, who is a paid full-time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £62,919 primarily from grants and donations. During the year £103,885 was spent on charitable activities and £3,309 on fundraising. The charity held unrestricted reserve of £38,430 and restricted reserves of £4,420 at the year ended 31 December 2024.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to at least six to 9 months' core expenditure. As at 31 December 2024 these were £42,850 in line with this reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Funds not immediately required for the objectives of Reconnect are held in a deposit account. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Trustees

Sarah Buxton
Maknun Ashami
Stephen Desmond
Belay Gesesse

RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Volunteers

At end of 2024 there were 9 volunteers, including 4 trustees.

The trustees are grateful to all those who have volunteered to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2024 and future developments

1. Guidance and support to individuals

The Charity has continued to provide one-to-one guidance, signposting and support to individual refugees and asylum seekers who want to progress in higher education, including teacher training. Many had a professional career in their home country and are hoping to gain a UK qualification and recognition of their experience. This would enable them to work and contribute, now they are in the UK.

2. Preparation for Higher Education Programme

The charity continues to implement the Preparation for Higher Education Programme, in partnership with University College London (UCL) Institute of Education (IoE), to continue to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language study and ICT skills and an introduction to the UK education system. This 30 hour 10-week course, with full access to library facilities at UCL IoE, orients participants to their next steps.

During 2024, 3 cohorts comprising 66 learners, refugees, and asylum seekers, participated in the Preparation for Higher Education course, and others were also supported by the Director to make informed choices about courses and training. Approximately 148 were supported in this way in 2024. The Director of the Charity has 39 years' higher education teaching experience and 38 years' experience of advising students with a refugee background in higher and further education. Please refer to Pages 8-10, and 13 -16 for the detailed report and feedback from participants of this programme.

Funding of the Preparation for Higher Education Programme

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. Since then, it has been supported mainly by The Equator Fund. During 2024, we are grateful to have been offered funding by four trusts, and several individual donors.

3. Pathways into Teaching

ReConnect is working with UCL Institute of Education to restore the Pathways into Teaching for Refugees project, which enables refugees who want to teach in the Further Education sector, to undertake a Post Graduate Certificate in Education (PGCE) in post-compulsory education. Following completion of a PGCE participants would be eligible to work in the teaching profession in UK, or elsewhere. For details of the PGCE programmes 2005-2011 and 2015-17, and Outcomes and Impact, see sections 14-16.

4. Masters level courses at Institute of Education

During 2024, 2 former PHE participants began their second year on a part time taught Masters courses at UCL Institute of Education. ReConnect provided funds for transport. IoE provided fee-free places. Both students are following the MSc in Intercultural Communication. These opportunities for study at Masters level have been created, thanks to the tireless efforts of Aine McAllister, Course leader of PHE course.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

The Department of Culture, Communication and Media (CCM) has kindly awarded the fees for two past or present participants of ReConnect's Preparation for Higher Education course, who have an undergraduate degree or higher qualification.

5. Statements of Comparability

Since June 2021, the Charity has continued to support refugees and asylum seekers to secure authoritative Statements of Comparability of their overseas qualifications from Educational Counselling and Credit transfer Information Service (ECCTIS, formerly NARIC), giving educational institutions information about their level of achievement, and enabling the applicant to make an informed decision on their preferred options in higher education. ReConnect offers this to asylum seekers and refugees anywhere in the UK. So far, the charity has paid for and coordinated 302 Statements of Comparability. Our Director spends approximately 5 hours a week administering this service, which is funded from Core Funds.

6. Networking

The Charity continues to work with Student Action for Refugees (STAR), to share experiences and support people with a refugee background into higher education. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the Charity's participants need to stay in London, for work, accommodation, or family reasons, so regrettably most of the Charity's students have been unable to benefit from the STAR scheme.

The Charity also continues to work with other organisations working with refugees. These include the Cotton Tree Trust, and the Refugee Council.

7. Newsletters:

The Charity produced two Newsletters in 2024, Summer June 2024/ Issue 10 and Winter December 2024/ Issue 11. These are available on the website, please look under 'HOME/ Newsletters.'

8. Refugee Week Event June 2024

In 2024, the Charity and UCL Institute of Education, organise a face-to-face Refugee Week event on Thursday 20 June 2024, in the Nunn Hall, Institute of Education to celebrate the work of ReConnect and IoE and the achievements of the participants. The event was officially opened by Professor Jeff Bezemer, Vice-Dean UCL IOE (Health), and Head of the Department of Culture, Communication and Media, who announced the good news offering bursaries for part time study for up to 6 ReConnect PHE participants. He called on other departments in UCL to follow suit. Key speakers highlighted barriers and opportunities experienced by refugees and asylum seekers in accessing higher education and proceeding to professional employment were highlighted. The speakers included Aine McAllister, the Course Leader on ReConnect's Preparation for Higher Education Programme, Theodoros Abraham, Director/ Founder of ReConnect, John Morales, PGCE Alumni, long term teacher in further education in London, Abir Moussaoui and Farzaneh Sedighpour Rayeni, current beneficiaries of fully funded (fees only), by the Department of Culture, Communication and Media, part-time Master's taught Programmes participants.

Poems from Collaborative Autoethnographic Poetic Inquiry, were recited by participants of ReConnect's preparation for Higher Education Programme. Sarah Buxton, Chair of Trustees of ReConnect made the closing remark, thanking the Department of Culture, Communication and Media for the opportunities offered and the staff of UCL for their commitments to our programmes.

9. **A promotional film** of ReConnect's work was launched at the World Refugee Week Event on 20th June 2024. This was funded by the Department of Culture, Communication and Media, and produced by UCL Education. The film can be accessed at: <https://mediacentral.ucl.ac.uk/Play/99481>

10. **Memberships:** the Charity is a member of the Refugee Council, and the National Council for Voluntary Organisation (NCVO).

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024**

Review of activities in 2024 and future developments – continued

11. Celebration of ReConnect's 20th Anniversary

The Charity organised its 20th Anniversary celebration on 5th February 2024, at Resource for London. Participants in the celebration included past and present beneficiaries of ReConnect's programmes, representatives of UCL IoE, further education colleges, community and refugee organisations and supporters of ReConnect. The contributors at the celebration provided a heartfelt testimony of ReConnect's work over the years. These included a powerful message received from Jane Hoy, course team leader in Lifelong Learning at Birkbeck at that time:

"Hello, I am sorry not to be with you all tonight and hope you have a wonderful celebration. The first thing I remember about the PGCE programme is how amazing all the students were. Their strength and determination was extraordinary. Becoming a teacher in the UK education system in a professional capacity is not an easy journey. Everyone really deserved the qualification and teaching jobs they obtained. We found that doors were often closed or only half open. I can tell you we all pushed and shoved hard to get through. It is also important for me to say how much I learned from the students. I sent Theodros the photos from our end of course celebration and hope you have had an opportunity to see them. They brought back wonderful memories for me. And it was a privilege to work with you, Theodros, on the project. Your experience, focus and energy was an inspiration. It was without a doubt a groundbreaking programme and I feel very proud to have been part of it. I was delighted to learn that the programme has continued to be so successful and wish Reconnect and the course team and students at the Institute every success for the future. "

The event was reported in Newsletter 11, June 2024.

12. New Programme: Guidance for Refugee into Higher Education and Teaching

In December 2023, the Charity was delighted to have been given a small grant by Network for Social Change Charitable Trust, to support a new initiative, Guidance for Refugees into Higher Education and Teaching. This enabled ReConnect to fund a consultant who increased our capacity to give educational and career guidance to participants of the Preparation for Higher Education course after they had completed it. Dr Jay Derrick, formerly Programme Leader for our PHE course, became our consultant. He provided detailed individual advice to 10 participants, to help them plan their onward training. This was very valuable and also took some pressure off our Director and sole employee.

On completion Jay produced a "Reflections paper" with a set of recommendations, which among others included:

"Fundraising the development and provision of preparation programmes to support refugees, asylum seekers and other forced migrants in accessing UK university programmes and providing bursaries to help pay fees and maintenance expenses, continues to be essential and core to the priorities of support agencies for refugees, asylum seekers and forced migrants. However, equally important, less well understood, and less well provided for, is individualised advice, practical help and research needed to a different extent by different clients facing the challenges presented by the bewildering range of programmes, the varying communicative styles and quality of the online information provided by different institutions, and the daunting administrative processes involved in applying for any programme once it has been selected. If support of this kind is not available, refugee support organisations risk reproducing ongoing inequalities."

"Refugee support organisations need to develop the capacity to provide individualised casework support before, during and perhaps after, the university application stage, taking account of the individual's context – housing, finance, family situation, career development, etc – and including liaison with appropriate admissions and advice staff from universities."

ReConnect is seeking funds to be able to continue this important work.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024**

Review of activities in 2024 and future developments – continued

13. Pathways to Teaching and Higher Education

Part One: Preparation for Higher Education

In September 2018, the Charity, in partnership with UCL Institute of Education, commenced a unique 30-hour preparatory programme, the Preparation for Higher Education (PHE) course, for refugees and asylum seekers living in London. Successful completion of this course will support people with a refugee background to progress into higher education and to a course leading to a teaching qualification. Since the programme started, a total of 343 refugees and asylum seekers, 187 females and 156 males, from 37 countries, have followed the PHE course. ReConnect pays course fees and cost of travel to participants on the programme. Whatever their level of education or employment, refugees usually experience disadvantages, in education and employment. There are many other successful outcomes of this course, see feedback in section 18.

A total of 66 participants from 33 countries were supported and successfully completed the programme in 2024, offered in three cohorts - Spring term (January to March). Summer term (April to June), and Autumn term (September to December). For outcomes see section 19 below.

- Gender: 38 Female (52.9%), 28 Male (47.1%)
- Country of Origin: Afghanistan, Algeria, Bangladesh, China, Colombia, Congo, El Salvador, Egypt, Eritrea, Ethiopia, Grenada, Hong Kong, Iraq, Kuwait, Iran, Jordan, Liberia, Malaysia, Myanmar, Nigeria, Pakistan, Russia, Saudi Arabia, Sierra Leone, Somalia, Sri Lanka, Sudan, Syria, Türkiye, United Arab Emirates, Uganda, Ukraine, and Yemen.
- Academic background: 1 Doctor of Medicine (1.5%), 1 MPhil (1.5%), 17 Master's (25.7 %), 34 Bachelor's (51.5%), 1 Incomplete Bachelor's (1.5%), 1 Higher National Diploma (1.5%). 10 Diplomas (15.2%), 1 Certificates (1.5%),
- Age group
 - 18 – 20 (1) 1.5%
 - 20 - 30 (23) 34.8%
 - 31 - 40 (20) 30.3%
 - 41 - 50 (18) 27.3%
 - 51 - 60 (4) 6.1%
 - 61 – 70 (0) 0.0%
- Immigration status
 - 36 Asylum Seekers (54.5%)
 - 15 Recognised Refugees (22.7%)
 - 5 Leave to Remain/ Enter - Ukraine Scheme (7.4%)
 - 5 Indefinite Leave to Remain (7.4%)
 - 3 Exceptional Leave to Remain (4.5%)
 - 2 Humanitarian Protection/ Discretionary Leave (3.0%)

Applicants to this course face major barriers, such as inadequate exposure to English for Academic Purposes and study skills, undeveloped IT skills, and lack of knowledge of the UK education system. They are further disadvantaged as they lack information about how their overseas qualifications compare to qualifications in the UK, barriers which need to be overcome if they are to be able to access higher education courses. And as refugees in London, many will experience prejudice. This group of Londoners comes mainly from non-English speaking countries and have sought refuge in the UK because of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge and understanding of the UK education system, curriculum, policies, entry requirements, and progression routes, as well as academic skills.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024**

Review of activities in 2024 and future developments – continued

In implementing the programme, the Charity publicises the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approximately two hundred organisations working with and for asylum seekers and refugees, including refugee community organisations and Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one discussions with the Charity's Director, as well as by UCL Institute of Education staff. The Charity coordinates the applications process. Selection of participants is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria. The Course provides training in academic writing, critical reading, presentation, and ICT skills, (especially virtual learning environments - Moodle and associated applications) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the Director of ReConnect and individual meetings with UCL Institute of Education staff.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in autumn term 2019. The buddy scheme has been further developed, and participants have been partnered with a number of volunteer academics.

The Charity strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

A 3-minute video featuring participants in the Charity's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL Institute of Education during 2020. A longer video of the overall work of UCL Institute of Education also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS.' <https://reconnectonline.org.uk/> (In July 2024, a new video has been added to the website.)

Extract from a Report by Aine McAllister, the Programme Leader, on the Preparation for Higher Education Programme, Institute of Education, University College London,

Participants request and require a great deal of individual guidance. To supplement the in-course content on applying to university, we have created a portfolio document to assist participants which can be completed over time, but participants still indicate the need for individual dialogic ongoing support. We have had a STAR trained volunteer this year who participants report was helpful. Participants require and receive support as alumni too.

...Most participants enrolled on time and engaged well with the activities. Many of them took the opportunity to submit a piece of academic writing and received formative feedback which they can draw on in their future HE studies. Presentations were to a high standard and generated dynamic critical discussions. One issue that did arise was the use of AI generated text by some participants – this has prompted us to develop further materials to raise awareness of acceptable use of AI in HE UK institutions, to demonstrate assistive use of AI and to introduce UCL AI policy in order to further prepare the participants for study at UK institutions.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

Feedback from a participant of Preparation for Higher Education programme

“Since completing the PHEP course, I’ve made great progress in my educational journey. With your support, I was able to understand the UK education system more clearly, and I learned about the university options available to me. The programme gave me the confidence to apply for GCSE courses, and I have now successfully progressed to an Access to Higher Education Diploma in Law, which I’ll be starting very soon.

Regarding the challenges I’ve faced, being an asylum seeker in the UK was initially very isolating and overwhelming. I felt lost and alone. However, the PHEP programme was a turning point for me. It not only supported my travel expenses so I could attend the course, but it also gave me the chance to walk around the UCL campus, which opened my eyes to the academic and social life here in the UK. You also helped me get my educational documents translated for free, which was a massive step in allowing me to move forward with my goals.

Thanks to your support, I was able to identify my level of study, build my confidence, and take practical steps toward university. This programme has truly been a foundational part of my journey, and I’m deeply grateful for everything ReConnect has done for me.”

A female refugee from Afghanistan

For feedback from other participants please see section 17.

14. Pathways to Teaching and Higher Education

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

In 2005, with funding received from the Home Office Refugee Integration Challenge Fund, ReConnect supported 14 refugees, in partnership with Birkbeck University of London, to gain a qualification to teach in the Post Compulsory Education sector: a two-year part time postgraduate course, Certificate in Teaching in Lifelong Learning,

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK government Department for Children, Schools and Families, to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. Over 4 years, 40 students gained the qualification before this funding ended in 2011

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from the Department of Education in 2007). Both students successfully completed their studies in September 2019 and are now working in further education colleges in London.

Three students supported by the Charity in 2019-21, on the PGCE Post-Compulsory Programme, successfully completed their two years part-time studies at UCL Institute of Education. They are now teaching in London further education and higher education institutions. Two of them were featured in the Charity’s Newsletters, Winter 2020 Issue 4 & Summer 2022 Issue 7.

15. Outcomes of ReConnect training programme

Post Graduate Certificate of Education, Post Compulsory Programme 2005-11

In this period, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East, and Latin America, who successfully completed PGCE Post-Compulsory Education programme, leading to a qualified teaching status, at UCL Institute of Education. The programme was funded by the Department for Children, Schools, and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes. See section 16 for evaluation of the impact of ReConnect programmes. Below are reports which were included in Newsletters numbers 11 and 12, from two graduates of the PGCE programme.

The Charity has featured Mr John Morales in its Summer 2024 Newsletter, who was supported by ReConnect in partnership with Birkbeck, (2005-2007), under the "Passport to Teaching Plus Project, funded by the Home Office Refugee Challenge Fund and heavily subsidised by Birkbeck, that enabled refugee to study the PGCE-teaching in Lifelong Learning at Birkbeck.

John is an actor, theatre director and broadcaster. He is from Colombia and previously worked in the Colombian government. He studied Drama and Social Communication in the National School of Drama in Bogota and in Cali Colombia. Once he came to the UK he studied a course entitled Arts in Education with the Lyric Theatre Hammersmith and Oval Theatre London.

While on the PGCE programme, John learnt about: Educational Theory and Pedagogy; Educational Policy and Practice; Curriculum and Assessment; Inclusion and Diversity; Teaching Planning, Classroom Skills; Observation and Evaluation.

John said: "Recognizing the significant challenges that refugees face, Re-connect support our aspirations through structured programs, enabling us to rebuild our careers and contribute positively to the communities in the UK. Re-connect provides one-to-one guidance and collaboration with academic institutions to help refugees gain skills and qualifications. Additionally, Re-connect offers forums for refugees to engage with the media, policymakers, and the public, promoting understanding and positive images of their communities."

John has been very successful in his teaching career following completion of the PGCE. His primary motivation in teaching is to help people. He says he derives immense satisfaction from guiding students through their educational journey, watching them grow, and helping them overcome challenges. He says he finds something incredibly rewarding about seeing the moment a concept clicks for a student or watching them gain confidence in their abilities.

John continued: "Beyond individual assistance, I am deeply committed to driving social change through education. I believe that education is a powerful force of transformation that can break down societal barriers and open doors to opportunities that would otherwise remain closed. By fostering an inclusive and supportive classroom environment, I aim to provide every student with the chance to succeed, regardless of their background."

The Charity has also featured Ms. Rahwa Ghebremichael in its Winter 2024 Newsletter:

"Rahwa came to the UK in 2021 on a Family Reunion visa, to join her husband. Before that she had lived with her sister in Uganda where she was recognised as a refugee. She had been the first woman to qualify as a Marine Engineer at College of Marine Science and Technology, Eritrea. Now she is a Full Stack Developer, a career that involves both the design and the development process of websites and applications. Participation in ReConnect's' 10 week Preparation for Higher Education course gave her the information and opportunities to find the career she is now working in.

Rahwa is from a family of teachers and heard strong messages from her parents that if she worked hard at school and college, she would be able to do anything she wanted. She has several years of experience as a maths teacher in Eritrea and the UK. For Rahwa and most participants in ReConnect's' programmes, arriving in the UK and looking for opportunities to study or train is confusing and

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024**

Review of activities in 2024 and future developments – continued

disempowering. Fortunately, she found ReConnect, and a place on the Preparation for Higher Education course run by the UCL Institute of Education on behalf of ReConnect. This gave Rahwa a community of people facing similar challenges; it gave her information about training in the UK and opportunities to find out what would suit her, and the opportunity to improve her English in an academic environment. She says that the knowledge she gained on this short course was crucial to her success.

Rahwa learned about the charity Code Your Future, which offers training in digital skills to refugees and disadvantaged people. She attended a 9-month bootcamp course with Code your Future, which works closely with Capgemini, and has trained many refugees and disadvantaged people who now have professional careers in many organisations. Rahwa found her passion for coding, and is now employed by Capgemini, an excellent outcome for her and the company. We are grateful that she has given her time to ReConnect as our volunteer IT officer.”

Outcomes of 2018-19 Pathways to Teaching for Refugees

The two PGCE students whom the Charity supported, successfully completed their studies in September 2019, and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

16. Collaboration with Warwick University/ Impact Survey on ReConnect Programmes

As part of the collaboration with Warwick University on a research project “Refugee Narratives - World University Service’s Ethiopian and Eritrean Scholarship Programme,” the Charity hosted Miss Zhen Yang, a PhD candidate, to enable her to undertake an Impact Survey for the 59 PGCE students supported by the Charity between 2007 and 2021.

Ms Yang’s starting point was a survey conducted by ReConnect in 2020, when 38 (74%) of the original 54 PGCE graduates responded. Of these 38, 23 were in teaching, and 8 had entered other employment. Ms Yang’s report of February 2023 indicates that only 12 graduates responded out of the total of 59 who had completed PGCE at that date. This low response rate is disappointing, but understandable as most of the group had completed their training by 2013. Many of this group are in London and attend and contribute to ReConnect events. Her research illustrated the many challenges faced by this group of qualified and experienced teachers: positions available are often part time or Hourly Paid Lecturer, so other work had to be secured as well; insufficient placement experience to overcome the lack of teaching experience in UK; difficulty finding out about positions to apply for; and health issues and family responsibilities.

This Impact report also documents the many ways in which participants gained from the programme, apart from their professional development. These include increasing self-confidence and self-esteem; increased ability to assist and support members of their own and other refugee communities; and the ability to contribute to the host community through their increased participation in work, and the community of a college.

The report concludes “ReConnect’s PGCE programmes offer an invaluable opportunity for refugees who aspire to return to teaching; however, currently only a few can access it. ReConnect needs the support of various partners to provide PGCE programmes and support services to help refugees reconnect with their prior professional work, re-certify themselves, and utilize their broad knowledge and experience to benefit students in the UK Education sector.”

Ms Yang has successfully completed the Impact Report. and presented the summary of the report at a World Refugee Week Event, organised by ReConnect and UCL, held on 19th June 2023 at UCL Institute of Education. The Report can be accessed at:

Outcomes of Preparation for Higher Education Programme, 2024

<https://reconnectonline.org.uk/wp-content/uploads/2023/12/Impact-Report-The-ReConnect-PGCE-Programme-2005-2021-March-2023.pdf>

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

17. Feedback from 2024 participants of the PHE Programme

The Director has to date received feedback from 16 participants out of 66, who successfully completed the Preparation for Higher Education Programme during 2024. Their feedback has provided compelling evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in their further progress to professional work. The feedback confirmed the commitment and determination to enter or re-enter higher education, and professional work, which motivates this group, albeit facing major challenges relating to funding and legal status. Each individual takes a number of steps towards their goal, which may change as they gain more experience. There is an ongoing need for more educational and careers casework than the Charity, and other organisations, are currently able to provide.

Extracts from feedback from participants who completed the Preparation for Higher Education programme on their progress and challenges

“Completing the Preparation for Higher Education course was a crucial first step in helping me reconnect with academia and pursue my academic goals. Since finishing the course, I have applied for a postgraduate degree in Intercultural Communication at the IOE (Institute of Education) and was thrilled to receive an offer. This would not have been possible without the invaluable support provided by the Reconnect Programme on many levels.

In addition, I continue to stay engaged with the Reconnect Programme by occasionally attending events and participating in activities. I also volunteer with Oxfam, where I support those in need and engage in intercultural communication with my community.

The main challenges I have faced since completing the course relate to financial hardship and unstable accommodation, both of which continue to be ongoing struggles.

Even volunteering wasn't easy. When I began volunteering at a charity shop, I often felt exhausted and hungry, as I had to walk 7km to and from the shop because I couldn't afford the bus fare.” **A female refugee from Algeria**

“Since completing the course, I've recently received my refugee status, which has been a big and emotional milestone. I'm currently focusing on finding a job, as that's my priority right now. Once I've settled into work, I plan to start part-time studies — something I'm really looking forward to.

One of the main challenges has been preparing for the IELTS exam. While I understand its importance, it can feel a bit frustrating since many of us already speak and understand English well. Studying for it on my own has taken quite a bit of time, which unfortunately has delayed my ability to move forward with other opportunities like higher education or work. Thank you for reaching out to us.” **A female refugee from Kuwait.**

“I am so thankful for this course, I have moved outside London.

Currently I am looking for work, I am facing difficulties in getting further admission in teaching training or work due to following factors

- 1. I have no job experience here in UK*
- 2. I am not able to work reference from my previous job as it is in Pakistan.*

I have applied this year in the PGCE program but couldn't get admission because of the above factors, But I am hopeful I have registered myself with agencies which might be able to get some work for me in school from the following September this year.”

A female refugee from Pakistan

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

"In the future I would like to do PGCE because I want to become a teacher. Right now I am taking classes to enter English GCSE, I am aiming to take the exam in November for now. I am also tutoring A level students in Maths. Could you help me about how to apply PGCE course? I am looking forward to hearing from you." **A female refugee from Turkey**

"For your information. I'm looking for paid jobs and never stopped applying for open vacancies. Although I've been working as volunteer over 18 months but no paid job offer for me." **A female refugee from Malaysia**

"After finishing my PHEP course at UCL I applied for teacher training courses which is my future plan, then I created my CV and personal statement, nearly two months before only I got work rights

I have experienced many barriers to continue my higher education, though I have granted leave to remain the main barrier was finance, because I am not eligible for student finance. Getting a scholarship or grant is very very difficult for us (migrants). After getting the LTR, I am not eligible for student finance because I have to wait more three years or until get ILR. Now I am 40+ having more than 10 years experience in teaching, I could not work in my profession or pursue the higher education.

I am confused to fill my application while choosing the country, which country we belongs to, current country or country of origin?? Most applications rejected me as a foreign student, though I am migrated three years ago.

Further, finding an academic reference is a rocket science for migrants. In my experience I lost all the contact from back home and subject related referee finding is super hard in this country to step into the universities.

Next, even though I had the subject knowledge, experience and enthusiasm my application was unsuccessful. If I had A pass in GCSE English and Maths, Advanced level Bio stream, degree taught by English, they request the UK English qualification or equivalency test. I submitted the ENIC (UCL supported to get this, thank you very much) though they requesting more English certificates. Personally I am facing the eVisa error problem, because I was granted my leave to remain with a wrong status update. I am trying to correct it more than two months, until now I am struggling. There are no opportunities for dependant like me even I had a forced migration and faced discrimination from back home. Sadly want to share the technical error and wrong status and dates destroying our future plans.

Furthermore it is difficult to complete the gap in the CV, while our asylum period. Neither working nor studying?? Please accept the reason which I have mentioned for my gap, those days we stayed at hotels, without proper food, heavy heart, depression, small rooms, separation from loved ones. During my three years I have relocated four places, no permanent place to step forward to achieve the future goals. "

No personal laptops to complete the applications. Mostly using the phone to fill out applications. I am a wife and mother of three children have more than 10 years experience in teaching Mathematics and science. I would like to continue my higher studies, but my vulnerable husband must be cared and I want a peaceful place to sit and study at my home. Until now I do not have a table to keep my books, everyone sleeping together. We do everything on the bed, eating, learning, sleeping etc. Now we going to move in a council accommodation however they too going to offer a studio flat for me, my son and my vulnerable husband. Then how could I find a place for my studies (again depressed). Personal circumstances must be considered, rather than fixed rules, please.

Though I have many barriers and failures I am trying to step forward to achieve my goals, because I do not want to waste my time and talents. Thanks again UCL to gave me an opportunity to study a short course and brush up my knowledge." **A female refugee from Sri Lanka**

RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

*“I’m volunteering, studying! Preparing for a MA Digital Media: Education program at UCL. No problem. Thanks for all effort your valuable efforts.”. She has recently been awarded a fees bursary from the Department of Culture, Communication and Media (CCM)/ and travel allowance from Reconnect to enable her to undertake the part-time Master’s taught Programme, commencing October 2025. **A female refugee from Turkey***

“I am writing to express my interest in enrolling in an Academic English course. I currently hold a Level 2 Functional Skills qualification in English, accredited by Pearson Edexcel and obtained from Newham College. I also hold equivalent qualifications in Maths and Science. (Secondary Education) I have previously reached out to Danielle from the Reconnect Team regarding opportunities in English academic courses. I am very keen to continue my educational journey and would be grateful if you could inform me of any available opportunities or pathways.

In particular, I am interested in the following courses, which align with my academic and career goals: Applied Linguistics, Art Education, Culture and Practice, Digital Media: Critical Studies, Digital Media: Education, Digital Media: Production, Education and Technology, English Education, Intercultural Communication, Museums and Galleries in Education, Music Education, TESOL (In-Service), TESOL (Pre-Service)

*I would greatly appreciate any guidance or information you can provide about how to proceed with enrolment or further assessments needed. Thank you for your time and continued support.” **A male refugee from Iran***

“After I finished the course in your programme, I was very motivated to apply for a postgraduate degree, and I started my education in September 2024 as a part time master in a very reputed university which is Goldsmiths university of London. The main problems I faced are:

“I couldn’t get any kind of scholarship or even any grants in both cases as an asylum seeker or after I got refugee status.

I applied for thousands of jobs but i keep getting rejections, no matter if i change my CV, tailor it very time, with cover letter or not, i still did not reach any interviews.

*I hope I added some benefits to you. Thank you so much for your programme, it was a great chance to attend.” **A male refugee from Algeria.***

“Thank you for your message and support.

Since completing the Preparation for Higher Education course, I have been focusing on settling my asylum case and trying to access further education. Due to changes in my accommodation and reporting requirements with the Home Office, it has been a bit difficult to stay consistent with studies. However, I am still motivated and hope to continue my education once my situation becomes more stable.

The main problems I’ve faced include lack of stable housing, not receiving my ASPEN card on time, being placed in a location far from community and support networks, and difficulty accessing training or jobs without proper ID or travel support. These barriers have delayed my progress, but I remain hopeful and committed.

*I really appreciate everything ReConnect has done, and I hope to stay in touch for future opportunities.” **A female refugee from Colombia***

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

"I have started studying. I have completed my ESOL Level 2 and Entry 3 in Maths.

*Being an asylum seeker there is no opportunity to go for a university degree. It requires a lot of money. Even I am unable to get student loan to continue my studies. Regarding employment I can't work because I have no right to work." She has just been awarded a fully funded (fees only) grant as part of the Department of Culture, Communication and Media (CCM) - ReConnect Bursary Scheme, part-time Master's taught Programme, commencing October 2025." **A female refugee from Pakistan***

"I really appreciate your support. I truly thank you. Of course, the preparation for the higher education course helped me a lot. I am working, and this course has helped me communicate more easily and feel fully confident. It has improved my confidence and communication skills greatly.

After completing the Preparation for Higher Education programme, one challenge I faced was finding flexible training or employment opportunities that fit around my work schedule. Additionally, understanding application processes for some courses was initially difficult.

*Note: I really need your further support with my English language (IELTS) and higher education." **A male refugee from Afghanistan***

18. Supporting Higher Education Institutions in South Sudan and Ethiopia, through placement of UK trained teachers with a refugee background

One of the Charity's aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in both countries since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast of Ethiopia. Our director visited Samara University (during a private visit to Ethiopia) in summer 2018 and met members of the leadership team at the university as well as British Council staff in Addis Ababa. The Charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, where the university is based, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to support the University's efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions. Due to security issues in Ethiopia since 2021, this visit is on hold.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. Other attempts to raise funds for this programme have not been successful.

A promotional film of ReConnect, funded by the Department of Culture, Communication and Media, and produced by UCL Education. The film was launched at the World Refugee Week Event organised by ReConnect and UCL, on 20 June 2024.

The film can be accessed at <https://mediacentral.ucl.ac.uk/Play/99481>

RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

19. Future developments

As well as continuing the above work, the charity seeks to extend its funding base, to enable it to support more participants before, during and after completion of its courses.

A priority is to recruit an additional member of staff, to take on some of the administrative and finance work and free up some of the directors' time.

We would also like to further strengthen our educational casework capacity.

The trustees are grateful for the dedication of the Director/Founder and his tireless work to deliver the goals of ReConnect.

Approved by the Board of Directors on 17 December 2025.

And signed on its behalf by:



Sarah Buxton (Chair of Trustees)

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The accounts have been examined by an independent examiner whose report appears on page 19.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP

The Notes on pages 18 to 22 form an integral part of these accounts.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONNECT

Independent examiner's report to the trustees of Reconnect ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Andrew Churchill Stone FCA, DChA

Mercer Lewin Ltd
Chartered Accountants
6-7 Citibase
New Barclay House
234 Botley Road
Oxford
OX2 0HP

Date: 18 December 2025

RECONNECT

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		62,116	-	62,116	79,591
Investment income	2	<u>869</u>	<u>-</u>	<u>869</u>	<u>896</u>
Total		<u>62,985</u>	<u>-</u>	<u>62,985</u>	<u>80,487</u>
EXPENDITURE ON					
Raising funds		3,309	-	3,309	2,570
Charitable activities					
Charitable activities		<u>100,151</u>	<u>3,800</u>	<u>103,951</u>	<u>98,358</u>
Total		<u>103,460</u>	<u>3,800</u>	<u>107,260</u>	<u>100,928</u>
NET INCOME/(EXPENDITURE)		(40,475)	(3,800)	(44,275)	(20,441)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>78,905</u>	<u>8,220</u>	<u>87,125</u>	<u>107,566</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>38,430</u></u>	<u><u>4,420</u></u>	<u><u>42,850</u></u>	<u><u>87,125</u></u>

The notes form part of these financial statements

RECONNECT**BALANCE SHEET
31 DECEMBER 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	6	326	-	326	398
Cash at bank		<u>38,266</u>	<u>4,420</u>	<u>42,686</u>	<u>86,965</u>
		38,592	4,420	43,012	87,363
CREDITORS					
Amounts falling due within one year	7	(162)	-	(162)	(238)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>38,430</u>	<u>4,420</u>	<u>42,850</u>	<u>87,125</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>38,430</u>	<u>4,420</u>	<u>42,850</u>	<u>87,125</u>
NET ASSETS		<u>38,430</u>	<u>4,420</u>	<u>42,850</u>	<u>87,125</u>
FUNDS	8				
Unrestricted funds				38,430	78,905
Restricted funds				<u>4,420</u>	<u>8,220</u>
TOTAL FUNDS				<u>42,850</u>	<u>87,125</u>

The charitable company is entitled to exemption from audit under Section 479A of the Companies Act 2006 relating to subsidiary charitable companies for the year ended 31 December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 17 December 2025 and were signed on its behalf by:



.....
Sarah Buxton (Chair of Trustees)

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

INCOME

Income is recognised and included in the Statement of Financial Activities (SoFA) when the Charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

Interest is included when receivable by the Charity.

EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned based on the proportion of time spent by staff on those activities.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted funds:

Skill Transfer to Ethiopia
NSCCT

HIRE PURCHASE AND LEASING COMMITMENTS

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

2. INVESTMENT INCOME

	2024 £	2023 £
Deposit account interest	<u>869</u>	<u>896</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Rent and office costs	<u>11,675</u>	<u>9,089</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	74,191	5,400	79,591
Investment income	<u>896</u>	<u>-</u>	<u>896</u>
Total	<u>75,087</u>	<u>5,400</u>	<u>80,487</u>
EXPENDITURE ON			
Raising funds	2,570	-	2,570
Charitable activities			
Charitable activities	<u>88,598</u>	<u>9,760</u>	<u>98,358</u>
Total	<u>91,168</u>	<u>9,760</u>	<u>100,928</u>
NET INCOME/(EXPENDITURE)	(16,081)	(4,360)	(20,441)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>94,986</u>	<u>12,580</u>	<u>107,566</u>
TOTAL FUNDS CARRIED FORWARD	<u>78,905</u>	<u>8,220</u>	<u>87,125</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Prepayments and accrued income	<u>326</u>	<u>398</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other creditors	<u>162</u>	<u>238</u>

8. MOVEMENT IN FUNDS

	At 1/1/24	Net movement in funds	At 31/12/24
	£	£	£
Unrestricted funds			
General fund	78,905	(40,475)	38,430
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
NSCCT	<u>3,800</u>	<u>(3,800)</u>	<u>-</u>
	<u>8,220</u>	<u>(3,800)</u>	<u>4,420</u>
TOTAL FUNDS	<u>87,125</u>	<u>(44,275)</u>	<u>42,850</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	62,985	(103,460)	(40,475)
Restricted funds			
NSCCT	-	(3,800)	(3,800)
	<u>62,985</u>	<u>(107,260)</u>	<u>(44,275)</u>
TOTAL FUNDS	<u>62,985</u>	<u>(107,260)</u>	<u>(44,275)</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/1/23 £	Net movement in funds £	At 31/12/23 £
Unrestricted funds			
General fund	94,986	(16,081)	78,905
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
MSN	4,375	(4,375)	-
Lottery Grant			
	3,785	(3,785)	-
NSCCT	<u>-</u>	<u>3,800</u>	<u>3,800</u>
	<u>12,580</u>	<u>(4,360)</u>	<u>8,220</u>
TOTAL FUNDS	<u>107,566</u>	<u>(20,441)</u>	<u>87,125</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,087	(91,168)	(16,081)
Restricted funds			
MSN	-	(4,375)	(4,375)
Lottery Grant			
	-	(3,785)	(3,785)
NSCCT	<u>5,400</u>	<u>(1,600)</u>	<u>3,800</u>
	<u>5,400</u>	<u>(9,760)</u>	<u>(4,360)</u>
TOTAL FUNDS	<u>80,487</u>	<u>(100,928)</u>	<u>(20,441)</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

8. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/1/23 £	Net movement in funds £	At 31/12/24 £
Unrestricted funds			
General fund	94,986	(56,556)	38,430
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
MSN	4,375	(4,375)	-
Lottery Grant			
	<u>3,785</u>	<u>(3,785)</u>	<u>-</u>
	<u>12,580</u>	<u>(8,160)</u>	<u>4,420</u>
TOTAL FUNDS	<u>107,566</u>	<u>(64,716)</u>	<u>42,850</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	138,072	(194,628)	(56,556)
Restricted funds			
MSN	-	(4,375)	(4,375)
Lottery Grant			
	-	(3,785)	(3,785)
NSCCT	<u>5,400</u>	<u>(5,400)</u>	<u>-</u>
	<u>5,400</u>	<u>(13,560)</u>	<u>(8,160)</u>
TOTAL FUNDS	<u>143,472</u>	<u>(208,188)</u>	<u>(64,716)</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

RECONNECT**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	21,616	73,291
Grants	<u>40,500</u>	<u>6,300</u>
	62,116	79,591
Investment income		
Deposit account interest	<u>869</u>	<u>896</u>
Total incoming resources	62,985	80,487
EXPENDITURE		
Raising donations and legacies		
Salaries	2,162	1,870
Rent and office costs	891	454
Sundries	216	216
Payroll costs	<u>40</u>	<u>30</u>
	3,309	2,570
Charitable activities		
Salaries	39,471	35,530
Pensions	1,616	935
Rent and office costs	10,784	8,635
Other charitable expenses	11,328	5,328
Payroll costs	752	564
Fee support to participants	<u>40,000</u>	<u>47,366</u>
	<u>103,951</u>	<u>98,358</u>
Total resources expended	<u>107,260</u>	<u>100,928</u>
Net expenditure	<u>(44,275)</u>	<u>(20,441)</u>

This page does not form part of the statutory financial statements

Accounts

RECONNECT

(Company limited by guarantee)

<https://reconnectonline.org.uk/>

**Report and Financial Statements
For the year ended 31 December
2023**

Charity no. 1105016

Company no. 4978651

Legal and administrative information

Constitution

Reconnect is a company limited by guarantee incorporated on 27th November 2003 (company no. 4978651) and a registered charity (charity no. 1105016) governed by its Memorandum and Articles of Association.

Directors and Trustees

The directors of the charitable company ("the Charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

As set out in the Articles of Association, the number of trustees shall never be less than three and the maximum number shall be determined by a General Meeting. The trustees may at any time co-opt any person (who need not be a member of the Company) as a trustee, either to fill a casual vacancy or by way of addition to their number.

At each Annual General Meeting one-third of the trustees for the time being (or if their number is not a multiple of three then the number nearest to one-third) shall retire from office. A retiring trustee shall be eligible for re-election.

The trustees serving during the period and since the period are as follows:

Elected Directors and Trustees

Sarah Buxton, Chair

Stephen Desmond

Belay Gessesse

Lucia Dube

Dr Maknun Ashami

Director of the Charity and Chief Executive

Theodros Abraham

Registered and Administrative Office

Resource for London
356 Holloway Road
London, N7 6PA

Bankers

HSBC
31 Holborn Circus
London EC1N 2HR

Report of the Trustees for the year ended 31 December 2023

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2023.

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship, and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodoros Abraham, who is a paid full-time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £80,487 from grants and donations. During the year £98,358 was spent on charitable activities and £2,570 on fundraising. The charity held unrestricted reserve of £78,905 and restricted reserves of £8,220 at the year ended 31 December 2023.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to at least six to nine months' core expenditure. As at 31 December 2023 these were £78,905 in line with this reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Funds not immediately required for the objectives of Reconnect are held in a deposit account. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Volunteers

At end of 2023 there were 9 volunteers, including 5 trustees.

The trustees are grateful to all those who have volunteered to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2023 and future developments

1. Guidance and support to individuals

The Charity has continued to provide one-to-one guidance, signposting and support to individual refugees and asylum seekers who want to progress in higher education, including teacher training. During 2023, 3 cohorts comprising 68 learners, refugees, and asylum seekers, participated in the Preparation for Higher Education course, and others were also supported by the Director to make informed choices about courses and training.

Approximately 136 were supported in this way in 2023. The Director of the Charity has 37 years' higher education teaching experience and 30 years' experience of advising students with a refugee background in higher and further education.

2. Pathways to Teaching and Higher Education

Part One: Preparation for Higher Education

In September 2018, the Charity, in partnership with UCL Institute of Education, commenced a unique 30-hour preparatory programme, the Preparation for Higher Education course, for refugees and asylum seekers living in London. Participation in this course enables refugees and people with a refugee background to progress into higher education and to a course leading to a teaching qualification. Since the programme started, a total of 324 refugees and asylum seekers, 174 females and 150 males, from 36 countries, have been supported. ReConnect pays course fees and cost of

travel to participants on the programme. Whatever their level of education or employment, refugees usually experience disadvantages, in education and employment. Following completion of a Post Graduate Certificate in Education, participants would then be able to work in the teaching profession in UK, or elsewhere. There are many other successful outcomes of this course, highlighted by some of the selected quotations in Section 5 below.

A total of 68 participants from 24 countries were supported and successfully completed the programme in 2023, offered in three cohorts - Spring term (January to March). Summer term (April to June), and Autumn term (September to December). For outcomes see section 4 below.

- Gender: 36 Female (52.9%), 32 Male (47.1%)
- Country of Origin: Afghanistan, Albania, El Salvador, Eritrea, Ethiopia, Grenada, Hong Kong, Iraq, Iran, Jordan, Malaysia, Mali, Myanmar, Pakistan, Philippines, Saudi Arabia, Sierra Leone, Sri Lanka, Syria, Türkiye, Uganda, Ukraine, Uzbekistan, and Yemen.
- Academic background: 2 PhD (2.9%), 16 Master's (23.5 %), 36 Bachelor's (52.9%), 3 Incomplete Bachelor's (4.4%), 8 Diplomas (11.7%), 2 Certificates (2.9%), 1 GCSEs (1.5%).
- Age group
 - 20 - 30 (18) 26.5%
 - 31 - 40 (30) 44.1%
 - 41 - 50 (14) 20.6%
 - 51 - 60 (3) 4.4%
 - 61 – 70 (3) 4.4%
- Immigration status
 - 41 Asylum Seekers (60.3%)
 - 9 Recognised Refugees (13.3%)
 - 5 Leave to Remain/ Enter - Ukraine Scheme (7.4%)
 - 8 Indefinite Leave to Remain (11.7%)
 - 2 Exceptional Leave to Remain (2.9%)
 - 1 Humanitarian Protection/ Discretionary Leave (1.5%)
 - 2 British Citizens/ refugees prior to Acquiring British Citizenship (2.9%)

Applicants to this course face major barriers, such as inadequate exposure to English for Academic Purposes and study skills, undeveloped IT skills, and lack of knowledge of the UK education system. They are further disadvantaged as they lack information about their overseas qualifications compare to qualifications in the UK, barriers which need to be overcome if they are to be able to access higher education courses. This group of Londoners comes mainly from non-English speaking countries and have sought refuge in the UK because of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge and understanding of the UK education system, curriculum, policies, entry requirements and progression routes, as well as academic skills.

In implementing the programme, the Charity publicises the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approx. two hundred organisations working with and for asylum seekers and refugees, including refugee community organisations and Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one discussions with the Charity's Director, as well as information and Skills Diagnosis Sessions, run by UCL Institute of Education staff. The Charity coordinates the applications process. Selection of participants is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria. The Course provides training in academic writing, critical reading, presentation, and ICT skills, (especially virtual learning environments - Moodle and associated applications) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the Director and individual meetings with UCL Institute of Education staff.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

In 2023, the Charity and UCL Institute of Education, organised a face-to-face Refugee Week event on 19 June 2023, to celebrate the work of ReConnect and IoE and the achievements of the participants. The barriers experienced by refugees and asylum seekers in accessing higher education and proceeding to professional employment were highlighted.

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. During 2023, we are grateful to have been offered funding by five trusts, and several individual donors.

MSN Fund grant of £5000 has made an important contribution towards the total expenditure required to support refugees and asylum seekers into higher education in the 2023 Preparation for Higher Education Programme, implemented in partnership with University College London (UCL). The programme has provided refugees and asylum seekers with advice and guidance, training, fees, travel costs and support with the cost and process of securing official assessment and confirmation of overseas qualifications from the Education Counselling and Credit Transfer Information Service (ECCTIS).

As part of the programme, UCL Institute of Education initiated a mentorship scheme in autumn term 2019. The *buddy scheme* has been further developed and participants have been partnered with a number of volunteer academics. For example, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddied with an academic to find courses which will recognise the partial completion of his studies in his home country. Connections have also been made in the fields of electrical and civil engineering.

The Charity strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

A 3-minute video featuring participants in the Charity's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL Institute of Education during 2020. A longer video of the overall work of UCL Institute of Education also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS.' <https://reconnectonline.org.uk/> (In July 2024, a new video has been added to the website.)

Extract from a Report by Aine McAllister, the Programme Leader, on the Preparation for Higher Education Programme, Institute of Education, University College London,

Participants request and require a great deal of individual guidance. To supplement the in-course content on applying to university, we have created a portfolio document to assist participants which can be completed over time, but participants still indicate the need for individual dialogic ongoing support. We have had a STAR trained volunteer this year who participants report was helpful. Participants require and receive support as alumni too.

...Most participants enrolled on time and engaged well with the activities. Many of them took the opportunity to submit a piece of academic writing and received formative feedback which they can draw on in their future HE studies. Presentations were to a high standard and generated dynamic critical discussions. One issue that did arise was the use of AI generated text by some participants – this has prompted us to develop further materials to raise awareness of acceptable use of AI in HE UK institutions, to demonstrate assistive use of AI and to introduce UCL AI policy in order to further prepare the participants for study at UK institutions.

For Outcomes of the Preparation for Higher Education course 2023, see pages 9-10 below.

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK government Department of Education to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. 54 students gained the qualification before this funding ended in 2011. (See Section 4 for Outcomes of this programme). Below are reports which were included in Newsletters numbers 8 and 10,

from two graduates of the PGCE programme, now working full time in London colleges, teaching Maths, IT and Computing.

“I am Mesay Gashaw, holding an MSc, NPQLTD (National Professional Qualification for Leading Teacher Development), and FSET (Fellow of Society for Education and Training). I arrived in the UK 32 years ago as a refugee and met my wife, Ms. Aster Dejene. She supported me during the trials and tribulations of settling in and finding my purpose.

After arriving in the UK with a B.Sc. degree in Mathematics and prior experience in computer programming, finding a job related to my qualifications and experience was difficult due to a lack of information and delayed settlement permission. I completed a Diploma in Education at the Institute of Education, UCL from 2008 to 2010 through the ReConnect program. The course provided theoretical knowledge, practical skills, and placement opportunities. I received exceptional guidance from Dr. Sam D. and Dr. Jay D., and learned from an experienced subject mentor, Mr. Gebre B., and a supportive lecturer, Mr. Rawa, during my placement at Hackney Community College.

I taught at Tower Hamlets College while studying and later taught at various colleges including Southwark, LeSoCo (Lewisham Southwark College), Orpington, Bromley, and London South East College. As a teacher, I held diverse roles such as Maths and IT/Computing Lecturer, Course Leader, Internal Verifier, Lead Internal Verifier, and Tutor.

I have been improving my skills by participating in CPD programs. Recently, I finished NPQLTD course at IOE, University College London.

Currently, I hold Fellow status of SET (Society of Education and Training) and I am a member of a PAG (Practitioner Advisory Group) of SET.

It is worth highlighting that ReConnect has been going strong for two decades, shining a light and being a beacon of hope in the lives of refugees. I would like to wish them many more years of providing unparalleled service.”

“Ben (not his real name) is in his early 50s. He came to UK in 1998 as a refugee. He held BA degree in Arts and Master’s degree in Animation and taught in the same field for four years in his home country. After arriving in UK he was confronted with the challenges of adjusting to his new life in the country. He managed to enrol on the ReConnect Pathway into Teaching- Post Compulsory Education course provided at the Institute of Education, University of London where he successfully completed his two year part time study. As part of his course, he practised teaching media and web design for the period of 6 months at Hackney college.

Using the best opportunity offered to him by ReConnect Ben managed to reconnect himself to his chosen academic and vocational field and is now working as a lecturer and head of department at a college in London providing distance teaching course. He appreciates and values all the contributions of ReConnect for helping refugees access higher education and academic careers in UK.

Ben remains grateful to ReConnect for helping him realize his potential in his chosen teaching career at higher learning centre. He would be happy to associate with ReConnect sharing his experiences to promote the established aims of the charity.”

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from the Department of Education in 2007). Both students successfully completed their studies in September 2019 and are now working in further education colleges in London.

The three students supported by the Charity on the PGCE Post-Compulsory Programme, who successfully completed their two years part-time studies (2019-21) at UCL Institute of Education are now teaching in London further education and higher education institutions. Two of them were featured in the Charity's Newsletters, Winter 2020 Issue 4 & Summer 2022 Issue 7: extracts below:

"Yasmin (not her real name) is in her 30s, MA in Sociology, worked as a journalist and teacher in her country of origin, before she came to the UK in 2016. She was determined to find her way back into the classroom and to re-establish her career as a teacher. ReConnect offered Yasmin the opportunity to undertake the Preparation for Higher Education Programme, followed by a place on the PGCE at University College London (UCL) Institute of Education (IOE) one year ago. She has studied part-time and has been successful with her coursework. Crucially, Yasmin is completing a work-placement as part of the PGCE as a teacher of sociology in an FE college. Yasmin says ""Living in another country is not easy as you need to start from scratch, you need to prove yourself all the time and you need to change all stereotypes exist about your background and history. However, there are always great opportunities that give you a chance to feel success and efficiency""."

"Amirtha participated in the ReConnect 'Preparation for Higher Education' 10 week course in 2019 and again in 2022. She is a 1st class graduate in Agricultural Science from Sri Lanka, where she was selected to help first year students with practicals and was then promoted to Assistant Lecturer. She taught Biology practicals and led field visits. After 7 years in the UK she learned about Reconnect, and the course at the Institute of Education, via a WhatsApp group. 'Theodros helped me, and the course was so helpful, it gave me a path back to my profession. I realized that I could teach in the UK.' Amirtha was accepted onto the Post Graduate Certificate in Education in 2019 but lost her place because she just missed the required score in the IELTS test (International English Language Testing System). She has worked hard towards the test since then, through self-study (course fees are too high), using model papers and materials on the website, and will take the test again in July. Meanwhile she is a volunteer Learning Support Assistant in a London Further Education College, supporting 16+ students in maths and biology GCSEs. 'I know this is the place for me'! Amirtha took GCSE Maths and English herself, and Level 2 'Supporting Teaching and Learning', both free in college. Paying £500, she has begun Level 3 Education and Training (a national qualification through City and Guilds). It will help her Plan B, if she cannot do PGCE, and will continue to support students to achieve their aims. Amirtha remains committed to teaching, knowing it is her way to contribute and be part of life in UK. I admire her energy, enthusiasm, commitment, and optimism."

Amirtha has successfully enrolled on Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme at UCL Institute of Education.

3. Outcomes of ReConnect training programmes

Post Graduate Certificate of Education, Post Compulsory Programme 2005-11

In this period, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.
- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East, and Latin America, who successfully completed PGCE Post-Compulsory Education programme, leading to a qualified teaching status, at UCL Institute of Education. The programme was funded by the Department for Children, Schools, and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes.

Outcomes of 2018-19 Pathways to Teaching for Refugees

The two PGCE students whom the Charity supported successfully completed their studies in September 2019 and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

Collaboration with Warwick University regarding Impact of ReConnect programmes

As part of the collaboration with Warwick University on a research project “Refugee Narratives - World University Service’s Ethiopian and Eritrean Scholarship Programme,” the Charity hosted Miss Zhen Yang, a PhD candidate, to enable her to undertake an Impact Survey for the 59 PGCE students supported by the Charity between 2007 and 2021.

Ms Yang’s starting point was a survey conducted by ReConnect in 2020, when 38 (74%) of the original 54 PGCE graduates responded. Of these 38, 23 were in teaching, and 8 had entered other employment. Ms Yang’s report of February 2023 indicates that only 12 graduates responded out of the total of 59 who had completed PGCE at that date. This low response rate is disappointing, but understandable as the majority of the group had completed their training by 2013. Many of this group are in London and attend and contribute to ReConnect events. Her research illustrated the many challenges faced by this group of qualified and experienced teachers: positions available are often part time or Hourly Paid Lecturer, so other work had to be secured as well; insufficient placement experience to overcome the lack of teaching experience in UK; finding out about positions to apply for; and health issues and family responsibilities.

This Impact report also documents the many ways in which participants gained from the programme, apart from their professional development. These include increasing self-confidence and self esteem; increased ability to assist and support members of their own and other refugee communities; and the ability to contribute to the host community through their increased participation in work, and the community of a college.

The report concludes “ReConnect’s PGCE programmes offer an invaluable opportunity for refugees who aspire to return to teaching; however, currently only a few can access it. ReConnect needs the support of various partners to provide PGCE programmes and support services to help refugees reconnect with their prior professional work, re-certify themselves, and utilize their broad knowledge and experience to benefit students in the UK Education sector.”

Ms Yang has successfully completed the Impact Report, and presented the summary of the report at a World Refugee Week Event, organised by ReConnect and UCL, held on 19th June 2023 at UCL Institute of Education. The Report can be accessed at:

<https://reconnectonline.org.uk/wp-content/uploads/2023/12/Impact-Report-The-ReConnect-PGCE-Programme-2005-2021-March-2023.pdf>

Outcomes of Preparation for Higher Education Programme, 2023

The Director has to date received feedback from 13 participants who successfully completed the Preparation for Higher Education Programme during 2023. Their feedback has provided strong evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in gaining employment, particularly at a professional level, in the UK. The feedback confirmed the commitment and determination to enter or re-enter higher education, and professional work, which motivates this group, albeit facing major challenges relating to funding and asylum status. Each individual takes a number of steps towards their goal, which may change as they gain more experience. There is an ongoing need for more educational and careers casework than the Charity, and other organisations, are currently able to provide.

In December 2023 the Charity was delighted to have been given a small grant by Network for Social Change Charitable Trust, to fund a consultant to increase our capacity to give one-to-one and group educational and career guidance. Dr Jay Derrick, formerly Programme Leader for our Preparation for Higher Education course, has been appointed as our consultant and has begun work. Jay will take some pressure off our Director, Theodoros, who accomplishes a huge amount.

Extracts from feedback received from participants on their progress and challenges:

“After I finished the course, I started working on a Saturday school conducting classes with girls aged 12-14. I also applied some teaching agencies to be a teaching Assistant and I’ve enjoyed working with them at different schools. My plan is to get to know the environment better in UK mainstream schools and then to apply for further education in teaching.” A female refugee from Uzbekistan.

“I am working as an Aircraft Mechanic with British Airways.”
A female refugee from Ethiopia

“I remember during the programme I was granted my residency(refugee) which made it easier to access higher education, I got unconditional offer from Goldsmith to study Anthropology, I attended it in September 2023, but after a while I realized that this is not what I really wanted, but my options were limited because my high school

certificate (the equivalent of A levels) from my home country Jordan is not considered here, I then register for A level as a private candidate for Alevels (Math, Further Maths and French) I applied again to UCAS (Maths UG degree) and got offers almost from all the universities I applied for (conditional offers), I did my A level in a very short period of time (started self studying in October 2023 and did my exams in May-June 2024), most universities gave me a special consideration because I am a refugee and an estranged from my family. now I am waiting for my result in August, then I will drop from Goldsmith to pursue something that match my potential in a Russell Group university.” A male refugee from Jordan.

“Since completing the Preparation for Higher Education course, I have been volunteering with an organization and serving as an ambassador for City of Sanctuary. Additionally, I have been working on improving my English language skills and am planning to study next year Master's.

In terms of challenges, I have faced some difficulties in accessing higher education and training opportunities due to language barriers and the availability of financial resources. Despite these challenges, I remain committed to my educational and professional development. “. A male refugee from Yemen.

“I have been trying to continue my study for my PhD at a new university. I was also a PhD student but I couldn't pay the tuition fees, so I stopped studying PhD at the old university. I wrote in the new PhD application that I am an asylum seeker, and I will apply for scholarship. They want to accept self-funded students only. Fees is the barrier for me to continue my PhD even I passed my MBA degree with merit gaining high marks.” A female refugee from Myanmar.

“I deeply appreciate (your) ReConnect's sponsorship, continued follow-up, and support, which were crucial in completing the 2023 summer term Preparation for Higher Education program at UCL. The course content, especially its focus on multicultural differences, was immensely beneficial for me as a newcomer to the UK. Additionally, through ReConnect, my LLB and MA degrees were evaluated by ENIC. Since completing the Preparation for Higher Education course: I have been volunteering in various capacities:

- As a mentor, and Advice & Guidance officer at WHEAT Mentor Support Trust (in fact started since Jan. 2022).
- As an Event Organizer at Abdul Mageed Educational Trust.
- Recently, as a Volunteer Advisor at Citizens Advice Westminster.
- I earned a Level 3 Certificate in Advice and Guidance from the City & Guilds of London Institute, sponsored by St Giles.
- I am currently enrolled to learn two different courses, i.e. Level 6 Diploma in Public Services Interpreting (DPSI), and Level 3 in Community Interpreting courses.
- I attempted to secure an LLM scholarship at the University of London but was unsuccessful as the scholarship was designated for Commonwealth countries.
- Despite my efforts, I have yet to secure a scholarship for a master's degree in legal studies.

I am extremely grateful for your continued assistance and encouragement, which have been instrumental in my journey to continue higher education and volunteer in institutions related to my career. This, in turn, will help me to better integrate into the UK system.” A male refugee from Ethiopia.

“ I attend online English classes offered by Leicester City of Sanctuary (LCoS) and don't work. Although I'm not currently volunteering with any organization, I try to help local hotel residents, who are asylum seekers, whenever I can. I guide them through asylum processes, assist in addressing complaints against accommodation provider, translate and interpret documents, and help communicate hospital appointments. For me, the comes from the Home Office. The obstacles it creates not only undermine my aim to continue higher education but also make it impossible at this point.” A male asylum seeker from Russia.

“I have finally received my Certificate for Completion of Secondary Course Studies. This is an important milestone in my academic journey, and I am pleased to share this update with you. Moreover, I am currently working towards obtaining my Bachelor's degree certificate, having forward to sharing further updates once I have secured the official documentation. In addition to my secondary and bachelor's studies, I am excited to inform you that I have completed. the ESOL Level 2 course. Following this accomplishment, I have applied for both GCSE and Functional Skills courses in London to further enhance my qualifications and skills. I have also applied for a Teacher Assistant course, aiming to broaden my expertise in the education sector. Furthermore, I have successfully completed an IT Digital course, equipping me with essential digital skills relevant to today's technological landscape. I am also proud to share that I have been nominated as a top student from Newham College, an honour that recognizes my dedication and hard work. Thank you for your continued support and guidance throughout my educational journey.”

A male refugee from Iran.

4. Supporting Higher Education Institutions in South Sudan and Ethiopia, through placement of UK trained teachers with a refugee background

One of the Charity's aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in both countries since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast of Ethiopia. Our director visited Samara University (during a private visit to Ethiopia) in summer 2018 and met members of the leadership team at the university as well as British Council staff in Addis Ababa. The Charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to

support the University's efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions. Due to security issues in Ethiopia since 2021, this visit is on hold.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. Other attempts to raise funds for this programme have not been successful.

5. Networking

The Charity is pleased to work with Student Action for Refugees (STAR), based in the same building, to share experiences and support people with a refugee background into higher education. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the Charity's participants need to stay in London, for work, accommodation, or family reasons, so regrettably most of the Charity's students have been unable to benefit from the STAR scheme.

6. The Charity produced two Newsletters in 2023, Summer June 2023/ Issue 8 and Winter December 2023/ Issue 9. These are available on the website, please look under 'HOME/ Newsletters.'
7. A promotional film of ReConnect, funded by the Department of Culture, Communication and Media, and produced by UCL Education. The film was recently launched at the World Refugee Week Event organised by ReConnect and UCL, on 20 June 2024. The film can be accessed at: <https://mediacentral.ucl.ac.uk/Play/99481>
8. The Board of Trustees and the Director of ReConnect attended an awayday event on 6 September 2023, at NCVO in London. The event provided an opportunity to reflect on the work of ReConnect to date, its current challenges, and the way forward.
9. The Charity is a member of the Refugee Council, and the National Council for Voluntary Organisation (NCVO).

10. Current activities

- i. Providing one-to-one assessment, guidance, referrals and support to refugees and asylum seekers and individuals with a refugee background who are seeking advice on higher education and career progression, including those who have completed the Charity's Preparation for Higher Education, and PGCE in the Post Compulsory sector. We are grateful for the grants received from the Equator Fund which has enabled the Charity since 2013 to sustain its vital work. We are also grateful for a grant received from The Network for Social Change Charitable Trust, to fund a consultant to increase our capacity to give one-to-one and group educational and career guidance.
- ii. Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education, to continue to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language, study and ICT skills and an introduction to the UK education system.

- iii. Working with UCL Institute of Education to restore the Pathways into Teaching for Refugees project, which provides an opportunity for refugees who want to teach in the Further Education sector, to undertake a PGCE in post-compulsory education.
- iv. Statements of Comparability: Since the initiative started, in June 2021, the Charity has continued to support refugees and asylum seekers to secure authoritative Statements of Comparability of their overseas qualifications from Educational Counselling and Credit transfer Information Service (ECCTIS, formerly NARIC), giving educational institutions information about their level of achievement, and enabling them to make an informed decision on their preferred options in higher education. ReConnect offers this to asylum seekers and refugees anywhere in the UK. So far, the charity has paid for and coordinated 128 Statements of Comparability.

11. Future developments

As well as continuing the above work, the charity seeks to extend its funding base, to enable it to support more trainees, and extend its work.

ReConnect is working with Institute of Education to seek funding to revive the PGCE programme, hopefully in 2025.

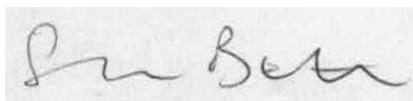
A priority is to recruit an additional member of staff, to take on some of the administrative and finance work and free up some of the directors' time.

We would also like to further strengthen our educational casework capacity.

The trustees are grateful for the dedication of the Director, and his tireless work to deliver the goals of ReConnect.

Approved by the Board of Directors on 30th October 2024

And signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'Sarah Buxton', written on a light-colored background.

Sarah Buxton (Chair of Trustees)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2023

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2023	2022
INCOME RESOURCES:					
Donations and Grants	3	5,400	74,191	79,591	131,338
Investments	4		896	896	144
TOTAL		5,400	75,087	80,487	131,482
RESOURCES EXPENDED:					
Raising funds	5,6		2,570	2,570	2,416
Charitable Activities	5,7	9,760	88,598	98,358	93,975
TOTAL		9,760	91,168	100,928	96,391
Net income/(expenditure)		-4,360	-16,081	-20,441	35,091
Balances brought forward 01 Jan		12,580	94,986	107,566	72,475
Balances Carried forward 31 Dec		8,220	78,905	87,125	107,566

The statement of Financial Activities includes gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006

The notes on pages 18 to 21 form part of these accounts

BALANCE SHEET AS AT 31 DECEMBER 2023

	Notes	2023	2022
		£	£
FIXED ASSETS			
Tangible fixed assets		-	-
CURRENT ASSETS			
Debtors & prepayments	10	398	333
Cash in hand and at banks		<u>86,965</u>	<u>107,233</u>
		87,363	107,566
LIABILITIES: Amounts falling due within one year	11	<u>238</u>	<u>-</u>
NET CURRENT ASSETS		<u>87,125</u>	<u>107,566</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>87,125</u>	<u>107,566</u>
NET ASSETS		<u>87,125</u>	<u>107,566</u>
FUNDS	12		
General unrestricted		78,905	94,986
Restricted		<u>8,220</u>	<u>12,580</u>
TOTAL FUNDS		<u>87,125</u>	<u>107,566</u>

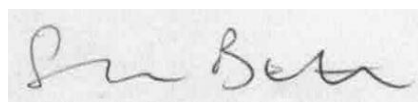
The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The accounts have been examined by an independent examiner whose report appears on page 22.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP

The Notes on pages 18 to 21 form an integral part of these accounts.



Sarah Buxton (Chair) 30th October 2024

NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2023

ACCOUNTING POLICIES

1. Basis of preparation of accounts

1.1 The financial statements have been prepared under the historical cost convention in accordance with:

- The Charities Act 2011
- The Charities and Trustee Investment (Scotland) Act 2005
- The Charities Accounts (Scotland) regulations 2006 (as amended)
- The Companies Act 2006
- The Financial Reporting Standard applicable in the UK and the Republic of Ireland: FRS102
- Accounting & reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102) (effective January 2015)

The Charity meets the definition of a public benefit entity as defined by FRS 102

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Incoming resources

1.2.1 Donations and grants

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

1.2.2 Interest receivable

Interest is included when receivable by the Charity.

1.3 Resources expended.

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned based on the proportion of time spent by staff on those activities.

1.4 Fund Accounting

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted Funds.

- Skill Transfer to Ethiopia
- MSN
- Lottery grant
- NSCCT

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2023 the charity did not have any capitalised tangible fixed assets.

1.6 Depreciation

Tangible fixed assets are stated at cost and are depreciated by annual instalments as follows:
Office computers and equipment – over 3 years.

1.7 Retirement Benefits

The charity operates a defined contribution pension scheme. The assets of the scheme are independently administered. The employer's pension costs represent contributions payable by the charity to the fund.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1

3. Donations and grants

	Restricted	Unrestricted	Total 2023	2022
	£	£	£	£
Donations		73,291	73,291	116,388
Grants	5,400	900	6,300	15,000
TOTAL	5,400	74,191	79,591	131,388

4. Investment Income

	2023		2022
	£		£
Bank interest	896		144

5. Support Costs

Support costs have been allocated based on staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2023 £
Rent and office costs	454	8,635	9,089
Payroll costs	30	564	594
TOTAL	484	9,199	9,683

6. Expenditure on Fundraising

	2023	2022
	£	£
Salaries – direct cost (note 8)	1,870	1,785
Fundraising costs	216	216
Support costs (Note 5)	484	415
TOTAL	2,570	2,416

7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2023	2022
			TOTAL	TOTAL
<u>Direct Costs:</u>	£	£	£	£
Staff Costs (Note 8)	1,370	34,160	35,530	33,915
Student allowances and tuition fees	3,464	43,902	47,366	45,892
Other charitable activities	4,926	1,337	6,263	6,292
<u>Indirect Costs:</u>				
Support costs (Note 5)		9,199	9,199	7,876
TOTAL	9,760	88,598	98,358	93,975

8. Staff Costs

	2023	2022
	£	£
Salaries	37,400	35,700
Social Security costs	-	-
Employer pension contributions	935	1,106
TOTAL STAFF COSTS	38,335	36,806

No employee received remuneration amounting to more than £60,000 in either year.

The average monthly number of employees during the year was as follow:

	2023	2022
	1	1

9. **Taxation**

The company has been constituted as charity number 1105016 and so is not liable to income tax or capital gains tax on its charitable activities.

10. **Deferred Income and prepayments**

	2023	2022
	£	£
Prepayments - insurance	398	333
TOTAL	398	333

11. **Liabilities Falling Due Within One Year**

	2023	2022
	£	£
Pension	238	-
TOTAL	238	-

12. **Movement in Funds**

	As at 01 Jan 2023	Incoming Recourses	Outgoing resources	As at 31 Dec 2023
<u>Unrestricted Funds</u>				
General Fund	94,986	75,087	91,168	78,905
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,420	-	-	4,420
MSN	4,375	-	4,375	-
Lottery grant	3,785	-	3,785	-
NSCCT		5,400	1,600	3,800
TOTAL FUNDS	107,566	80,487	100,928	87,125

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

A donation of £70,000 was received from The Equator Fund, a private CAF Trust set up by Sarah Buxton, chair of Reconnect.

14. **Members Guarantee**

The company is limited to the guarantee of £1 per member.

15. **Directors and Trustees Statement**

The directors confirm that they received no remuneration or reimbursement of expenses, there was no indemnity purchased, and that there were no transactions which would need to be disclosed.

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2023, which are set out on pages 16-21

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

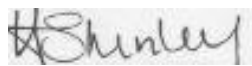
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



31st October 2024

Signed

Helen Sturdy FMAAT, MCIE, DChA

The Stables, Waterhouse Lane,
Kingswood, KT20 6DU

Accounts

RECONNECT

(Company limited by guarantee)

<https://reconnectonline.org.uk/>

**Report and Financial Statements
For the year ended 31 December
2022**

Charity no. 1105016

Company no. 4978651

Legal and administrative information

Constitution

Reconnect is a company limited by guarantee incorporated on 27th November 2003 (company no. 4978651) and a registered charity (charity no. 1105016) governed by its Memorandum and Articles of Association.

Directors and Trustees

The directors of the charitable company ("the Charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

As set out in the Articles of Association, the number of trustees shall never be less than three and the maximum number shall be determined by a General Meeting. The trustees may at any time co-opt any person (who need not be a member of the Company) as a trustee, either to fill a casual vacancy or by way of addition to their number.

At each Annual General Meeting one-third of the trustees for the time being (or if their number is not a multiple of three then the number nearest to one-third) shall retire from office. A retiring trustee shall be eligible for re-election.

The trustees serving during the period and since the period are as follows:

Elected Directors and Trustees

Sarah Buxton, Chair

Stephen Desmond

Belay Gessesse

Lucia Dube

Dr Maknun Ashami

Director of the Charity and Chief Executive

Theodros Abraham

Registered and Administrative Office

Resource for London
356 Holloway Road
London, N7 6PA

Bankers

HSBC
31 Holborn Circus
London EC1N 2HR

Report of the Trustees for the year ended 31 December 2022

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2022.

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship, and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodoros Abraham, who is a paid full-time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £131,482 primarily from grants and donations. During the year £93,975 was spent on charitable activities and £2,416 on fundraising. The charity held unrestricted reserve of £94,986 and restricted reserves of £12,580 at the year ended 31 December 2022.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to at least six to 9 months' core expenditure. As at 31 December 2022 these were £94,986 in line with this reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Funds not immediately required for the objectives of Reconnect are held in a deposit account. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Volunteers

The trustees are grateful to Dr Hailu Hagos Ghebre for his services as a Volunteer Coordinator and all those who have volunteered (9 volunteers, 5 of whom are trustees) to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work. The Charity was able to recruit Dr Hailu Hagos Ghebre as a Volunteer Coordinator on 6 June 2022, for 10 months, from a grant received from the National Lottery/ Awards for All as part of our *Refugee Connexion* project.

At end of 2022 there were 10 volunteers, including 5 trustees.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2022 and future developments

1. The Charity has continued to assist refugees and people with a refugee background based in London, some of whom were professionals in their home country, to take courses in Higher Education, especially courses leading to a professional qualification in teaching. Many people with a refugee background, including those who are highly qualified, face significant disadvantages, including barriers in accessing re-training courses because their qualifications are not recognised or are unassessed in UK, and experience long periods of unemployment or underemployment. This takes a toll in personal, social, and economic terms. The Charity has evidence of the value of supporting individuals to gain a professional qualification in the UK, which will enable them to gain employment, be a role model for their own and other marginalised communities and contribute to the wellbeing of the UK community as active citizens. A professional qualification and experience will support them if they are able to return to their home country or region of origin.
2. **Guidance and support to individuals** - the Charity has continued to provide one-to-one guidance, signposting and support to individual refugees and asylum seekers who want to progress in higher education, including teacher training. During 2022, 3 cohorts comprising 60 learners, refugees and asylum seekers, participated in the Preparation for Higher Education course, and others were also supported by the Director to make informed choices about courses and training. Approximately 124 were supported in this way in 2022. The Director of the Charity has 36 years' higher education teaching experience and 29 years' experience of advising students with a refugee background in higher and further education.

3. Pathways to Teaching and Higher Education

Part One: Preparation for Higher Education.

In September 2018, the Charity, in partnership with UCL Institute of Education, commenced a unique 30-hour preparatory programme, to enable refugees and people with a refugee background to progress into higher education and to a course leading to a teaching qualification. Whatever their level of education or employment, refugees often experience disadvantage, in education and employment. Following completion of a Post Graduate Certificate in Education, participants would then be able to work in the teaching profession in UK, or elsewhere. There are many other successful outcomes of this course, highlighted by some of the selected quotations in Section 5 below. In 2022, the programme included three cohorts - spring term, summer term and autumn term.

A total of 60 participants from 19 countries were supported and successfully completed the programme in 2022-Spring term (January to March). Summer term (April to June), and Autumn term (September to December) For outcomes see section 4 below.

- Gender: 34 Female (56.6%), 26 Male (43.4%)
- Country of Origin: Afghanistan, Cameroon, Eritrea, Ethiopia, Hong Kong, Iraq, Iran, Kuwait, Nigeria, Pakistan, Palestine, Saudi Arabia, Sudan, Syria, Turkey, Uganda, Ukraine, Yemen, and Zimbabwe
- Academic background: 1 PhD (1.6%), 1 Medicine & Dentistry (1.6 %), 1 Incomplete Medicine (1.6%), 9 Master's (15 %), 37 Bachelor's (61.7%), 2 Incomplete Bachelor's (3.4%), 2 Diplomas (3.4%), 7 GCSEs (11.7%).
- Age group
 - 17 – 20 (1) 1.6%
 - 20 - 30 (21) 35%
 - 31 - 40 (18) 30%
 - 41 - 50 (14) 23.4%
 - 51 - 60 (5) 8.3%
 - 61 – 70 (1) 1.6%
- Immigration status
 - 46 Asylum Seekers (76.6%)
 - 6 Recognised Refugees (10 %)
 - 4 Leave To Remain/ Enter- Ukraine Scheme (6.7%)
 - 3 Indefinite Leave to Remain (5%)
 - 1 Exceptional Leave to Remain (1.6%)

Applicants to this course face major barriers, such as inadequate exposure to English for Academic Purposes and study skills, undeveloped IT skills, and lack of knowledge of the UK education system about how their overseas qualifications compare to qualifications in the UK, barriers which need to be overcome if they are to be able to access higher education courses. This group of Londoners come mainly from non-English speaking countries and have sought refuge in the UK because of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge of the UK education system, curriculum, policies, entry requirements and progression routes, as well as academic skills.

In implementing the programme, the Charity publicised the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approx. 200 organisations working with and for asylum seekers and refugees, including refugee community organisations and Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one discussions with the Charity's Director, as well as information and Skills Diagnosis Sessions, run by UCL Institute of Education staff. The Charity coordinates the applications process. Selection of participants is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria. The Course provides training in academic writing, critical reading, presentation, and ICT skills, (especially virtual learning environments - Moodle and associated applications) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the Director and individual meetings with UCL Institute of Education staff.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

Staff at the Institute of Education worked hard to resume face to face delivery of the Preparation for Higher Education course, following the pandemic when the course was run online. In 2022, the Charity and UCL Institute of Education, were also able to organise a face to face Refugee Week event on 18 June 2022, to celebrate the work of ReConnect and IoE and the achievements of the participants. The barriers experienced by refugees and asylum seekers in accessing higher education and proceeding to professional employment were highlighted.

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. During 2022, we are grateful to have been offered funding by 8 trusts, and several individual donors.

Our thanks to the *Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund*, for providing the much-needed funding for the programme. Our thanks also to *Citizens UK* for donating 10 laptops for the programme. The programme covered fees and travel cost for participants.

The Charity's work has also been strengthened by a donation and support received from *News Corp Giving Fund* in June 2022.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in autumn term 2019. The *buddy scheme* has been further developed and participants have been partnered with a number of volunteer academics. For example, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddied with an academic to find courses which will recognise the partial completion of his studies in his home country. Connections have also been made in the fields of electrical and civil engineering. In 2022, the buddy scheme has successfully facilitated the placement of a ReConnect Participant in an MA Engineering course, with ReConnect's support in covering the costs of application.

The Charity strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

A 3-minute video featuring participants in the Charity's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL Institute of Education during 2020. A longer video of the overall work of UCL Institute of Education also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS.' <https://reconnectonline.org.uk/>

Extract from a Report by Aine McAllister, the Programme Leader, on the Preparation for Higher Education Programme, Institute of Education, University College London, November 2022

"ReConnect – Preparation for Higher Education is at once an established and developing course designed and delivered by a committed and reflexive team. In addition to the teaching and learning, we are actively developing initiatives and carrying out action research to create impact for a cohort of students with an enormous wealth of experience and knowledge who face numerous barriers to access to Higher Education and with whom we want to work in an attempt to mitigate for those barriers.

Research also recognises that too often refugees/asylum seekers are depicted as passive victims and there is a need to recognise their desires to analyse and respond to their own situation. (Fiddian-Qasmiyeh 2019.)

This course seeks to activate students as resources for their own and each-others learning (William 2006), while recognising the learners' own knowledge and experience and developing their autonomous learning skills in the context of higher education (Carnell, 2016)"

For Outcomes of the Preparation for Higher Education course 2022, see pages 8-10 below.

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK government Department of Education to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. 54 students gained the qualification before this funding ended in 2011. (See Section 4 for Outcomes of this programme). One of the students supported under this programme has been featured in the Charity's Newsletter, December 2022. He has secured a full-time job in his chosen academic and vocational field, working as a lecturer and head of department at a college in London providing distance teaching course.

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from Dept of Education in 2007). Both students successfully completed their studies in September 2019 and are now working in further education colleges in London.

The three students supported by the Charity on the PGCE Post-Compulsory Programme, who successfully completed their two years part-time studies (2019-21) at UCL Institute of Education are now teaching in London further education and higher education institutions. One is teaching full-time and the other two are on part-time (due to personal circumstances) but will be seeking full-time positions when circumstances allows them to do so. Two of them were featured in the Charity's Newsletters, Winter 2020 Issue 4 & Summer 2022 Issue 7.

4. Outcomes of ReConnect training programmes

Post Graduate Certificate of Education, Post Compulsory Programme 2005-11

In this period, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.
- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East, and Latin America, who successfully completed PGCE Post-Compulsory Education programme, leading to a qualified teaching status, at UCL Institute of Education. The programme was funded by the Department for Children, Schools, and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes.

In a survey in 2020 we were able to contact 38 (70.4%) of 54 of the participants. The employment they mentioned may have been their first job, or their most recent. Of the 38, 23 were teaching (in colleges, schools, NGOs, and businesses); 8 entered other employment, including running their own businesses; 4 returned to their home countries, some of whom were known to be in very senior positions. We were aware that one is deceased. We understand that these figures represent a higher rate of retention in the profession than is the case for many teaching programmes for UK graduates. Some London-based participants are in regular contact with ReConnect and attend our public meetings. Several have accepted invitations to speak about their educational and employment experiences.

Outcomes of 2018-19 Pathways to Teaching for Refugees

The two PGCE students whom the Charity supported successfully completed their studies in September 2019 and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

As part of the collaboration with Warwick University on a research project “Refugee Narratives - World University Service’s Ethiopian and Eritrean Scholarship Programme,” the Charity hosted Miss Zhen Yang, a PhD researcher, to enable her to undertake an Impact Survey for the 59 PGCE students supported by the Charity between 2007 and 2021 at Birkbeck and UCL Institute of Education.

Outcomes of Preparation for Higher Education Programme, 2022

The Director has to date received a feedback from 12 participants who successfully completed the Preparation for Higher Education Programme during 2022. Their feedback has provided strong evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in gaining employment, particularly at a professional level, in the UK. The feedbacks confirmed the commitment and determination to enter or re-enter higher education and professional work, which motivates this group. Each individual takes a number of steps towards their goal, which may change as they gain more experience. There is an ongoing need for more educational and careers casework than the

Charity, and other organisations, are currently able to provide.

Extracts from feedback received from participants on their progress and challenges:

“It is quite obvious for people arriving to a new country as refugee or asylum seeker, to experience cultural shocks, language barriers and the overall understanding the system, especially the educational sector. You will come across various challenges such as entrance requirements, financial support and finding right program at a right place. After successful completion of my ReConnect journey with the wonderful tutor and staff, I understood the aforementioned barriers and through their efforts, I made contacts with UCL professors which helped me in launching my application and fulfilling other essential criteria. Along with this, I learnt the very much needed systems (Moodle & Portico) which quickly adjusted me in program.” A male refugee from Afghanistan



“Since I finished the reconnect program, I was granted a scholarship to finish a master’s degree in management at university of St Andrews and I finished my studies in mid-August 2023. I received a decision on my claim 3 weeks ago and now I am looking for a job. I would like your guidance and support in term of employment.” A male refugee from Saudi Arabia



“Since I completed the course I have been volunteering at Red Cross as interpreter and working at alarm installation company as part-time project manager.

Honestly speaking I didn't experience any problems. In fact I get full scholarship for a masters program in Birmingham, however due to my personal reasons I didn't accept the offer.” A female refugee from Ethiopia.

“I have completed the programme of Psychology & Neuroscience ,Mental Health as PGCert. I have attached the certificate of the programme.

I want to express my gratitude for your prompt response and the understanding you've shown regarding my situation. Unfortunately, I did not receive a grant for the programme I applied for. As a result, I had to bear the entire cost of £6300, which was no small amount.

To fund my participation in the programme, I reached out to a friend who kindly lent me a substantial portion of the required amount. With their help, I could cover part of the expenses, but I also had to contribute my own savings to make up the rest. I am still gradually repaying the debt, making consistent efforts to fulfill my obligations.

Throughout the past year, from 20 May 2022 to 20 May 2023, I worked as an educational counsellor in a psychiatric clinic on a part-time basis. It was a rewarding experience, and I gained valuable insights into the challenges and rewards of this field.

Currently, I am working temporarily in a summer camp. Although it may not be directly related to my educational background or the programme I pursued, it has allowed me to expand my skill set, work with diverse individuals, and adapt to new environments.

Despite the financial setbacks, I am determined to focus on my goals and aspirations. I am committed to making the most out of each opportunity that comes my way.

Once again, thank you for your understanding and support. Your encouragement means a lot to me as I navigate through this phase of my journey. If there are any further updates or opportunities that may align with my interests, I would be more than grateful to be informed.”

A female refugee from Turkey



“Since I finished the reconnect program, I was granted a scholarship to finish a master’s degree in management at university of St Andrews and I finished my studies in mid-August 2023. I received a decision on my claim 3 weeks ago and now I am looking for a job. I would like your guidance and support in term of employment. “ A male refugee from Saudi Arabia



“I have been doing volunteering with Oxfam and I applied to the University of Greenwich to do a master’s course in formulation science. I got accepted but was required to pay tuition as a foreign student which I couldn’t afford. Still looking for a way forward in maybe scholarships. If that fails I will have to let the course go.” A female refugee from Uganda

5. Supporting Higher Education Institutions in South Sudan and Ethiopia, through placement of UK trained teachers with a refugee background

One of the Charity’s aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in both countries since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast of Ethiopia. Our Director visited Samara University (during a private visit to Ethiopia) in summer 2018 and met members of the leadership team at the university as well as British Council staff in Addis Ababa. The Charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to support the University’s efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions. Due to security issues in Ethiopia since 2021, this visit is on hold.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. In 2019 the Charity applied for funds for this programme from DFID Small Charities Challenge Fund (but was unsuccessful).

6. Networking

- The Charity is pleased to work with Student Action for Refugees (STAR), based in the same building, to share experiences and support people with a refugee background into higher education. The STAR staff member responsible for the widening participation programme gives a talk to each group of participants on the Preparation for Higher Education course, to explain the university application process, and campus scholarships coordinated by STAR. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the Charity's participants need to stay in London, for work, accommodation, or family reasons, so regrettably most of the Charity's students have been unable to benefit from the STAR scheme.
- The Charity has forged a cooperative arrangement with CIRLE (Community Integration for Refugees through Culture, Language and Employment), to share experiences and support asylum seekers and refugees with English language and employment opportunities and signposting.

7. The Charity produced two Newsletters in 2022, Summer June 2022/Issue 7 and Winter December 2022/ Issue 8. These are available on the website, please look under 'HOME/ Newsletters.'

8. The Charity is a member of the Refugee Council, and the National Council for Voluntary Organisation (NCVO).

9. Current activities

- i Providing one-to-one assessment, guidance, referrals and support to refugees and asylum seekers and individuals with a refugee background who are seeking advice on higher education and career progression, including those who have completed the Charity's Preparation for Higher Education, and PGCE in the Post Compulsory sector.
- ii Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education, to continue to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language, study and ICT skills and an introduction to the UK education system.
- iii Working with UCL Institute of Education to restore and sustain the Pathways into Teaching for Refugees project, which provides an opportunity for refugees who want to teach in the Further Education sector, to undertake a PGCE in post-compulsory education.
- iv Continuing to gather information about the employment outcomes of the Charity's graduates, and the next steps taken by participants on the Preparation for Higher Education programme. This work has been taken forward by a PhD student/ researcher at University of Warwick, School of Modern Languages and Cultures, who has undertaken an impact report of the 59 refugees that the Charity supported at Birkbeck and UCL Institute of Education, who gained teaching qualifications.
- v Statements of Comparability: Since the initiative started, in June 2021, the Charity has continued to support refugees and asylum seekers to secure authoritative Statements of Comparability of their overseas qualifications from Educational Counselling and Credit transfer Information Service (ECCTIS, formerly NARIC), giving educational institutions

information about their level of achievement, and enabling them to make an informed decision on their preferred options in higher education. ReConnect offers this to asylum seekers and refugees anywhere in the UK. So far the charity has paid for and coordinated 103 Statements of Comparability.

- vi In line with one of its key objectives the Charity has continued to strengthen its capacity in the fields of governance, volunteering, fundraising and website development. We are grateful for the grant received from the National Lottery/ Awards for All/ for our *Refugee Connexion* project, which has enabled the Charity to have a positive impact in boosting its capacity through recruitment of a new Volunteer coordinator/ and more volunteers.
- vii Building the Charity's partnership with Samara University in Northeast Ethiopia, a relatively new university, to support the capacity of the university especially by the transfer of the skills of UK based teachers with a refugee background.

10. Future developments

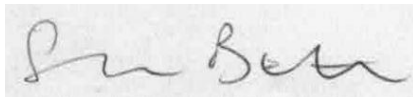
As well as continuing the above work, the charity seeks to extend its funding base, to enable it to support more trainees, and extend its work. A priority is to recruit an additional member of staff, to take on some of the administrative and finance work and free up some of the directors' time.

We would also like to strengthen our educational casework capacity.

The trustees are grateful for the dedication of the Director, and his tireless work to deliver the goals of ReConnect.

Approved by the Board of Directors on 29th October 2023

And signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'Sarah Buxton', written on a light-colored rectangular background.

Sarah Buxton (Chair of Trustees)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2022

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2022	2021
INCOME RESOURCES:					
Donations and Grants	3	15,000	116,338	131,338	84,937
Investments	4		144	144	8
TOTAL		15,000	116,482	131,482	84,945
RESOURCES EXPENDED:					
Raising funds	5,6		2,416	2,416	2,336
Charitable Activities	5,7	6,840	87,135	93,975	78,180
TOTAL		6,840	89,551	96,391	80,516
Net income/(expenditure)		8,160	26,931	35,091	4,429
Balances brought forward 01 Jan		4,420	68,055	72,475	68,046
Balances Carried forward 31 Dec		12,580	94,986	107,566	72,475

The statement of Financial Activities includes gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006

The notes on pages 13 to 18 form part of these accounts

BALANCE SHEET AS AT 31 DECEMBER 2022

	Notes	2022	2021
		£	£
FIXED ASSETS			
Tangible fixed assets		-	-
CURRENT ASSETS			
Debtors & prepayments	10	333	324
Cash in hand and at banks		<u>107,233</u>	<u>74,261</u>
		107,566	74,585
LIABILITIES: Amounts falling due within one year	11	<u>-</u>	<u>2,110</u>
NET CURRENT ASSETS		<u>107,566</u>	<u>72,475</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>107,566</u>	<u>72,475</u>
NET ASSETS		<u>107,566</u>	<u>72,475</u>
FUNDS	12		
General unrestricted		94,986	68,055
Restricted		<u>12,580</u>	<u>4,420</u>
TOTAL FUNDS		<u>107,566</u>	<u>72,475</u>

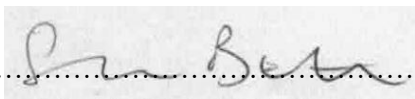
The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The accounts have been examined by an independent examiner whose report appears on page 19.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP

The Notes on pages 13 to 18 form an integral part of these accounts.

Sarah Buxton (Chair)  Date 29 October 2023

NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2022

ACCOUNTING POLICIES

1. Basis of preparation of accounts

1.1 The financial statements have been prepared under the historical cost convention in accordance with:

- The Charities Act 2011
- The Charities and Trustee Investment (Scotland) Act 2005
- The Charities Accounts (Scotland) regulations 2006 (as amended)
- The Companies Act 2006
- The Financial Reporting Standard applicable in the UK and the Republic of Ireland: FRS102
- Accounting & reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102) (effective January 2015)

The Charity meets the definition of a public benefit entity as defined by FRS 102

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Incoming resources

1.2.1 Donations and grants

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

1.2.2 Interest receivable

Interest is included when receivable by the Charity.

1.3 Resources expended.

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned based on the proportion of time spent by staff on those activities.

1.4 Fund Accounting

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted Funds.

- Skill Transfer to Ethiopia
- MSN
- Lottery grant

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2022 the charity did not have any capitalised tangible fixed assets.

1.6 Depreciation

Tangible fixed assets are stated at cost and are depreciated by annual instalments as follows:
Office computers and equipment – over 3 years.

1.7 Retirement Benefits

The charity operates a defined contribution pension scheme. The assets of the scheme are independently administered. The employer's pension costs represent contributions payable by the charity to the fund.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1

3. Donations and grants

	Restricted	Unrestricted	Total 2022	2021
	£	£	£	£
Donations		116,388	116,388	77,489
Grants	15,000		15,000	7,448
TOTAL	15,000	116,388	131,388	84,937

4. Investment Income

	2022		2021
	£		£
Bank interest	144		8

5. Support Costs

Support costs have been allocated based on staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2022 £
Rent and office costs	385	7,312	7,697
Payroll costs	30	564	594
TOTAL	415	7,876	8,291

6. Expenditure on Fundraising

	2022	2021
	£	£
Salaries – direct cost (note 8)	1,785	1,762
Fundraising costs	216	216
Support costs (Note 5)	415	358
TOTAL	2,416	2,336

7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2022	2021
			TOTAL	TOTAL
<u>Direct Costs:</u>	£	£	£	£
Staff Costs (Note 8)	1,096	32,819	33,915	33,474
Student allowances and tuition fees		45,892	45,892	37,617
Other costs	5,119	1,173	6,292	285
<u>Indirect Costs:</u>				
Support costs (Note 5)		7,876	7,876	6,804
TOTAL	6,215	87,760	93,975	78,180

8. Staff Costs

	2022	2021
	£	£
Salaries	35,700	33,332
Social Security costs	-	-
Employer pension contributions	1,106	1,904
TOTAL STAFF COSTS	36,806	35,236

No employee received remuneration amounting to more than £60,000 in either year.

The average monthly number of employees during the year was as follow:

	2022	2021
	1	1

9. **Taxation**

The company has been constituted as charity number 1105016 and so is not liable to income tax or capital gains tax on its charitable activities.

10. **Deferred Income and prepayments**

	2022	2021
	£	£
Prepayments - insurance	333	324
TOTAL	333	324

11. **Liabilities Falling Due Within One Year**

	2022	2021
	£	£
PAYE liabilities	-	2,110
Salaries	-	-
TOTAL	-	2,110

12. **Movement in Funds**

	As at 01 Jan 2022	Incoming Recourses	Outgoing resources	As at 31 Dec 2022
<u>Unrestricted Funds</u>				
General Fund	68,055	116,482	89,551	94,986
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,420	-	-	4,420
MSN	-	5,000	625	4,375
Lottery grant	-	10,000	6,215	3,785
TOTAL FUNDS	72,475	131,482	96,391	107,566

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

A donation of £70,000 was received from The Equator Fund, a private CAF Trust set up by Sarah Buxton, chair of Reconnect.

14. **Members Guarantee**

The company is limited to the guarantee of £1 per member.

15. **Directors and Trustees Statement**

The directors confirm that they received no remuneration or reimbursement of expenses, there was no indemnity purchased, and that there were no transactions which would need to be disclosed.

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2022, which are set out on pages 13-18.

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

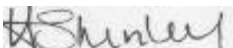
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 30th October 2023

Helen Sturdy FMAAT, MCIE, DChA

The Stables, Waterhouse Lane,
Kingswood, KT20 6DU

Accounts

RECONNECT

(Company limited by guarantee)

<https://reconnectonline.org.uk/>

**Report and Financial Statements For
the year ended 31 December 2021**

Charity no. 1105016

Company no. 4978651

Legal and administrative information

Constitution

Reconnect is a company limited by guarantee incorporated on 27th November 2003 (company no. 4978651) and a registered charity (charity no. 1105016) governed by its Memorandum and Articles of Association.

Directors and Trustees

The directors of the charitable company ("the Charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

As set out in the Articles of Association, the number of trustees shall never be less than three and the maximum number shall be determined by a General Meeting. The trustees may at any time co-opt any person (who need not be a member of the Company) as a trustee, either to fill a casual vacancy or by way of addition to their number.

At each Annual General Meeting one-third of the trustees for the time being (or if their number is not a multiple of three then the number nearest to one-third) shall retire from office. A retiring trustee shall be eligible for re-election.

The trustees serving during the period and since the period are as follows:

Elected Directors and Trustees

Sarah Buxton, Chair

Stephen Desmond

Belay Gessesse

Keith Sonnet, Retired 10 May 2021

Lucia Dube, Reappointed 3 September 2020

Dr Maknun Ashami

Director of the Charity and Chief Executive

Theodros Abraham

Registered and Administrative Office

Resource for London
356 Holloway Road
London, N7 6PA

Bankers

HSBC
31 Holborn Circus
London EC1N 2HR

Report of the Trustees for the year ended 31 December 2021

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2021.

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship, and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodros Abraham, who is a paid full-time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £84,945 primarily from grants and donations. During the year £78,180 was spent on charitable activities and £2,336 on fundraising. The charity held unrestricted reserve of £68,055 and restricted reserves of £4,220 at the year ended 31 December 2021.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to at least three months' core expenditure. As at 31 December 2021 these were £68,055 in line with this reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Funds not immediately required for the objectives of Reconnect are held in a deposit account. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Volunteers

The trustees are grateful to all those who have volunteered (9 volunteers, 6 of whom are trustees) to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work.

At end of 2021 there were 10 volunteers, including 5 trustees.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2021 and future developments

1. The Charity has continued to assist people with a refugee background based in London, particularly those who were professionals in their home country, to take courses in Higher Education, especially courses leading to a professional qualification in teaching. Many people with a refugee background, including those who are highly qualified, face significant disadvantages, including barriers in accessing re-training courses because their qualifications are not recognised or are unassessed in UK, and experience long periods of unemployment or underemployment. This takes a toll in personal, social, and economic terms. The Charity has evidence of the value of supporting individuals to gain a professional qualification in the UK, which will enable them to gain employment, be a role model for their own and other marginalised communities and contribute to the wellbeing of the UK community as active citizens. A professional qualification and experience will support them if they are able to return to their home country or region of origin.
2. **Guidance and support to individuals** - the Charity has continued to provide one-to-one guidance, signposting and support to individual refugees and asylum seekers who want to progress in higher education, including teacher training. During 2021, 3 cohorts comprising 66 learners with a refugee background (refugees and asylum seekers) participated in the Preparation for Higher Education course, and others were also supported by the Director to make informed choices about courses and training. Approximately 124 were supported in this way in 2021. The Director of the Charity has 35 years' higher education teaching experience and 28 years' experience of advising students with a refugee background in higher and further education.
3. **Impact of COVID-19** – The Charity was significantly affected by the Covid 19 pandemic and lockdown, which began in March 2020, and continued in 2021. All face-to-face contacts have had to stop, so meetings between the director and chair, and with trustees, and the directors' advice sessions with applicants and participants, have all had to happen remotely. We were grateful to have had the use of zoom but, have experienced the loss of high-quality communication which is only possible face-to-face. Staff at the Institute of Education worked hard to enable the Preparation for Higher Education course to run online, and students had a rapid introduction to that new learning forum. Despite the

challenges faced by COVID19, the Charity and UCL Institute of Education, were able to organise a Refugee Week event on 18 June 2021, on Zoom, to celebrate the work of ReConnect and to highlight the barriers experienced by refugees and asylum seekers in accessing higher education.

4. Pathways to Teaching and Higher Education

4.a

Part One: Preparation for Higher Education.

In September 2018, the Charity, in partnership with University College London Institute of Education, commenced a unique 30-hour preparatory programme, to enable refugees and people with a refugee background to progress into higher education. Whatever their level of education or employment, refugees often experience disadvantage, in education and employment. The aim of the Preparation for Higher Education programme is to enable participants to be admitted to a course leading to a teaching qualification (PGCE) and Qualified Teacher Status. They would then be able to work in the teaching profession in UK, or elsewhere. The course also supports refugees into other higher education courses. There are many other successful outcomes of this course. See Section 5 below.. In 2021, the programme included three cohorts - spring term, summer term and autumn term.

In the 2021 academic year due to COVID-19 restrictions the spring term and summer term courses were delivered remotely. The UCL virtual learning environment Moodle was used as the platform. Students were facilitated to use break out groups and shared documents to work collaboratively and to share their work. Students were also facilitated to use the platform to work collaboratively and independently outside of scheduled class times. UCL Institute of Education has returned to face-to-face teaching from September 2021, hence the autumn term course was delivered face-to-face.. The Charity is extremely grateful to UCL Institute of Education for its commitment to this course, and the dedication shown in enabling students to take part remotely. The Charity was offered 10 laptops by citizens UK, which it lent to participants who did not have their own laptop.

A total of 66 participants from 30 countries were supported and successfully completed the programme in 2021-Spring term (January to March). Summer term (April to June), and Spring term (September to December) For outcomes see section 5 below.

- Gender: 37 Female (56%), 29 Male (44%)
- Country of Origin: Afghanistan, Albania, Algeria, Angola, Bangladesh, Cameroon, China, Democratic Republic of Congo (DRC), Egypt, Eritrea, Ethiopia, Gabon, Iraq, Iran, Kenya, Nicaragua, Pakistan, Palestine, Nigeria, Russia, Saudi Arabia, Senegal, Sierra Leone, Sri Lanka, South Africa, Syria, Sudan, Turkey, Turkmenistan, and Yemen
- Academic background: 1 PhDs (1.5 %), 1 Medicine & Dentistry (1.5 %), 16 Master's (24.3%), 3 Post Graduate Diplomas (4.5%), 31 Bachelor's (46.9%), 2 Incomplete Bachelor's (3.1%), 5 Diplomas (7.6%), 5 Certificates (7.6), 2 National Vocational Qualification, NVQ (3.1%)
- Age group
 - 20 - 30 (17) 25.7%
 - 31 - 40 (28) 42.4%
 - 41 - 50 (15) 22.7%
 - 51 - 60 (5) 7.6%
 - 61 – 70 (1) 1.5%
- Immigration status
 - 35 Asylum Seekers (53%)

- 17 Recognised Refugees (25.7%)
 - 8 Indefinite Leave to Remain (12.2%)
 - 3 Exceptional Leave to Remain (4.5%)
 - 2 Humanitarian Protection/ Discretionary Leave (3.1%)
 - 1 British Citizens with Refugee background (1.5%)

Applicants to this course face major barriers, such as undeveloped IT skills, and lack of knowledge of the UK education system, which need to be overcome if they are to be able to access higher education courses. This group of Londoners come from non-English speaking countries and have sought refuge in the UK because of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge of the UK education system, curriculum, policies, entry requirements and progression routes, as well as academic skills.

In implementing the programme, the Charity publicised the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approx. 200 organisations working with and for asylum seekers and refugees, including refugee community organisations and Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one discussions with the Charity's director, as well as information and Skills Diagnosis Sessions, run by UCL Institute of Education staff. The Course provides training in academic writing, critical reading, presentation, and ICT skills, (especially virtual learning environments - Moodle and associated applications) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the Director and individual meetings with IoE staff. The Charity coordinates the applications process. Selection of participants is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. During 2021, we are grateful to have been offered funding by 7 trusts, and several individual donors.

Our thanks to the *Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund*, for providing the much-needed funding for the programme. Our thanks also to *Citizens UK* for donating 10 laptops for the programme. The programme covered fees and travel cost for participants.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in the autumn term 2019. The *buddy scheme* has been further developed and participants have been partnered with a number of volunteer academics. For example, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddied with an academic to find courses which will recognise the partial completion of his studies in his home country. Connections have also been made in the field of electrical and civil engineering.

The Charity strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

A 3-minute video featuring participants in the Charity's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL Institute of Education during 2020. A longer video of the overall work of UCL Institute of Education also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS.'

Reflection by Aine McAllister, the Programme Leader, Preparation for Higher Education Programme

"ReConnect – Preparation for Higher Education is at once an established and developing course designed and delivered by a committed and reflexive team. In addition to the teaching and learning, we are actively developing initiatives and carrying out action research to create impact for a cohort of students with an enormous wealth of experience and knowledge who face numerous barriers to access to Higher Education and with whom we want to work in an attempt to mitigate for those barriers. This reports briefly refers to models of provision in other countries, sets out how the current course is developing and to our continuing broader work. Our overarching aims are set out in the introduction: to develop the capacity of the voice, the literacies and the autonomous learning practices of our students to facilitate entry to the Higher Education system at a level that reflects their experience and competence." (July 2021)

Extracts from students evaluations undertaken by UCL Institute of Education, on the Charity's Preparation for Higher Education Programme July/ August 2021:

- ❖ *"As a new arrival to the UK, the course has given me a very rich knowledge regarding the environment of higher education.
Before I joined the course, I had a very low self-esteem, the course (especially lecturers) have helped me a lot to improve my self-esteem.
As well as I was with no self-confidence and because of the course I am feeling very confident. The course gave me a great opportunity to build a meaningful education network. Because of the course I managed to find a permanent job as a full time lecturer. I am very grateful and appreciative to have gotten the opportunity to attend this course."*
- ❖ *"The sessions for critical dialogue and critical writing were the most useful. These sessions improved my writing skills. Connections sentences is something I met for the first time and that was extraordinary."*
- ❖ *I feel like I started this journey disadvantaged but now I am making my way to the finish line at least I am trying to be...reconnect higher education giving me hope I need giving me courage that needs to see the finish line."*

4.b

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK government Department of Education to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. 54 students gained the qualification before this funding ended in 2011.

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from Dept of Education in 2007). Both students successfully completed their studies in September 2019 and are now working in further education colleges in London. Please see Section 5 for more information.

During 2019-2021 ReConnect supported three participants to gain a PGCE. They had all completed Preparation for Higher Education in previous months.

Reflections by two of the students supported by the Charity on the PGCE Post-Compulsory Programme, who successfully completed their two years part-time studies (2019-21) at UCL Institute of Education:

- ❖ *“At last, I am glad having the chance to be through this journey despite of some barriers and again I am grateful for your kind ever support. I am now working with some education agencies and looking forward to finding a full-time job soon.” (October 2021).*
- ❖ *“I am currently teaching part time at a college in Harrow. I couldn’t commit for a full-time teaching as I will be travelling to my home country for an extended period of time during Christmas. I will however continue teaching once I come back probably full time. The opportunity of teaching wouldn’t have been possible if I was not given the opportunity to study my PGCE IOE. (October 2021).*

5. Outcomes of ReConnect training programmes

Post Graduate Certificate of Education, Post Compulsory Programme 2005-11

In this period, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.
- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East, and Latin America, who successfully completed PGCE Post-Compulsory Education programme, leading to a qualified teaching status, at UCL Institute of Education. The programme was funded by the Department for Children, Schools, and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes.

At the end of 2020 we manage to contact 38 (70.4%) of 54 of the participants. (The employment they mentioned may be their first job, or their most recent). Of the 38, 23 are teaching (in colleges, schools, NGOs, and businesses); 8 entered other employment, including running their own businesses; 4 returned to their home countries, some of whom are known to be in very senior positions. We are aware that one is deceased.

We understand that these figures represent a higher rate of retention in the profession than is the case for many teaching programmes for UK graduates.

Outcomes of 2018-19 Pathways to Teaching for Refugees

The two PGCE students whom the Charity supported successfully completed their studies in September 2019 and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

Outcomes of Preparation for Higher Education Programme, 2021

The Director has to date been able to contact 33 (50%) of 66 participants who successfully completed the Preparation for Higher Education Programme during 2021. We are aware that half of the participants have not responded yet, but more responses are being received daily. This feedback has provided strong evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in gaining employment, particularly at a professional level, in the UK. The feedbacks confirmed the commitment and determination to enter or re-enter higher education and professional work, which motivates this group. Each individual takes a number of steps towards their goal, which may change as they gain more experience. A summary of current progress and outcomes is below. There is an ongoing need for more educational and careers casework than the Charity, and other organisations, are currently able to provide.

A summary of current progress and outcomes is as follows:

- Five have secured full-time employment, as a lecturer/ Research Associate, a teacher in a Secondary school, tutor in an academy, Legal Social Worker, and a Dentist Assistant (as well as studying Dentistry at a London University)., respectively
- One is working full time in a London Hospital genetic laboratory, while preparing to do her PhD
- One has enrolled on the PGCE Post-Compulsory Programme at UCL Institute of Education
- One is enrolled on a teacher training programme at a London University, in German languages for Secondary School
- One is enrolled on an undergraduate course in public health in a London university
- One is enrolled on an undergraduate course in Adult Nursing at a London university
- One has completed a Cabin Crew train at a Manchester college and has secured a place for an aviation course
- Two are preparing to undertake GCSE courses in English and Maths to enable them to enrol on PGCE programme in 2023
- One is preparing to undertake a PhD following her unsuccessful application to do PGCE at UCL Institute of Education
- Two are preparing to undertake undergraduate programmes in Law and Arabic Language respectively
- One is a founder and director of a Charity in central London where he works as a volunteer teacher
- Two are doing further English courses and preparing to apply for undergraduate programmes
- One has completed international foundation year and International English Language Testing System (IELTS) and is preparing to enrol into higher education
- One is currently training on an 8-month course to qualify as a software developer

- One has completed two English Courses in a London College and a Leadership Management course, funded by the Mayor of London, but is struggling to enrol into higher education due to his immigration status as an asylum seeker
- One has completed a software engineering course, sponsored by a private firm, but is unable to enrol in higher education due to his immigration status as an asylum seeker
- Five are volunteering for local charities, libraries etc. while waiting for the outcome of their asylum applications.
- Five are unable to progress with their study plans, due to challenging family responsibilities coupled with their immigration statuses as asylum seekers.

6. Supporting Higher Education Institutions in South Sudan and Ethiopia, through placement of UK trained teachers with a refugee background

One of the Charity's aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in South Sudan since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast of Ethiopia. Our director visited Samara University (during a private visit to Ethiopia) in summer 2018, and met members of the leadership team at the university as well as British Council staff in Addis Ababa, and members of the leadership team at Samara University. The Charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to support the University's efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. In 2019 the Charity applied for funds for this programme from DFID Small Charities Challenge Fund (but was unsuccessful).

7. Networking

- The Charity is pleased to work with Student Action for Refugees (STAR), based in the same building, to share experiences and support people with a refugee background into higher

education. The STAR staff member responsible for the widening participation programme gives a talk to each group of participants on the Preparation for Higher Education course, to explain the university application process, and campus scholarships coordinated by STAR. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the Charity's participants need to stay in London, for work, accommodation, or family reasons, so regrettably most of the Charity's students have been unable to benefit from the STAR scheme.

- The Charity has forged a cooperative arrangement with CIRLE (Community Integration for Refugees through Culture, Language and Employment), to share experiences and support asylum seekers and refugees with English language and employment opportunities and signposting.
8. The Charity continues to produce a Newsletter. In 2021 two Newsletters were produced, Summer 2021/Issue 3 and Winter 2021/Issue 4. These are available on the website, please look under 'HOME/ Newsletters.'
 9. The Charity is a member of the Refugee Council, the Small Charities Coalition, and the National Council for Voluntary Organisations (NCVO).

Current activities

1. Providing one-to-one assessment, guidance, referrals and support to refugees and asylum seekers and individuals with a refugee background who are seeking advice on higher education and career progression, including those who have completed the Charity's Preparation for Higher Education, and PGCE in the Post Compulsory sector.
2. Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education, to continue to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language, study and ICT skills and an introduction to the UK education system.
3. Working with UCL Institute of Education to continue the Pathways into Teaching for Refugees project, which provides an opportunity for refugees who want to teach in the Further Education sector, to undertake a PGCE in post-compulsory education.
4. Continuing to gather information about the employment outcomes of the Charity's graduates, and the next steps taken by participants on the Preparation for Higher Education programme. The Charity is pleased to secure the expertise of a PhD student a researcher at University of Warwick, School of Modern Languages and Cultures, to undertake an impact report of the 59 refugees that the Charity supported at Birkbeck and UCL Institute of Education, who gained teaching qualifications.
5. In line with one of its key objectives the Charity has continued to strengthen its capacity in the fields of governance, volunteering, fundraising and website development. It continues to work with a commercial organisation (Salesforce) which, as part of its Corporate Social Responsibility work, supports its staff to use their skills and time to assist charitable organisations. Since 2018, Salesforce has supported the Charity in relaunching its website and logo. These activities were severely impacted by Covid, since 2020. Thanks to the grant received from the National Lottery/ Awards for All/ for our *Refugee Connexion* project, which will have a positive impact in boosting our capacity through recruitment a new Volunteer coordinator/ and more volunteers.

6. The Charity's work has also been strengthened by a donation and support received from *News Corp Giving Fund* in June 2022.
7. Extending the funding base of the charity, to enable it to support more trainees, and extend its work.
8. Building the Charity's partnership with Samara University in Northeast Ethiopia, a relatively new university, to support the capacity of the university especially by the transfer of the skills of UK based teachers with a refugee background.

Future developments

1. Seeking to raise the required funds, as part of the Charity's advice and guidance work to support refugees seeking entry into higher education, to cover the cost of NARIC (National Academic Recognition Information Centre) evaluation to enable refugees obtain Statements of Comparability of their overseas qualifications.
2. Seeking to raise the required resources to build the human resources capacity of the Charity through recruitment of an additional member of staff. We would like to strengthen our educational casework capacity, and to free up some of the Director's time by employing a bookkeeper.
3. Strengthening the Charity's organisational and fundraising capacity through partnerships and collaborative initiatives to sustain the Charity's unique preparation for Higher Education Programme and Pathways into Teaching for Refugees project.

The trustees are grateful for the dedication of the director, and his tireless work to deliver the goals of ReConnect.

Approved by the Board of Directors on

And signed on its behalf by:

.....

Sarah Buxton (Chair)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2021

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2021	2020
INCOME RESOURCES:					
Donations and Grants	3	7,448	77,489	84,937	53,929
Investments	4		8	8	97
TOTAL		7,448	77,497	84,945	54,026
RESOURCES EXPENDED:					
Raising funds	5,6		2,336	2,336	2,197
Charitable Activities	5,7	28,267	49,913	78,180	55,944
TOTAL		28,267	52,249	80,516	58,141
Net income/(expenditure)		-20,819	25,248	4,429	-4,115
Balances brought forward 01 Jan		25,239	42,807	68,046	72,161
Balances Carried forward 31 Dec		4,420	68,055	72,475	68,046

The statement of Financial Activities includes gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006

The notes on pages 15 to 18 form part of these accounts

BALANCE SHEET AS AT 31 DECEMBER 2021

	Notes	2021	2020
		£	£
FIXED ASSETS			
Tangible fixed assets		-	-
CURRENT ASSETS			
Debtors & prepayments	10	324	297
Cash in hand and at banks		<u>74,261</u>	<u>70,631</u>
		74,585	70,928
LIABILITIES: Amounts falling due within one year	11	<u>2,110</u>	<u>2,882</u>
NET CURRENT ASSETS		<u>72,475</u>	<u>68,046</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>72,475</u>	<u>68,046</u>
NET ASSETS		<u>72,475</u>	<u>68,046</u>
FUNDS	12		
General unrestricted		68,055	42,807
Restricted		<u>4,420</u>	<u>25,239</u>
TOTAL FUNDS		<u>72,475</u>	<u>68,046</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The accounts have been examined by an independent examiner whose report appears on page 19.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP

The Notes on pages 15 to 18 form an integral part of these accounts.

Sarah Buxton (Chair) Date

NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2021

ACCOUNTING POLICIES

1. Basis of preparation of accounts

1.1 The financial statements have been prepared under the historical cost convention in accordance with:

- The Charities Act 2011
- The Charities and Trustee Investment (Scotland) Act 2005
- The Charities Accounts (Scotland) regulations 2006 (as amended)
- The Companies Act 2006
- The Financial Reporting Standard applicable in the UK and the Republic of Ireland: FRS102
- Accounting & reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102) (effective January 2015)

The Charity meets the definition of a public benefit entity as defined by FRS 102

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Incoming resources

1.2.1 Donations and grants

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

1.2.2 Interest receivable

Interest is included when receivable by the Charity.

1.3 Resources expended

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned based on the proportion of time spent by staff on those activities.

1.4 Fund Accounting

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted Funds.

- Skill Transfer to Ethiopia
- Barrow Cadbury grant. Support for refugee asylum seekers in London who wish to enter higher education.
- NSCCT grant. To support and enable refugees and asylum seekers living in London to progress into higher education and teaching careers.

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2021 the charity did not have any capitalised tangible fixed assets.

1.6 Depreciation

Tangible fixed assets are stated at cost and are depreciated by annual instalments as follows:
Office computers and equipment – over 3 years.

1.7 Retirement Benefits

The charity operates a defined contribution pension scheme. The assets of the scheme are independently administered. The employer's pension costs represent contributions payable by the charity to the fund.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1

3. Donations and grants

	Restricted	Unrestricted	Total 2021	2020
	£	£	£	£
Donations		77,489	77,489	31,329
Grants	7,448	-	7,448	22,600
Legacies		-	-	-
TOTAL	7,448	77,489	84,937	53,929

4. Investment Income

	2021		2020
	£		£
Bank interest	8		97

5. Support Costs

Support costs have been allocated on the basis of staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2021 £
Rent and office costs	329	6,257	6,586
Payroll costs	29	547	576
TOTAL	358	6,804	7,162

6. Expenditure on Fundraising

	2021	2020
	£	£
Salaries – direct cost (note 8)	1,762	1,662
Fundraising costs	216	216
Support costs (Note 5)	358	319
TOTAL	2,336	2,197

7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2021	2020
			TOTAL	TOTAL
<u>Direct Costs:</u>	£	£	£	£
Staff Costs (Note 8)			33,474	31,903
Student allowances and tuition fees			37,617	17,734
Other costs			285	250
<u>Indirect Costs:</u>				
Support costs (Note 5)			6,804	6,057
TOTAL			78,180	55,944

8. Staff Costs

	2021	2020
	£	£
Salaries	33,332	31,766
Social Security costs	-	313
Employer pension contributions	1,904	1,486
TOTAL STAFF COSTS	35,236	33,565

No employee received remuneration amounting to more than £60,000 in either year.

The average monthly number of employees during the year was as follow:

	2021	2020
	1	1

9. **Taxation**

The company has been constituted as charity number 1105016 and so is not liable to income tax or capital gains tax on its charitable activities.

10. **Deferred Income and prepayments**

	2021	2020
	£	£
Prepayments	324	297
TOTAL		297

11. **Liabilities Falling Due Within One Year**

	2021	2020
	£	£
PAYE liabilities	2,110	1,946
Salaries	-	936
TOTAL	2,110	2,882

12. **Movement in Funds**

	As at 01 Jan 2021	Incoming Recourses	Outgoing resources	As at 31 Dec 2021
<u>Unrestricted Funds</u>				
General Fund	42,807	77,497	52,249	68,055
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,420	-	-	4,420
Higher education programme	20,819	125	20,944	-
NSCCT grant	-	7,323	7,323	-
TOTAL FUNDS	68,046	84,945	80,516	72,475

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.
A donation of £60,000 was received from The Equator Fund, a private CAF Trust set up by Sarah Buxton, chair of Reconnect.

14. **Members Guarantee**

The company is limited to the guarantee of £1 per member.

15. **Directors and Trustees Statement**

The directors confirm that they received no remuneration or reimbursement of expenses, there was no indemnity purchased, and that there were no transactions which would need to be disclosed.

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2021, which are set out on pages 13-18.

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed Date

Helen Sturdy FMAAT, MCIE, DChA

The Stables, Waterhouse lane,
Kingswood, KT20 6DU

Accounts

RECONNECT

(Company limited by guarantee)

<https://reconnectonline.org.uk/>

**Report and Financial Statements For
the year ended 31 December 2020**

Charity no. 1105016

Company no. 4978651

Legal and administrative information

Constitution

Reconnect is a company limited by guarantee incorporated on 27th November 2003 (company no. 4978651) and a registered charity (charity no. 1105016) governed by its Memorandum and Articles of Association.

Directors and Trustees

The directors of the charitable company ("the Charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

As set out in the Articles of Association, the number of trustees shall never be less than three and the maximum number shall be determined by a General Meeting. The trustees may at any time co-opt any person (who need not be a member of the Company) as a trustee, either to fill a casual vacancy or by way of addition to their number.

At each Annual General Meeting one-third of the trustees for the time being (or if their number is not a multiple of three then the number nearest to one-third) shall retire from office. A retiring trustee shall be eligible for re-election.

The trustees serving during the period and since the period are as follows:

Elected Directors and Trustees

Sarah Buxton, Chair

Stephen Desmond

Belay Gessesse

Keith Sonnet, Retired 10 May 2021

Lucia Dube, Reappointed 3 September 2020

Dr Maknun Ashami

Director of the Charity and Chief Executive

Theodros Abraham

Registered and Administrative Office

Resource for London
356 Holloway Road
London, N7 6PA

Bankers

HSBC
31 Holborn Circus
London EC1N 2HR

Report of the Trustees for the year ended 31 December 2020

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2020.

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship, and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodoros Abraham, who is a paid full-time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £54,026 primarily from grants and donations. £55,944 was spent on charitable activities. The charity held unrestricted reserve of £42,807 and restricted reserves of £25,239 at the year ended 31 December 2020.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to three months' core expenditure. As at 31 December 2020 these were £42,807 in line with the reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Funds not immediately required for the objectives of Reconnect are held in a deposit account. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Volunteers

The trustees are grateful to all those who have volunteered to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work.

At end of 2020 there were 10 volunteers, including 6 trustees.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2020 and future developments

1. The Charity has continued to assist people with a refugee background based in London, particularly those who were professionals in their home country, to take courses in Higher Education, especially courses leading to a professional qualification in teaching. Many people with a refugee background, including those who are highly qualified, face significant disadvantages, including barriers in accessing re-training courses because their qualifications are not recognised or are unassessed in UK, and experience long periods of unemployment or underemployment. This takes a toll in personal, social, and economic terms. The Charity has evidence of the value of supporting individuals to gain a professional qualification in the UK, which will enable them to gain employment, be a role model for their own and other marginalised communities and contribute to the wellbeing of the UK community as active citizens. A professional qualification and experience will support them if they are able and willing to return to their home country or region of origin.

2. **Guidance and support to individuals** - The Charity has continued to provide one-to-one guidance, signposting and support to individual refugees and asylum seekers who want to progress in higher education, including teacher training. During 2020, 1 cohort comprising 24 learners with a refugee background (refugees and asylum seekers) participated in the Preparation for Higher Education course, and others were also supported by the Director to make informed choices about courses and training. Approximately 92 were supported in this way in 2020. Due to financial limitations, and COVID 19 restrictions, no course was offered in the Summer and Autumn terms of 2020.

The Director of the Charity has 35 years' higher education teaching experience and 28 years' experience of advising students with a refugee background in higher and further education.

3. **Impact of COVID-19** - ReConnect has been significantly affected by the Covid 19 pandemic and lockdown, which began in March 2020, and continued through the year. All face-to-face contacts have had to stop, so meetings between the director and chair, and with trustees, and the directors' advice sessions with applicants and participants, have all had to happen remotely. We are grateful to have had the use of zoom but have experienced the loss of high-quality communication which is really only possible face-to-face. There have been other losses of a more personal nature, with both the director and a trustee having experienced the tragedy of the death of a sibling as a result of covid. Both have coped with the impact on themselves and their families, and the great sadness which these losses have brought. At least one trustee has been negatively impacted by the isolation which the lockdown brought, resulting in reduced productivity. Staff at the Institute of Education worked hard to enable the Preparation for Higher Education course to run online, and students had a rapid introduction to that new learning forum. ReConnect has lost the usual two annual public events, and the opportunity of inviting individual donors and staff from Trusts, to see the outcome of our work. We remain very concerned about the ongoing impact of the pandemic on our work.

4. **Pathways to Teaching for Refugees Programme, at University College London Institute of Education.** This programme has two parts:

Part One: Preparation for Higher Education.

In September 2018, the Charity, in partnership with University College London Institute of Education, commenced a unique 30-hour preparatory programme, to enable refugees and people with a refugee background to progress into higher education. Whatever their level of education or employment, refugees often experience disadvantage, in education and employment. The aim of the Preparation for Higher Education programme is to enable participants to be admitted to a course leading to a teaching qualification (PGCE) and Qualified Teacher Status. They would then be able to work in the teaching profession in UK, or elsewhere. The course also supports refugees into other higher education courses. There are many other successful outcomes of this course. See Section 5.

In the 2020 academic year, due to COVID-19 restrictions, the course was delivered remotely. The UCL virtual learning environment Moodle was used as the platform. Students were facilitated to use break out groups and shared documents to work collaboratively and to share their work. Students were also facilitated to use the platform to work collaboratively and independently outside of scheduled class times. The UCL has returned to face-to-face teaching from September 2021. The Charity is extremely grateful to UCL IOE for its commitment to this course, and the dedication shown in enabling students to take part

remotely. The Charity was offered 10 laptops by citizens UK, which it lent to participants who did not have their own laptop.

A total of 24 participants from 16 countries were supported and successfully completed the programme in 2020-Spring term (January to March). For outcomes refer to section 4.

- Gender: 15 Female (62.5%), 9 Male (37.5%)
- Country of Origin: Afghanistan, Angola, Democratic Republic of Congo (DRC), Eritrea, Ethiopia, Gabon, Iran, Kenya, Nigeria, Senegal, South Africa, Syria, Sudan, Turkey, Turkey/Kurdish, and Yemen
- Academic background: 1 PhDs (4.2%), 1 Medicine & Dentistry (4.2%), 3 Masters (12.5%), 2 Post Graduate Certificate (8.3%), 12 Bachelors (50%), 1 Incomplete Bachelors (4.2%), 1 Higher Education Diploma (4.2%), 3 BTEC Diploma Level 3 (12.5%)
- Age group
 - 20 - 30 (3) 12.5%
 - 31 - 40 (11) 45.8%
 - 41 - 50 (5) 20.8%
 - 51 - 60 (4) 16.7%
 - 61 – 69 (1) 4.2%
- Immigration status
 - 10 Recognised Refugees (41.7%)
 - 4 Indefinite Leave to Remain (16.7%)
 - 4 Asylum Seekers (16.7%)
 - 2 Leave to Remain (8.3%)
 - 2 Exceptional Leave to Remain (8.3%)
 - 2 British Citizens with Refugee background (8.3%)

Applicants to this course face major barriers, such as undeveloped IT skills, and lack of knowledge of the UK education system, which need to be overcome if they are to be able to access higher education courses. This group of Londoners come from non-English speaking countries and have sought refuge in the UK as a result of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge of the UK education system, curriculum, policies, entry requirements and progression routes, as well as academic skills.

In implementing the programme, the Charity publicised the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approx. 200 organisations working with and for asylum seekers and refugees, including Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one meetings with the Charity's director, as well as information and Skills Diagnosis Sessions, run by UCL Institute of Education staff. The Course provides training in academic writing, critical reading, presentation, and ICT skills, (especially virtual learning environments - Moodle and associated applications) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the Director and individual meetings with IoE staff. The Charity coordinates the applications process. Selection is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. During 2020, we are grateful to have been offered funding by 4 trusts, and several individual donors.

Our thanks to the *Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund*, for providing the much-needed funding for the programme. Our thanks also to *Citizens UK* for donating 10 laptops for the programme.

The programme covers fees and travel cost. In 2020, however, participants were provided with study allowances in place of travel cost, as the programme was delivered remotely.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in the autumn term 2019. By the end of the year, two participants were linked with mentors. A qualified experienced urban planner, who came to UK as a refugee from Kurdistan, has been partnered with a 'buddy' from the Bartlett School of Architecture who has volunteered to work with our student. The student has been linked by their buddy to a job opportunity in Islington Council and to scholarship/bursary opportunities for further study. Another participant student, an Ethiopian refugee who is an experienced teacher-educator, has been partnered with a professor in teacher education at UCL IoE to pursue a PhD. This scheme is being further developed in 2020. The buddy scheme has been further developed and participants have been partnered with a number of volunteer academics. In particular, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddies with an academic to find courses which will recognise his partial completion of this studies in his home country. Connections have also been made in the field of electrical and civil engineering.

The Charity strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

A 3-minute video featuring participants in ReConnect's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL IoE during the year. A longer video of the overall work of UCL IoE also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS'.

Reflection by Aine McAllister, the Programme Leader, Preparation for Higher Education Programme

"ReConnect – Preparation for Higher Education is at once an established and developing course designed and delivered by a committed and reflexive team. In addition to the teaching and learning, we are actively developing initiatives and carrying out action research to create impact for a cohort of students with an enormous wealth of experience and knowledge who face numerous barriers to access to Higher Education and with whom we want to work in an attempt to mitigate for those barriers. This reports briefly refers to models of provision in other countries, sets out how the current course is developing and to our continuing broader work. Our overarching aims are set out in the introduction: to develop the capacity of the voice, the literacies and the autonomous learning practices of our students to facilitate entry to the Higher Education system at a level that reflects their experience and competence." (July 2021)

Extracts from "students' evaluations" undertaken by UCL Institute of Education, on ReConnect's Preparation for Higher Education Programme July/ August 2021

- ❖ *"As a new arrival to the UK, the course has given me a very rich knowledge regarding the environment of higher education. Before I joined the course, I had a very low self-esteem, the course (especially lecturers) have helped me a lot to improve my self-esteem. As well as I was with no self-confidence and because of the course I am feeling very confident. The course gave me a great opportunity to build a meaningful education network. Because of the course I managed to find a permanent job as a full time lecturer. I am very grateful and appreciative to have gotten the opportunity to attend this course."*
- ❖ *"The sessions for critical dialogue and critical writing were the most useful. These sessions improved my writing skills. Connections sentences is something I met for the first time and that was extraordinary."*
- ❖ *I feel like I started this journey disadvantaged but now I am making my way to the finish line at least I am trying to be...reconnect higher education giving me hope I need giving me courage that needs to see the finish line."*

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK Department of Education to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. 54 students gained the qualification before this funding ended in 2011. See section 5 for information about outcomes.

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from Dept of Education in 2007.) Both students successfully completed their studies in September 2019 and are now working in further education colleges in London. Please see section 5 for more information.

Reflections by two of the beneficiaries of the PGCE Post-Compulsory Programme, who successfully completed their training at UCL Institute of Education in September 2019:

- ❖ *“Thank you for the grant. I am really grateful. It is a great help towards achieving a wonderful qualification in one of the renowned universities. I will do my utmost to be a shining example to show how Reconnect enables us to achieve our dreams.”*
- ❖ *“I am proud with my achievements so far, starting from humble beginnings as an asylum seeker and refugee. Nonetheless, my proudest moment was when I returned to teaching with the scholarship support I received from Reconnect to complete my PGCE in Post Compulsory Education at UCL – Institute of Education, London. I am now a College Lecturer. I am happy with that and enjoying it. This would not have been possible had it not been for the scholarship and maintenance support I got from Reconnect. I hope to serve my community in earnest with my experience and knowledge for many years to come. Thank you Reconnect and the staff at the Institute of Education – University College London. “*

During academic years 2019-21 the Charity supported 3 students, from Ethiopia, Turkey, and Iran, on the PGCE Post-Compulsory programme. They successfully completed their two years part-time studies in July 2021. Two have given this information about what they are doing:

- ❖ *“At last, I am glad having the chance to be through this journey despite of some barriers and again I am grateful for your kind ever support. I am now working with some education agencies and looking forward to find a full time job soon.” (13/10/2021).*
- ❖ *“I am currently teaching part time at a college in Harrow. I couldn’t commit for a full time teaching as I will be travelling to my home country for an extended period of time during Christmas. I will however continue teaching once I come back probably full time. The opportunity of teaching wouldn’t have been possible if I was not given the opportunity to study my PGCE IOE. (17/10/2021)*

5. Outcomes of ReConnect training programmes

Post Graduate Certificate of Education, Post Compulsory Programme 2005-11

Between 2005 and 2011, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.
- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East, and Latin America, who successfully completed Post-Compulsory Education programme, at UCL Institute of Education. The programme was funded by the Department for Children, Schools and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes.

We have traced information regarding employment outcome for 38 (70.4%) of the participants (it may be their first job, or their most recent). Of the 38, 23 are teaching (in colleges, schools, NGOs, and businesses); 8 entered other employment, including running their own businesses; 4 returned to their home countries, some of whom are known to be in very senior positions. We are aware that one is deceased.

We understand that these figures represent a higher rate of retention in the profession than for many teaching programmes for UK graduates,

Outcomes of 2018-19 Pathways to Teaching for Refugees

The two PGCE students whom the Charity supported successfully completed their studies in September 2019 and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

Outcomes of Preparation for Higher Education Programme, Spring term, January to March 2020.

The Director was able to contact 22 (91.6%) of 24 participants who successfully completed the Preparation for Higher Education Programme during Spring 2020. This feedback has provided strong evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in gaining employment, particularly at a professional level, in the UK. The feedbacks confirmed the commitment and determination to re-enter higher education and professional work, which motivates this group. Each individual takes a number of steps towards their goal, which may change as they gain more experience. A summary of current progress and outcomes is below.

UCL Institute of Education and the Charity are currently finalising the evaluation of the impact of the course since it commenced in 2018.

There is an ongoing need for more educational and careers casework than the Charity, and other organisations, are currently able to provide.

- Three have secured full-time employment, as a lecturer, Project Assistant, and Hotel supervisor respectively

- One has secured a Teaching Assistant position in a London College
- Two are undertaking part-time master's programmes, Statistics and Mathematical Financial, in London higher education institutions
- Three are preparing to enrol on the PGCE Post-Compulsory Programme at UCL Institute of Education when the programme resumes in September 2022
- One is preparing to enrol on the PGCE for TEFL (Teaching English as a Foreign Language) at UCL Institute of Education in September 2022
- A Medical Doctor from Afghanistan has secured an unconditional offer on the MSc Public Health Programme, at the London School of Hygiene & Tropical Medicine and is currently seeking funding
- One has secured a place at a London University to study a Masters in Computing Science and is currently seeking funding
- Three are preparing to undertake undergraduate programmes in Civil Engineering, Aeronautical Engineering, and International Relations respectively
- Two are doing further English courses and preparing to apply for undergraduate programmes
- Two are preparing to join the nursing/care sector
- One is preparing to undertake a PhD programme
- One with an MBA qualification from a European university is seeking a job
- One participant has suffered the loss of several relatives due to Covid and is currently unable to do any studying

6. Supporting Higher Education Institutions in Ethiopia, through placement of UK trained teachers with a refugee background

One of the Charity's aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in South Sudan since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast of Ethiopia. Our director visited Samara University (during a private visit to Ethiopia) in summer 2018, and met with British Council staff in Addis Ababa, and members of the leadership team at Samara University. The Charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to support the University's efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. In 2019 the Charity applied for funds for this programme from DFID Small Charities Challenge Fund (but was unsuccessful).

- 7 The Charity is pleased to work with Student Action for Refugees (STAR), based in the same building, to share experiences and support people with a refugee background into higher education. The STAR staff member responsible for the widening participation programme gives a talk to each group of participants on the Preparation for Higher Education course, to explain the university application process, and campus scholarships coordinated by STAR. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the Charity's participants need to stay in London, for work, accommodation, or family reasons, so regretfully most of the Charity's students have been unable to benefit from the STAR scheme.
- 8 The Charity has forged a cooperative arrangement with CIRLE (Community Integration for Refugees through Culture, Language and Employment), to share experiences and support asylum seekers and refugees with English language and employment opportunities and signposting.
- 9 The Charity continues to produce a Newsletter. In 2020 two Newsletters were produced, Summer 2020/Issue 3 and Winter 2020/Issue 4. These are available on the website, please look under 'HOME/ Newsletters'.
- 10 Due to COVID-19, the Charity was not able to hold a Refugee Week event 2020 following the successful event it held in 2019 in partnership with UCL Institute of Education.
- 11 The Charity is a member of the Refugee Council, Bond (the International Development Network), the Small Charities Coalition, and the National Council for Voluntary Organisations (NCVO).
- 12 The Charity has one full time employee (the Director, who is also the founder) and 10 volunteers (6 of whom are Trustees). Volunteers assist in fundraising, preparing for and organising meetings, and other tasks. We are very grateful to the Director and all volunteers for their work on behalf of the Charity.

Current activities

1. Providing one-to-one assessment, guidance, referrals and support to refugees and asylum seekers and individuals with a refugee background who are seeking advice on higher education and career progression, including those who have completed the Charity's Preparation for Higher Education, and PGCE in the Post Compulsory sector.
2. Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education, to continue to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language, study and ICT skills and an introduction to the UK education system.
3. Working with UCL Institute of Education to continue the Pathways into Teaching for Refugees project, which provides an opportunity for refugees who want to teach in the Further Education sector, to undertake a PGCE in post-compulsory education.
4. Developing links and cooperation with Working Men's (WM) College a further education institute to support refugees who do not meet the English Language requirements for the Preparation for Higher Education Programme at UCL Institute of Education. A course for this group has commenced in 2021.
5. Continuing to gather information about the employment outcomes of the Charity's graduates, and the next steps taken by participants on the Preparation for Higher Education programme.
6. In line with one of its key objectives the Charity has continued to strengthen its capacity in the fields of governance, volunteering, fundraising and website development. It continues to work with a commercial organisation (Salesforce) which, as part of its Corporate Social Responsibility work, supports its staff to use their skills and time to assist charitable organisations. Since 2018, Salesforce has supported the Charity in relaunching its website and logo. These activities were severely impacted by Covid, in 2020.
7. Extending the funding base of the charity, to enable it to support more trainees, and extend its work.
8. Building the Charity's partnership with Samara University in Northeast Ethiopia, a relatively new university, to support the capacity of the university especially by the transfer of the skills of UK based teachers with a refugee background.

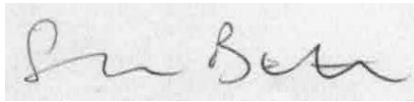
Future developments

1. Seeking to raise the required funds, as part of the Charity's advice and guidance work to support refugees seeking entry into higher education, to cover the cost of NARIC (National Academic Recognition Information Centre) evaluation to enable refugees obtain Statements of Comparability of their overseas qualifications.

2. Seeking to raise the required resources to build the human resources capacity of the Charity through recruitment of an additional member of staff. We would like to strengthen our educational casework capacity, and to free up some of the Director's time by employing a bookkeeper.
3. Strengthening the Charity's organisational and fundraising capacity through partnerships and collaborative initiatives.

Approved by the Board of Directors on 27 October 2021

And signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'Sarah Buxton', is shown within a rectangular box. Below the box is a horizontal dotted line.

Sarah Buxton (Chair)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2020

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2020	2019
INCOME RESOURCES:					
Donations and Grants	3	22,600	31,329	53,929	97,543
Investments	4		97	97	84
TOTAL		22,600	31,426	54,026	97,627
RESOURCES EXPENDED:					
Raising funds	5,6		2,197	2,197	2,219
Charitable Activities	5,7	1,781	54,163	55,944	62,717
TOTAL		1,781	56,360	58,141	64,936
Net income/(expenditure)		20,819	-24,934	-4,115	32,691
Balances brought forward 01 Jan		4,420	67,741	72,161	39,470
Balances Carried forward 31 Dec		25,239	42,807	68,046	72,161

The statement of Financial Activities includes gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006

The notes on pages 17 to 20 form part of these accounts

BALANCE SHEET AS AT 31 DECEMBER 2020

		2020		2019	
	Notes	£	£	£	£
FIXED ASSETS					
Tangible fixed assets			-		-
CURRENT ASSETS					
Debtors & prepayments	10	297		1,101	
Cash in hand and at banks		<u>70,631</u>		<u>71,060</u>	
		70,928		72,161	
LIABILITIES: Amounts falling due within one year					
	11	<u>2,882</u>		<u>-</u>	
NET CURRENT ASSETS			<u>68,046</u>		<u>72,161</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>68,046</u>		<u>72,161</u>
NET ASSETS			<u>68,046</u>		<u>72,161</u>
FUNDS					
General unrestricted	12		42,807		67,741
Restricted			<u>25,239</u>		<u>4,420</u>
TOTAL FUNDS			<u>68,046</u>		<u>72,161</u>

The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31 December 2020:-

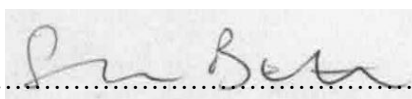
- the company was entitled to exemption from audit under section 477 of the Companies Act 2006, and
- members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005, the accounts have been examined by an independent examiner whose report appears on page 21.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Notes on pages 17 to 20 form an integral part of these accounts.

These accounts, which have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies, and in accordance with FRS102 SORP, were approved by the trustees on 27 October 2021 and signed on their behalf by.

Sarah Buxton (Chair)



**NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2020**

ACCOUNTING POLICIES

1. Basis of preparation of accounts

1.1 The financial statements have been prepared under the historical cost convention in accordance with:

- The Charities Act 2011
- The Charities and Trustee Investment (Scotland) Act 2005
- The Charities Accounts (Scotland) regulations 2006 (as amended)
- The Companies Act 2006
- The Financial Reporting Standard applicable in the UK and the Republic of Ireland: FRS102
- Accounting & reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102) (effective January 2015)

The Charity meets the definition of a public benefit entity as defined by FRS 102

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Incoming resources

1.2.1 Donations and grants

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

1.2.2 Interest receivable

Interest is included when receivable by the Charity.

1.3 Resources expended

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned based on the proportion of time spent by staff on those activities.

1.4 Fund Accounting

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted Funds.

- Skill Transfer to Ethiopia
- Barrow Cadbury grant. Support for refugee asylum seekers in London who wish to enter higher education.

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2020 the charity did not have any capitalised tangible fixed assets.

1.6 Depreciation

Tangible fixed assets are stated at cost and are depreciated by annual instalments as follows:
Office computers and equipment – over 3 years.

1.7 Retirement Benefits

The charity operates a defined contribution pension scheme. The assets of the scheme are independently administered. The employer's pension costs represent contributions payable by the charity to the fund.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1

3. Donations and grants

	Restricted	Unrestricted	Total 2020	2019
	£	£	£	£
Donations		31,329	31,329	83,074
Grants	22,600	-	22,600	14,469
Legacies		-	-	-
TOTAL	22,600	31,329	53,929	97,543

4. Investment Income

	2020		2019
	£		£
Bank interest	97		84

5. Support Costs

Support costs have been allocated on the basis of staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2020 £
Rent and office costs	284	5,383	5,667
Payroll costs	35	674	709
TOTAL	319	6,057	6,376

6. Expenditure on Fundraising

	2020	2019
	£	£
Salaries – direct cost (note 8)	1,662	1,631
Fundraising costs	216	216
Support costs (Note 5)	319	372
TOTAL	2,197	2,219

7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2020	2019
			TOTAL	TOTAL
<u>Direct Costs:</u>	£	£	£	£
Staff Costs (Note 8)	1,781	30,122	31,903	31,003
Student allowances and fees	-	17,733	17,734	23,077
Conference, meeting costs and training		-	-	547
IT equipment		-	-	500
Other costs		250	250	526
<u>Indirect Costs:</u>				
Support costs (Note 5)		6,057	6,057	7,064
TOTAL	1,781	54,162	55,944	62,717

8. Staff Costs

	2020	2019
	£	£
Salaries	31,766	32,634
Social Security costs	313	114
Employer pension contributions	1,486	1,536
TOTAL STAFF COSTS	33,565	34,284

No employee received remuneration amounting to more than £60,000 in either year.

The average monthly number of employees during the year was as follow:

	2020	2019
	1	1

9. Taxation

The company has been constituted as charity number 1105016 and so is not liable to income tax or capital gains tax on its charitable activities.

10. Deferred Income and prepayments

	2020	2019
	£	£
Prepayments	297	1,101
TOTAL	297	1,101

11. Liabilities Falling Due Within One Year

	2020	2019
	£	£
PAYE liabilities	1,946	-
Salaries	936	-
TOTAL	2,882	-

12. Movement in Funds

	As at 01 Jan 2020	Incoming Recourses	Outgoing resources	As at 31 Dec 2020
<u>Unrestricted Funds</u>				
General Fund	67,741	31,426	56,360	42,807
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,420	-	-	4,420
Higher education programme	-	22,600	1,781	20,819
TOTAL FUNDS	72,161	54,026	58,141	68,046

13. Related party transactions

No Trustee or related parties received fees or other emoluments.

A donation of £30,000 was received from The Equator Fund, a private CAF Trust set up by Sarah Buxton, chair of Reconnect.

14. Members Guarantee

The company is limited to the guarantee of £1 per member.

15. Directors and Trustees Statement

The directors confirm that they received no remuneration or reimbursement of expenses, there was no indemnity purchased, and that there were no transactions which would need to be disclosed.

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2020, which are set out on pages 15-20

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

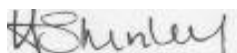
Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed



Date 28th October 2021

Helen Sturdy FMAAT, MCIE, DChA
The Stables, Waterhouse lane,
Kingswood, KT20 6DU