GREENWICH INCLUSION PROJECT (GRIP)

England & Wales · Charity number 1159425

Details

Other names	GREENWICH INCLUSION PROJECT, GRIP
Status	Registered
Legal form	Charitable company
Company number	08305287
Registered	2014-12-01
Register	View on the Charity Commission register

Contact

Address	Suite 7 Equitable House 7 General Gordon Square Woolwich London SE18 6FH
Phone	02037479862
Email	admin@griproject.org.uk
Website	www.griproject.org.uk

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Activities

Objects: THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:1. THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN THE ROYAL BOROUGH OF GREENWICH AND SURROUNDING AREAS BY:A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF AGE, DISABILITY, GENDER, GENDER IDENTITY, RACE, CASTE, RELIGION OR BELIEF, SEXUAL ORIENTATION OR ANY COMBINATION THEREOF;B) PROVIDING ADVICE AND SUPPORT TO VICTIMS OF HATE CRIMEC) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;D) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;E) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;F) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.2. TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: AGE, DISABILITY, GENDER, GENDER IDENTITY, RACE, CASTE, RELIGION OR BELIEF, SEXUAL ORIENTATION OR ANY COMBINATION THEREOF.

Activities: Provision of support victims of all race or faith related hate crime.Delivery of training re equality legislationIncrease participation and representation by Minority communities in local service planning and decision-making processes. Support, inform and educate local Public and Voluntary Sector organisations on race and faith equality matters relating to their specialist services.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** THE ROYAL BOROUGH OF GREENWICH AND SURROUNDING AREAS
- Bexley
- Bromley
- Greenwich
- Lewisham
- Newham
- Southwark

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	-	-	-	-
2024-03-31	£297,325	£322,260	-	-
2023-03-31	£298,289	£266,165	-	-
2022-03-31	£299,551	£237,680	-	-
2021-03-31	£156,695	£173,374	-	-
2020-03-31	£190,053	£165,267	-	-

Trustees

Name	Role	Appointed
Salome Jacqueline Thomas-Fasuyi	Chair	2020-10-14
Abimbola Junaid		2025-04-10
Ajaib Singh Saib		2022-10-20
Hadijah Mbabazi Kisembo		2017-10-11
Harcourt Alleyne		2013-11-01
June Magdalene Selman		2020-10-14
Kamaljit Singh Perhar		2020-01-22
Lara Paquete Pereira		2023-10-30
Mary Budd		2019-01-24

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GREENWICH INCLUSION PROJECT (GRIP)

England & Wales - Charity number 1159425

Accounts

Company No. 8305287 (England & Wales)

Charity No. 1159425

GREENWICH INCLUSION PROJECT (GRIP)

(a company limited by guranteed)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

CHARLES OSEI, BSc, MSc, ACIE, MCIPP, AFA, ATA

CHARITY INDEPENDENT EXAMINER / ACCOUNTANT

FLAT 3, 11 ROCHDALE WAY

LONDON

SE8 4LY

Greenwich Inclusion Project (GRIP)

Registered Charity No. **1159425**

Company Registration: **8305287**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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Greenwich Inclusion Project (GRIP)

Registered Charity No. **1159425**

Company Registration: **8305287**

ORGANISATIONAL PROFILE
FOR THE YEAR ENDED 31 MARCH 2024

TRUSTEES

Chairperson	Jacqui Thomas-Fasuyi	
	Hadijah Mbabazi Kisembo	
Treasurer	Harcourt Alleyne	
	Mary Budd	
	Ajaib Singh Saib	
	Kamaljit Singh Perhar	
	June Selman	
	Lara Paquete Pereira	appointed October 2023
Secretary	Gilles Edmond Cabon	

REGISTERED OFFICE:
Suite 7 Equitable House
7 General Gordon Square
Woolwich
London
SE18 6FH

BANKERS:
Unity Trust Bank
Four Brindley Place
Birmingham
B1 2JB

ACCOUNTANTS:
Charles Osei, BSc(Hons), MSc, ACIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way, Deptford London SE8 4LY

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

GRIP is a local charity that works to tackle Race-based and Faith-based inequality and hate. Our aim is to challenge inequality, eliminate discrimination and build good relations between people.

Early in 2023, the Royal Borough of Greenwich (RBG) confirmed that GrIP's strategic race and faith equalities funding was being reduced in real terms. This meant we had to curtail GrIP's persistent participation in work to address inequalities in the criminal justice system, particularly impacting on our involvement with Greenwich's Safer Neighbourhood Board and Independent Advisory Group. Despite this, GrIP continued to work with the Royal Borough of Greenwich on several strategic initiatives, receiving £47,125 in funding to deliver its Strategic Equality SLA.

Key achievements

Night-time enterprise zone
In November 2022, the Mayor of London announced that Woolwich would be one of the new Night Time Enterprise Zones. Night Time Enterprise Zones help councils, communities, and businesses to make use of their high streets around the clock and attract people to town centres for shops and services after 6pm.

As a member of the Partnership Board, we reviewed the commissioning documents for the future management of Woolwich Front Room and brokered a partnership between Tramshed and Big Red Bus to submit a joint proposal for management of the space.

GLLaB strategic partnership
GrIP continues to be a member of the Greenwich Local Labour and Business Strategic Partnership Forum. Having a presence here enables GrIP to have direct influence on, and to directly support, programmes and planning designed to improve employability and remove barriers for migrant communities seeking work in the borough.

ESOL Network
GrIP continues to co-ordinate and chair meetings of Greenwich ESOL Network, of which there were two during the summer months. The emphasis of this group is to reassess the range of community-based ESOL opportunities.

Greenwich ESOL Network's review of benefits and impacts following the first year of operation did not progress as well as we had hoped, with very few network members responding to requests for reflections and opinions. This was matched with a significant dwindling of attendance at meetings. The most heavily invested members set to canvassing others to determine if there was sufficient interest in maintaining this group. The results of this canvas should be available soon. While we waited, delivery of ESOL provision continued under GrIP's Greenwich Afghan Resettlement Service.

Stand Against Racism (STAR) and Housing

GrIP was engaged as an external stakeholder in the final sign-off of RBG's Housing Race Equality Strategy. We continued to support the implementation of the strategy as a member of the working group. This strategy was designed to secure implementation of the UK Social Housing Anti-Racism Pledge (SHARP), and the Royal Borough of Greenwich was the first local authority to commit to implementing it.

Somali Community Network

Work was undertaken to establish a constituted organisation to enable structured representation of all the Borough's Somali communities. A community workshop held on 23rd May 2023 to conduct an initial assessment of community needs and concerns was attended by 110 participants. As well as exploring the level of support for establishing a community organisation, this event also sought Somali community views and experiences of service provision within several themes, such as housing and communication support. The result of this work is being compiled into a report that will be distributed to all local authorities and the VCS, which we hope will guide them in supporting Somali communities.

Woolwich Carnival Association (WCA)

WCA's mission is to bring all communities in Greenwich together in appreciation of all of our cultures and local talents, in a community driven celebration where everyone is supported to participate and get involved. Much of September 2023 was focussed on delivery of Woolwich Carnival. GrIP's officer led on the key infrastructure for the carnival and recruitment and briefing of volunteers for the day. At the carnival itself, GrIP's officer was responsible for central co-ordination and administration. The carnival engaged the whole local community, creating an environment where local people could share and bond, develop an understanding of different cultures, and participate in activities that were fun for all. GrIP continues to support the development of the WCA as a constituted body capable of applying for charitable status.

Development and community engagement

GrIP participated in a consultation for the Council's new Community Resource Strategy. We also attended the Greenwich launch of the Metropolitan Police's strategy, "A new Met for London".

GrIP's CEO and Chair met with representatives of the Woolwich Local Traders Association to discuss their concerns regarding the proposed Compulsory Purchase of properties to enable the Woolwich Gateway development to proceed. The traders described representations made to a local planning board of inquiry and explained that they were still awaiting the outcome of the hearings. It was agreed that there would be further discussions when the Board's findings had been published.

GrIP's officer supported a local arts organisation (TACO!) to consult for the establishment of a memorial for Rolan Adams who was killed in a racist attack in Thamesmead in 1991.

We worked with Tramshed to develop a programme of relevant public events and activities to be delivered during Refugee Week. Funding was obtained from the RBG Community Festivals Fund which was used to commission two performances of the production "The Komagata Maru Incident", which took place on 20th and 21st June 2023.

Public Health

We attended stakeholder meetings to review the Public Health Deep Engagement exercises, making recommendations for future engagement to be targeted to address measurable and objective inequalities.

GrIP's officer participated in a consultation conducted by Groundwork to inform the application process and distribution strategy of the new Greenwich Healthier Communities Fund.

We supported community and patient representatives in NHS procurement or evaluation exercises. In each case we assisted the relevant NHS organisation to recruit local resident representatives from minority communities and we administered the remuneration to those representatives.

RBG Public Health has received £100,000 from the national "Contain Outbreak Management Fund" (COMF) and is planning to use the funding to address community well-being among those communities that experienced greatest impact on mental health and well-being during the pandemic. An initial project, delivered by Recovery College, to enhance community awareness of mental well-being did not engage effectively with people from minoritized communities, therefore the COMF will be used for remedial activities. GrIP's officer continued to meet with public health officers and project planning groups to plan and develop community engagement activities which informed distribution of the £100,000 received from the COMF.

GrIP was also represented at the inaugural meeting of the Greenwich Suicide Prevention Partnership, the Public Health Suicide Prevention Strategic Group, and the Public Health 100-day Blood Pressure Challenge Community Workshop.

University of Greenwich research

The Peer Research Project, in association with the University of Greenwich, began with five individuals from migrant communities training to become peer review researchers. Following the training, the individuals conducted interviews with other members of their specific communities to provide research data regarding access to, and quality of, services in the Borough.

The first joint peer research project is complete. Discussions are underway for a second programme researching migrant experiences of access to social housing and quality of service.

We have further engaged in University of Greenwich research to assess the effectiveness of Sanctuary initiatives. Additionally, we supported a University of Greenwich Arts and Humanities Research Council application for a research grant to examine the effectiveness of co-produced solidarity practices for urban inclusion of migrants. If the application is successful, it will provide an opportunity for further peer research projects with the university.

Greenwich Afghan Resettlement Service (GARS)

The Royal Borough of Greenwich commissioned GrIP to run its Afghan resettlement service in April and received £111,559 in funding for this purpose. In the years prior, Afghan refugees had been supported directly by RBG. GARS facilitates essential services to help Afghan families to establish stable and independent lives. This work includes assisting with housing, utilities, school enrolment, ESOL education, accessing benefits, translation services, healthcare appointments, and employment. Each family needs something different, so additional support is tailored to meet their needs. Families receive three years of support, with more intensive support offered in the first year. In 2023-24, 19 Afghan families were successfully settled.

Royal Borough of Greenwich community-based hate crime service

GrIP received £90,000 to fund the Royal Borough of Greenwich community-based hate crime service under its Hate Crime SLA. This was delivered in partnership with two other organisations from the local voluntary and community sector (VCS): Metro and MetroGAD. GrIP focused on addressing hate crimes targeting race, religion, faith, and belief, while the other two partners focused on disability, sexual orientation, and gender identity.

GrIP advocates on behalf of victims across a range of agencies and departments, ensuring that they are working in coordination to tackle harassment. This advocacy

seeks to ensure that all solutions are explored, which may include referral to various housing options, and developing better engagement with housing officers and the police to systemise the collection of evidence showing the extent of the harassment. Advocates also support individuals through police investigation processes, taking actions against the perpetrators, and liaise with the Anti-Social Behaviour Team at RBG to explore civil remedies alongside criminal outcomes.

The advocacy service aims to:

- Be part of a coordinated community response in tackling hate crimes/incidents in Greenwich.
- Ensure a robust and holistic approach is taken in supporting victims and tackling perpetrators of hate crime.
- Ensure the provision of advice, information and signposting, and facilitation of access to support and other relevant services.
- Promote awareness of and encourage hate crime reporting.
- Ensure that front line professionals have the skills, information, and confidence to identify hate crime, and support and refer victims appropriately.
- Effectively contribute to the work of the Hate Crime Strategic Partnership group.

During 2023-24 GrIP provided direct support to 59 individuals. All were subject to more than one incident with harassment being the predominant offence. The service received 28 new referrals and cases were open for 25 of these referrals. GrIP's case work model is holistic and robust; victims are informed of their rights within the Victims Code, Data Protection, and Human Rights frameworks. Service delivery is victim-centred, with the aim of enabling victims to manage incidents independently.

In addition to increasing resilience and reducing risk, GrIP also:

- Made numerous referrals to counselling services.
- Assisted with complaints to the Housing Ombudsman and the Metropolitan Police.
- Assisted two clients in making claims for criminal injuries.

GrIP continues to deliver training and briefings to a wide cross-section of the community and professional organisations to challenge hate crime and its effects. Work was undertaken with housing associations, further education colleges, the University of Greenwich, and a local charity. GrIP also provided regular inputs for the Royal Borough of Greenwich's Tenancy, Adults, and Children's services, and other departments. Written briefings were sent to Greenwich Adult Services and The Metropolitan Police's Safer Schools Partnership.

GrIP is a member of and regularly attends:

- The Royal Borough of Greenwich Hate Crime Strategic Partner meetings (quarterly)
- Greenwich High Harm Panel (monthly)

Borough of Sanctuary (BOS)

GrIP received £34,892 in funding to continue to develop the Royal Borough of Greenwich (RBG) as a Borough of Sanctuary (BoS) in 2023-34. We participated in the assessment of the Council's application to be formally recognised as a BoS, including making a number of recommendations to their improvement plan. After this, RGB received conditional status, having met the minimal standards as a BoS.

GrIP is a key partner in the Community Based Borough of Sanctuary meetings and is working with key RBG officers to plan a programme of action to enhance and sustain the accreditation. Themes explored at the meetings have included the Integrated Care System's plans for "Safer Surgeries"; coordinating activities and promotion of events for Refugees Week; issues regarding access to ESOL for refugees and other migrants in Greenwich; and access to housing for refugees.

GrIP co-ordinated the presence of an outreach and awareness raising stall in General Gordon Square during Refugee Week, engaging support from three partners from the Borough of Sanctuary community group. The event created an opportunity to engage with significant numbers of the public and to recruit additional members for the community group.

As a member of the BoS Community Reference Group, we worked with RBG councillors and other organisations within the group to support asylum seekers housed at Greenwich Ibis who were due to be relocated to Bedfordshire. 35 of the residents strenuously objected to the removal having developed significant local community links. GrIP was able to secure specialist legal opinions for each of the residents resulting in their continuing residence in London while waiting for decisions on their asylum applications.

There were conflicting approaches when residents were first due to be removed from the Ibis. In response, we convened a meeting between core BoS representatives and councillors to better co-ordinate our approaches and ensure the actions and advice of supporters would not jeopardise resident's asylum claims. As a result of this a liaison group was launched, comprising representatives of the Home Office, Clear Springs, RBG cabinet and officers, GrIP, and a local Migrant Rights Network, to establish better local participation in provision of support for residents at "contingency" hotels. This was the first group of this kind anywhere in UK and we hope may serve as a model for the

Asylum agency in other parts of the country. Key discussions took place around how to support refugees through the "Streamlined Asylum" process and proposed "maximisation" of occupancy at the remaining two contingency hotels in Greenwich.

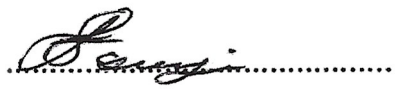
GrIP's officer met with senior managers at RBG's Housing Inclusion services to agree an approach to streamline housing registration and assessments for residents of the contingency hotels who received positive decisions on their asylum applications.

Greenwich Inclusion Project (GrIP) Reserves Policy

GrIP requires a level of free reserves to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community.
- To ensure that delays in the receipt of expected income do not interrupt services or cause serious financial difficulty for the charity.
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The charity's policy is to achieve and maintain a balance of free reserves at a level that would equate to 10% of total unrestricted expenditure. 'Free reserves' is the balance in the Unrestricted Funds available for general purposes. The balance of free reserves at the end of the year 2023/24 was £11,665 (2022/23, £11,665), and so not yet at the level we were aiming for and remain working towards.



11/03/25

Jacqui Thomas-Fasuyi

Date

Chair

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GREENWICH INCLUSION PROJECT (GRIP)

I report on the financial statements for the year ended 31 March 2024 set out on pages 11 - 22.

This report is made solely to the Trustees of Greenwich Inclusion Project (GRIP), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

a) examine the accounts under section 145 of the 2011 Act;

b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and

c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

Since the Charity's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Financial Accountants UK, which is one of the listed bodies, as well as full member of Association of Charity Independent Examiners.

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GRENWICH INCLUSION PROJECT (GRIP)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in any material respect the requirements

   a) to keep accounting records in accordance with Section 130 of the Charities Act; and

   b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA , ACIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

Date 12/03/25

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2023/24 £	2022/23 £
Fixed Assets	11	3	3
Current Assets			
Debtors		-	3,378
Cash at Bank and in hand	18	83,220	108,620
Creditors			
Amount due withinoOne Year			
Other Creditors	13	(1,600)	(5,443)
Net Assets/Liabilities		**81,623**	106,558
Reserves			
General Funds		11,665	11,665
Restricted Funds:		69,958	94,893
		81,623	**106,558**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 st March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 st March 2023 in accordance with Section 476 of the Companies Act 2006.

The trusteesacknowledge their responsibilities for

i) ensuring that the charitable company keeps accounting recordsthat comply with Sections 386 and 387 of the Companies Act 2006 and

ii) preparing finaqncial 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 defeict for each financial year in accordance with the requirements of Section 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 .....10/03/25.....and were signed on its behalf by:

.....
Jacqui Thomas-Fasuyi
Chair

.....
Harcourt Alleyne
Treasurer

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	2023/24 Total Funds £	2022/23 Total Funds £
Resources Arising					
Donations and Legacies		-	-	-	125
Income from Charitable Activities	2	54,394	236,771	291,165	292,816
Other Income		6,160	-	6,160	5,348
Other Income		-	-	-	0
Total Income		60,554	236,771	297,325	298,289
Direct Charitable Expenditure	5	87,152	201,992	289,144	266,165
Support cost	6	33,116	-	33,116	
Total Expenditure		120,268	201,992	322,260	266,165
Resources retained for further use		(59,714)	34,779	(24,935)	32,124
Transfer between Funds		59,714	(59,714)	-	0
Net Movement in Funds		**0**	**(24,935)**	**(24,935)**	**32,124**
Reconciliations of Funds					
Brought forward 01/04/2023		11,665	94,893	106,558	74,434
Carried forward 31/03/2024		**11,665**	**69,958**	**81,623**	**106,558**

The company made no recognised gains and losses other than those reported in the income and expenditure account.

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2023/24 £	2022/23 £
Cash flows from operating activities			
Cash generated from operations	17	(25,400)	47,397
Net cash (used in)/provided by operating activites		(25,400)	47,397
Change in cash and cash equivalents in the reporting period		(25,400)	47,397
Cash and cash equivalents at the beginning of the reporting period		108,620	61,223
Cash and cash equivalents at the end of the reporting period		**83,220**	108,620

Registered Charity No. 1159425

Company Registration: 8305287

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies

Basis of Preparation.

These accounts have been prepared on an accrual basis and include income and expenditure as they are earned or incurred, rather than as cash received or paid. Reference to the "Charities SORP" refers to the Charites 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. 2nd edition effective 1 January 2019, and in accordance with the Companies Act 2006.

1a. Income

All income is recgnised once the Charity has entitllement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not explended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1b. Expenditure

Expenditure is recognised once there is a legal or consrtructive obligation to transfer ecenomic benefit to a third party, it is possible that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1c. Government grants

Government grants are credited to the Statement of financial activities as the related expenditure is incurred.

1d. Fund accounting

Unrestricted Funds are receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
Restricted Funds are subjected to restrictions on their expenditure imposed by the donor.
Designated Funds are unrestricted funds but earmarked by the trustees for particular purposes.

1e. Pension costs and Other post-retirement benefits
The charitable company ioerates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

1e. Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of trhe Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the exztent that such income or gains are applied exclusively to charitable purposes.

1f. Debtors

Trade and other debtors are rcognised at the settlement amount. Prepayments are valued at amount prepaid.

1g. Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short matuity of three months or less from the date of acquisition or openinig of the deposit or similar account.

1h. Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1i. Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the excception of bank loans which are susequently measured at amortised cost using the effective interest method.

1j. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity does not currently have any significant accounting estimates or areas of judgement.

1k. Tangible Fixed Assets
Equipment and other tangible fixed assets are capitalised when the cost is £500 or more

Depreciation is provided at the following annual rates in order to write off each assst over its estimated useful life.

Plant and machinery	-	straight line over 3 years
Fixtures and fittings	-	straight line over 3 years
Computer equipment	-	straight line over 3years

Registered Charity No. 1159425

Company Registration: 8305287

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2024	Restricted 2024	2023/24	2022/23
	£	£	£	£
RBG Hate Crime SLA	26,100	63,900	90,000	90,000
RBG Strategic Equality SLA	19,994	27,131	47,125	44,431
Sanctuary Project	-	34,892	34,892	35,000
Public Health Community Engagement	-	-	-	12,756
London Community Fund - Jubilee Award	-	-	-	10,000
RBG Community Support Grant	-	-	-	8,955
RBG Warm Spaces Grant	-	-	-	3,000
MOPAC	-	-	-	3,877
Kickstart	-	-	-	5,426
Other Funding Grants	-	6,595	6,595	-
Greenwich Afghan Resettlement	8,300	103,259	111,559	-
Community Innovations Grant	-	995	995	71,511
BHM	-	-	0	7,860
	54,394	**236,771**	**291,165**	**292,816**

3 OTHER INCOME	Unrestricted 2024	Restricted 2024	2023/24	2022/23
	£	£	£	£
Donations	15	-	15	4,100
Room hire	220	-	220	1,248
Membership Income	17	-	17	-
Livewell Partnership Board	1,130	-	1,130	-
Charlton Athletic Community Trust	-	2,449	2,449	-
University of Greenwich Peer Research	-	1,500	1,500	-
Other Income	829	-	829	-
	2,211	**3,949**	**6,160**	**5,348**

4 CHARITABLE ACTIVITIES COSTS	Direct Costs (see note 5)	Support Costs (see note 6)	Total
	£	£	£
Charitable Activities	**289,144**	**33,116**	**322,260**

5 DIRECT CHARITABLE ACTIVITIES	Unrestricted 2024	Restricted 2024	Total 2023/24	Total 2022/23
	£	£	£	£
Staff costs	81,309	127,175	208,484	149,730
Promotions & Advertising	373	-	373	466
GAD Sub-contract RBG Hate Crime SLA	-	10,000	10,000	7,500
Metro Sub-contract RBG Hate Crime SLA	-	21,000	21,000	21,000
Volunteer expenses	451	-	451	427
Event costs	-	9,160	9,160	1,650
Travel and subsistence	28	-	28	41
Recruitment	-	-	-	429
Staff Development	-	-	-	402
Examiners fee	1,600	-	1,600	1,400
Payroll cost	1,071	-	1,071	942
Bank charges	126	-	126	139
Storage cost	1,692		1,692	
AGM expenses & Annual Report	502	-	502	729
Sanctuary project direct costs (ringfenced)	-	2,212	2,212	5,663
GARS Project (ringfenced)		873	873	
MHCLG Project (ringfenced)	-	1,890	1,890	3,551
Office Expenses - staff travel	-	-	-	11,421
REAB Development cost	-	-	-	7,500
Warm Spaces		1,680	1,680	-
Community Innovations Grant (ringfenced)	-	25,145	25,145	33,758
Community Fridge Expenditure (ringfenced)	-	2,353	2,353	-
University of Greenwich Project (ringfenced)	-	504	504	-
Community Innovations Grant (GrIP delivery)	-	-	-	4,179
Total	**87,152**	**201,992**	**289,144**	**266,165**

Registered Charity No. 1159425

Company Registration: 8305287

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

6 SUPPORT COSTS

Charitable Activities	**33,116**

Support costs, included above, are as follows:

	2024 Charitable activities	2023 Charitable activities
	£	£
Premises cost	12,500	13,794
Insurance	1,527	1,444
Office running cost	-	5,267
Printing, postage, stationery and telephone	-	6,154
IT & Maintenance	5,480	-
Membership and /subscriptions	320	-
Office contigency	217	-
Office subsistencce	385	-
Photocopier Hire and servicing	4,643	-
Photocopier- printing charges	3,715	-
Stationery/Postage/Courier	147	-
Telecommunications	4,182	-
Total	**33,116**	**26,659**

7 NET INCOME/(EXPENDITURE)

	2023	2023
	£	£
Deperciation - owned assets	0	0

8 TRUSTEEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023

9 STAFF COSTS

	2024	2023
	£	£
Wages and salaries	191,801	131,538
Social security costs	12,703	11,484
Other pension costs	3,980	6,708
	208,484	149,730

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

	2024	2023
Full-time	3	3
Part-time	4	4

9 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

10 INTANGIBLE FIXED ASSETS

	Computer Software £
COST	
At 1st April 2023 and 31st March 2024	5,040
AMORTISATION	
At 1st April 2023 and 31st March 2024	5,040
NET BOOK VALUE	
At 31st March 2024	-
At 31st March 2023	-

11 TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Computer equipment £	Totals £
COST				
At 1st April 2023 and 31st March 2024	6,474	2,426	4,180	13,080
DEPRECIATION				
At 1st April 2023 and 31st March 2024	6,473	2,425	4,179	13,077
NET BOOK VALUE				
At 31st March 2023	1	1	1	3
At 31st March 2022	1	1	1	3

12 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Charlton Athletic Community Trust (CACT)	-	2,449
Job Ladder	-	429
Metro	-	500
Other debtors	-	-
	-	3,378

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Social security and other taxes	-	2,639
Pensions	-	557
Accrued expenses	1,600	2,247
	1,600	5,443

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2024 Total funds	2023 Total funds
	£	£	£	£
Fixed assets	3	0	3	3
Current assets	83,220	-	83,220	141,205
Current Liabilities	(1,600)	0	(1,600)	(5,443)
	81,623	-	81,620	135,762

15 MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	11,665	0	11,665
Restricted funds			
Restricted fund	94,893	(24,935)	69,958
	136,305	(24,935)	81,623

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	60,554	120,268	(59,714)
Restricted funds			
Restricted fund	236,771	201,992	34,779
TOTAL FUNDS	**297,325**	**322,260**	**(24,935)**

15 MOVEMENTS IN FUNDS - continued

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

	Incoming resources	Reources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	124,877	209,466	(84,589)
Restricted funds			
Restricted fund	479,037	378,959	100,078
		-	-
TOTAL FUNDS	**603,914**	**588,425**	**15,489**

16 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2023.

17 RECONCILIATION OF NET (EXPENDIYURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	(24,935)	32,124
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in detors	3,378	15,134
Increase/(decrease) in creditors	(3,843)	139
Net cash (used in)/provided by operations	**(25,400)**	**47,397**

18 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net Cash			
Cash at Bank and in hand	108,620	(25,400)	83,220
	108,620	(25,400)	83,220
Total	108,620	(25,400)	83,220

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
INCOME AND ENDOWMENTS		
Charitable activities		
RBG Hate Crime SLA	90,000	90,000
RBG Strategic Equality SLA	47,125	44,431
Sanctuary Project	34,892	35,000
Public Health Community Engagement	-	12,756
Other funding	6,595	21,955
MOPAC	-	3,877
RBG REAB Development	-	-
Kicistart	-	5,426
MHCLG	-	-
Community Innovations Grant	995	71,511
Greenwich Afghan Resettlement	111,559	
BHM	-	7,860
	291,165	292,816

Other Income	2024	2023
	£	£
Other Income	5,908	4100
Room hire	220	1248
Membership Income	17	
Donations & Legacy	15	125
	6,160	5,473
Total incoming resources	**297,325**	**298,289**

EXPENDITURE

Charitable activities	2024	2023
	£	£
Wages	191,801	131,538
Social security	12,703	11,484
Pensions	3,980	6,708
Advertising	373	466
GAD Sub-contract RBG Hate Crime SLA	10,000	7,500
Metro sub-contract RBG Hate Crime SLA	21,000	21,000
Volunteer expenses	451	427
Event costs	9,160	1,650
Travel and subsistence	28	41
CRB costs	-	-
Recruitment	-	429
Staff Development	-	402
IT support and maintenance	5,480	-
Professional subscription	320	-
Storage	1,692	
Sub-total carried forward	256,987	181,645

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTD) FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
Sub-total brought forward	**256,987**	**181,645**
Examiners fee	1,600	1,400
Payroll cost	1,071	942
Bank charges	126	139
AGM expenses	502	729
Consultancy services	-	-
Depreciation	-	-
Santuary project direct cost (ringfenced)	2,212	5,663
MHCLG Project (ringfenced)	1,890	3,551
Kirkstart set-up costs	-	-
Premises costs	12,500	13,794
Office Expenses	602	5,267
Insurance and indemnity	1,527	1,444
Printing, postage, stationery and telephone	8,043	6,154
Photocopier Hire and servicing	4,643	-
Community Fridge (ringfenced)	2,353	-
University of Greenwich Project (ringfenced)	504	-
Warm Spaces (ringfenced)	1,680	-
REAP Development cost	-	7,500
Community Innovations Grant (ringfenced)	25,145	33,758
GARS Project(ringfenced)	873	-
Community Innovations Grant (GrIP)	-	4,179
Total	**322,259**	**266,165**
Net (expenditure)/income	**(24,934)**	**32,124**

This page does not form part of the statutory financial statements

GREENWICH INCLUSION PROJECT (GRIP)

England & Wales - Charity number 1159425

Accounts

Greenwich Inclusion Project (GRIP)

Registered Charity No. **1159425**

Company Registration: **8305287**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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Greenwich Inclusion Project (GRIP)

Registered Charity No. **1159425**

Company Registration: **8305287**

ORGANISATIONAL PROFILE
FOR THE YEAR ENDED 31 MARCH 2023

TRUSTEES

Chair	Jacqui Thomas-Fasuyi	
	Hadijah Mbabazi Kisembo	
	Harcourt Alleyne	
	Mary Budd	
Treasurer	Ajaib Saib	joined October 2022
	Raheeda Melesse Page-Muir	resigned October 2022
	Kamaljit Singh Perhar	
	June Magdalen Selman	
Secretary	Gilles Edmond Cabon	

REGISTERED OFFICE:
Suite 7 Equitable House
7 General Gordon Square
Woolwich
London
SE18 6FH

BANKERS:
Unity Trust Bank
Four Brindley Place
Birmingham
B1 2JB

ACCOUNTANTS:
Charles Osei, BSc(Hons), MSc, ACIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way, Deptford London SE8 4LY

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2023

As the year commenced, GrIP was still dealing with the impact of the Covid pandemic. Throughout the year, our service delivery was affected by intermittent and, in one case, relatively long term absence of staff. This demonstrates the vulnerability of the organisation, as a small group with no spare capacity and, ironically, also the strength of the organisation to be able to manage these events and still deliver planned outcomes.

Key achievements

Community Based Hate Crime Service

The Hate Crime SLA was delivered in partnership with the VCS organisations, Metro and MetroGAD. Within this partnership, GrIP focusses on addressing hate-crime on the grounds of Race or Faith. The key aspects of the service are to:

- Be part of a coordinated community response in tackling hate crimes/incidents in Greenwich
- Provide advice, information, and signpost and facilitate access to other support and relevant services
- Provide services in such a way as to be sensitive to differences and needs
- Effectively contribute to the work of the Hate Crime Strategic Partnership Group
- Provide a pro-active support to victims and ensure that that victims are aware of their rights;
- Promote awareness and encourage hate crime reporting.

During 2022-23, GrIP gave direct support to 51 individuals who had been subjected to hate-crimes, 46 of whom were victims of repeated incidents. Support was also provided to the families and associates of direct Hate Crime victims. 22 of the new inquiries resulted in formal cases being opened. Formal casework always requires structured liaison with professionals in other organisations. During this year, that included:

- Applications for emergency temp accommodation
- Negotiating for delivery fees and housing benefit
- Application for 2 emergency essentials gas cooker and bedding
- Mental health support for a child
- Admissions - new school places
- MPS and HA re perpetrators
- Coordinated support though TAC meetings

We continued to deliver training and briefing sessions to staff and service users in public and voluntary sector organisations, with a mix of on-line delivery and more traditional in person delivery. In total, 16 training events or workshops were delivered this year. In addition, we marked National Hate Crime Awareness week with the publication of an article distributed to all schools in Greenwich. This was later followed by distribution of promotional materials to all tenants via the Council's Community Protection and Housing Teams.

GrIP's Officer continued to attend regular meetings of:

- Royal Borough of Greenwich Hate Crime Strategic Partnership (quarterly);
- Greenwich High Harm Case Panel (monthly);

Strategic Equalities

Strategic support for RBG's Public Health Department in addressing Covid related concerns drew to a close during this year. As part of that closure, GrIP attended numerous stakeholder meetings to review and evaluate the Public Health Deep Engagement exercises, making recommendations for future engagement to be targeted to address measurable and objective inequalities.

However, while our work was less focussed on the strategic needs of the department, we undertook a more practical level of support for a number of community micro-initiatives designed to alleviate the long-term impacts of Covid on well-being and economic opportunities. The work of local and micro community groups was funded through Community Innovation Grant funding and GrIP provided essential financial management and community development support to 12 projects in receipt of in excess of £77,000.

Although our direct strategic support for Public Health reduced during thee year, we increased our support for other Borough Council strategic plans, in particular, in economic development, employment opportunities and Housing services. In November, RBG received funding from Mayor of London to develop Woolwich's late-night economy. GrIP is represented on a Partnership Board, with key stakeholders to help deliver this initiative. In this capacity we are able to highlight the frustrations and concerns of traders from Racialised Minority communities and have utilised our deep knowledge of the local community to address community safety matters. One such intervention sought to address continuing concerns regarding the fears of forced displacement of traders from Black and Minority communities as a result of the proposed "Woolwich Gateway" development.

At the beginning of the year we received a report of the impact of a project delivered by Greenwich Local Labour and Business (GLLaB) to provide targeted support for people from migrant communities to improve access to employment opportunities. Following this, GrIP's officer met with the GLLaB Director to start discussions regarding structured liaison for GrIP and GLLab projects/initiatives; followed up with presentation to whole GLLaB team meeting regarding GrIP's work and support available to GLLaB service users and, subsequently, GrIP is now represented on the GLLaB strategic partnership group. Thus enabling us to have direct influence on, and be able to directly support, programmes delivered to improve employability for the Borough's residents.

As the year came to an end, GrIP was engaged as a stakeholder in the final sign-off of RBG's Housing Race Equality Strategy. We continue to support the implementation of the strategy as a member of a newly established working group, comprising officers, housing tenants and key community organisations. This strategy is designed to secure implementation of the UK Social Housing Anti-Racism Pledge (SHARP). RBG is the first local authority to commit to implementing SHARP

Addressing community concerns regarding policing is a continuing element our work. During this year we engaged in 2 specific initiatives to seek to improve police trust and accountability, especially among Racialised minority communities. In the first instance, we worked with a local theatre company to develop a performance based approach to inform young people of rights and expectations during police stop and search incidents, which was delivered to over 120 young people in schools in Greenwich. In light of the extremely positive feedback received from young people and their teachers, we have continued to work with the company to seek funds to be able to deliver the performance to all secondary schools in the Borough.

Our second major initiative was an attempt to refresh every Safer Neighbourhood Panel in Greenwich, to take account of new ward boundaries. Our aim, through this exercise, was to address the historic under-representation of people from Racially minoritized communities on these panels. To facilitate this, we planned and delivered 12 community meetings in different parts of the Borough, from mid-October to late November, to inform members of the public of the opportunity the Panels present for determining local police priorities and to address concerns regarding unfair treatment.

In November 2022, GrIP's CEO stepped down from his position as vice-chair of Safer Greenwich, the Borough's Safer Neighbourhood Board. Prior to this, he had led the organisation's strategic planning review, chaired meetings of Safer neighbourhood Panels Chairs' Forum and led on assessments of local applications for MOPAC funding. In this capacity, he had also the Metropolitan Police Service's Diversity Lead in increasing recruitment of officers from Black and Minoritised communities and was consulted on the services plan for improving community trust and confidence.

GrIP's officer continues to be an active member of the Borough's Independent Advisory Board, which provides high-level advice and insights of the impact of policing activities on community trust. In this year, we have used this platform to highlight concerns regarding the targeting of, predominantly, Black youths when dispersal orders are in force and the failure to increase the visible presence of officers from Minoritised communities in neighbourhood policing teams, i.e. the front line of policing in London. We have also sought clarification on the extent to which specialised policing units are briefed on local community sensitivities when they are deployed to this area by Scotland Yard.

As well as work to support the Borough Council and Met, GrIP has worked with the new SE London Integrated Care Board. In particular, we supported community and patient representatives in NHS procurement or evaluation exercises. In each case we assisted the relevant NHS organisation to recruit local resident representatives

from minority communities and we are administering the remuneration to those representatives

GrIP was delighted to support the revived Woolwich Carnival, delivered in September 2022 for the first time since the onset of the COVID pandemic. This is an important celebration of the communities of this Borough and had been severely missed in the previous 2 years. Our support for the Carnival extends to assisting with the essential fundraising, maintain the accounts and helping to deliver community engagement initiatives to encourage active participation in the event. Towards the end of 2022, GrIP work with core members of the Carnival Association to reconstitute the organisation and to submit an application for charitable status.

We were pleased to be able to support Royal Borough of Greenwich's application to become a Borough of Sanctuary, especially through our active participation in the Sanctuary Reference Group. As well as being a body to scrutinise the Council's application, this group provides essential information and insights to inform the Council's development plans. As part of that work, we engaged in a 6-month long survey of refugees and Migrants living in the Borough to identify the barriers that they have experienced that prevent them from fully integrating into life in Greenwich. The report of this "listening" exercise was released during Refugee Week 2022 at a launch event hosted by the Maritime Museum. This report has been utilised by officers at RBG to develop a strategic action plan for improvement to services.

One of the key findings of the report was concerns regarding access to ESOL classes. As a consequence, a new network of community and adult learning ESOL provision has been established and chaired by GrIP. This network seeks to improve the co-ordination and availability of ESOL provision. An early exercise of the group has been to simply map the extent of classes and ESOL opportunities there are in Greenwich and members have since embarked on establishing a single point of entry mechanism for the classes.

In late Winter and early Spring, Greenwich began to feel the impact of changing approaches to Asylum process implemented by the Government and Home Office. At this time, asylum seekers were resident in 3 "contingency" hotels in the Borough with, at least, one being prepared for closure and residents being relocated to other parts of the Country. GrIP's officer worked with concerned colleagues from a number of migrant supporting organisations and with local Councillors to lobby on behalf of 35 of the residents strenuously objected to the removal having developed significant local community links. GrIP was able to secure specialist legal opinions for each of the residents resulting in their continuing residence in London while waiting for decisions on their asylum applications.

A beneficial consequence of this intervention is the establishment of a monthly meeting with representatives of the Home Office to better co-ordinate support for the residents in the remaining hotels. However, there is still room for improvement in this mechanism, especially for those affected by the Home Office's "streamlined" asylum application process. We have workied with RBG's resettlement team and colleagues from GBoS community groups to establish some assistance that can be provided to those that receive the questionnaires but, despite this, as the year closed we began to experience a significant increase in demand for assistance by people

who had positive outcomes from their applications but who, subsequently, were left homeless and destitute.

In December, we partnered with Tramshed to commission performances of "Jesus Christ; a Muslim Nativity" by Khyaal Theatre Company. As part of the partnership, the Syrian refugees GrIP supports were given free tickets to be able to attend the performance. As well as these family members, over 100 members of the public attended on the day.

For a brief period in Spring 2023, we provided an advice surgery for members of Greenwich's Iraqi Kurdish community. For 4 weeks we held open drop-in sessions for members of the community to raise issues of concern that are experiencing locally. These issues include difficulties in accessing health services, difficulties in obtaining suitable social housing, changes to conditions for PCO licence, undue delay in response to application for private hire licence, need for meeting space for supplementary education and overcharging by utility supplier. Over the course of the 4 weeks, we have managed to either resolve or provide satisfactory explanation for nearly all these issues.

Significant political change following the local elections in May 2022 brought new opportunities for GrIP to work with Greenwich's Somali community; a community that we have struggled to connect with in the past. As a first initiative with this community, we supported the delivery of an event, during Black History Month, celebrating Somali culture and raising awareness of the millennium long history of Somali migration and diaspora. This event was attended by over 100 people which provided a significant platform for further work to establish an organisation that can engage on public matters on behalf of this significantly marginalised and unrepresented community. As the year ended, GrIP was supporting the steering group of this new organisation to plan a community engagement event to take place at the end of May, to seek Somali Community views and experiences of service provision within a number of themes.

We have worked with University of Greenwich to recruit, train and deploy community peer researchers, from migrant and refugee communities to support research carried out by the University's Sociology Department. This project started in February with training delivered to 5 individuals from migrant communities. Following the training, the individuals conducted interviews with other members of their specific communities to provide data for research regarding access to, and quality of, services in the Borough.

In addition to the strategic equalities work outlined here, GrIP has supported a number of one-off community initiatives, either with logistic/organisational support or by attendance to deliver a presentation. Some of the highlights of there year are:

- Tamim's Legacy Group 1st anniversary commemoration event held in General Gordon Square on 2nd July. GrIP provided administrative, infrastructure and personnel support for the event
- Attended and spoke at Bangladeshi community's Eid celebration event. As a result of concerns raised at the event, GrIP is working to support the group in finding suitable sustained meeting space and in providing ESOL classes for women.

- Attended Indian Cultural Centre's AGM and followed up with support in addressing loss of premises.
- Attended and spoke at BFEG Black Community and Policing event; informed attendants of opportunities to engage with police accountability mechanisms

We also worked to provide advice and assistance to VCS groups seeking to improve the diversity of their service users or improve their organisation. These included:

- WSUP to provide assistance regarding access to infrastructure support and funding advice,
- The Bridge Centre, East Greenwich to advise on improving diversity of management committee and service users,
- 2 small CICs to develop a project delivering business start-up workshops to people from migrant and refugee communities.
- Support provided for emerging Ukrainian refugee community organisation. We helped them to obtain funds to start music classes with Ukrainian children and further assistance in developing a constitution prior to becoming independent.
- Support provided to Woolwich Traders Association regarding lack of engagement over compulsory purchasing processes. We were able to provide details of the public inquiry procedures and timelines.

Greenwich Sanctuary Project

The range of GrIP's work to provide voluntary support to 20 Syrian refugee families, hosted in the Borough under the UN Vulnerable Persons Programme, continued to expand throughout the year. We continued to work with a pool of 40+ volunteers, deployed in a range of activities; the most consistent roles being ESOL support and social befriending. In the previous year, every Syrian refugee family that wanted support with ESOL was receiving at least 1 hour voluntary support each week. However, during this year, in recognition of different rates of progress in learning English among the adult family members, we began to allocate volunteers to individual learners within the families. We were also able to reverse the need for distant learning, that had arisen during the pandemic, and began to see more volunteers delivering ESOL classes in person. We also initiated group learning sessions, through conversation clubs.

Befriending volunteers also continued to be active during the year, with many finding their role extending to providing assistance to family members in navigating access to key local services. GrIP's volunteers have also worked with the families to gradually increase their confidence in being in public spaces, extending this during the summer with a range of planned social activities, including, dance sessions, a number of community picnics, a trip to St. Mildred's Bay for all the families, and a repeat of our highly successful "Winter" Party (attended by nearly 100 people). The volunteers have also worked to increase cultural activities, with daytrips to Frogmore House and London Zoo. Volunteers have also delivered a number of physical exercise initiatives, including a walking group, to address risks of isolation and as an additional opportunity to encourage spoken English communication.

As a completely fresh initiative, during the Autumn and Winter, we hosted an Arabic language class for the children in the families. This was viewed as an essential activity to ensure the children do not lose connection with their own culture and identity.

We also worked with the families to develop culturally appropriate celebrations for Eid and to commemorate Refugees Week.

Greenwich Inclusion Project (GrIP) Reserves Policy

GrIP requires a level of free reserves to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community.
- To ensure that delays in the receipt of expected income do not interrupt services or cause serious financial difficulty for the charity.
- The ability to survive unexpected setbacks and problems arising from internal or external causes

Gilles Cabon
CEO

27/09/2023

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GREENWICH INCLUSION PROJECT (GRIP)

I report on the financial statements for the year ended 31 March 2023 set out on pages 11 - 21

This report is made solely to the Trustees of Greenwich Inclusion Project (GRIP), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

a) examine the accounts under section 145 of the 2011 Act;

b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and

c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

Since the Charity's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Financial Accountants UK, which is one of the listed bodies, as well as full member of Association of Charity Independent Examiners.

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GRENWICH INCLUSION PROJECT (GRIP)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in any material respect the requirements

   a) to keep accounting records in accordance with Section 130 of the Charities Act; and

   b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



10/10/23

Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA , ACIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

Date .....

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

BALANCE SHEET
AS AT 31 MARCH 2023

	Notes	2022/23 £	2021/22 £
Fixed Assets	11	3	3
Current Assets			
Debtors	12	3,378	18,512
Cash at Bank and in hand	18	108,620	61,223
Creditors			
Amount due withinoOne Year			
Other Creditors	13	(5,443)	(5,304)
Net Assets/Liabilities		**106,558**	74,434
Reserves			
General Funds		11,665	11,665
Restricted Funds:		94,893	62,769
		106,558	**74,434**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 st March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 st March 2023 in accordance with Section 476 of the Companies Act 2006.

The trusteesacknowledge their responsibilities for

i) ensuring that the charitable company keeps accounting recordsthat comply with Sections 386 and 387 of the Companies Act 2006 and

ii) preparing finaqncial 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 defeict for each financial year in accordance with the requirements of Section 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 27TH SEPT. 2023 .....and were signed on its behalf by:

.....

Chair
Jacqui Thomas-Fasuyi

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2022/23 Total Funds £	2021/22 Total Funds £
Resources Arising					
Donations and Legacies		125	-	125	12,432
Income from Charitable Activities	2	58,850	233,966	292,816	287,119
Other Income		5,348	-	5,348	-
Other Income		-	-	-	0
Total Income		64,323	233,966	298,289	299,551
Direct Charitable Expenditure	5	89,198	176,967	266,165	237,680
Total Expenditure		89,198	176,967	266,165	237,680
Resources retained for further use		(24,875)	56,999	32,124	61,871
Transfer between Funds		24,875	(24,875)		
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2022		11,665	62,769	74,434	12,563
Carried forward 31/03/2023		**11,665**	**94,893**	**106,558**	**74,434**

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2022/23 £	2021/22 £
Cash flows from operating activities			
Cash generated from operations	17	47,397	53,227
Net cash (used in)/provided by operating activites		47,397	53,227
Change in cash and cash equivalents in the reporting period		47,397	53,227
Cash and cash equivalents at the beginning of the reporting period		61,223	7,996
Cash and cash equivalents at the end of the reporting period		**108,620**	61,223

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies

Basis of Preparation.

These accounts have been prepared on an accrual basis and include income and expenditure as they are earned or incurred, rather than as cash received or paid. Reference to the "Charities SORP" refers to the Charites 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. 2nd edition effective 1 January 2019, and in accordance with the Companies Act 2006.

1a. Income

All income is recgnised once the Charity has entitllement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not explended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1b. Expenditure

Expenditure is recognised once there is a legal or consrtructive obligation to transfer ecenomic benefit to a third party, it is possible that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1c. Government grants

Government grants are credited to the Statement of financial activities as the related expenditure is incurred.

1d. Fund accounting

Unrestricted Funds are receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
Restricted Funds are subjected to restrictions on their expenditure imposed by the donor.
Designated Funds are unrestricted funds but earmarked by the trustees for particular purposes.

1e. Pension costs and Other post-retirement benefits
The charitable company ioerates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1e. Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of trhe Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the exztent that such income or gains are applied exclusively to charitable purposes.

1f. Debtors

Trade and other debtors are rcognised at the settlement amount. Prepayments are valued at amount prepaid.

1g. Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short matuity of three months or less from the date of acquisition or openinig of the deposit or similar account.

1h. Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1i. Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the excception of bank loans which are susequently measured at amortised cost using the effective interest method.

1j. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity does not currently have any significant accounting estimates or areas of judgement.

1k. Tangible Fixed Assets

Equipment and other tangible fixed assets are capitalised when the cost is £500 or more

Depreciation is provided at the following annual rates in order to write off each assst over its estimated useful life.

Plant and machinery	-	straight line over 3 years
Fixtures and fittings	-	straight line over 3 years
Computer equipment	-	straight line over 3years

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2023	Restricted 2023	2022/23	2021/22
	£	£	£	£
RBG Hate Crime SLA	26,100	63,900	90,000	112,500
RBG Strategic Equality SLA	19,994	24,437	44,431	44,431
Sanctuary Project		35,000	35,000	33,132
Public Health Community Engagement	12,756	-	12,756	47,276
London Community Fund - Jubilee Award	-	10,000	10,000	-
RBG Community Support Grant	-	8,955	8,955	-
RBG Warm Spaces Grant	-	3,000	3,000	-
MOPAC	-	3,877	3,877	4,640
RBG REAP Development	-	-	0	9,000
Kickstart	-	5,426	5,426	2,511
MHCLG	-	-	0	33,629
Community Innovations Grant	-	71,511	71,511	-
BHM	-	7,860	7,860	-
	58,850	**233,966**	**292,816**	**287,119**

3 OTHER INCOME	2022/23	2021/22
	£	£
Other Income	4,100	0
Room hire	1,248	0
	5,348	0

4 CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support Costs (see note 6)	Total
	£	£	£
Charitable Activities	**239,506**	**26,659**	**266,165**

5 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2023	Restricted 2023	Total 2022/23	Total 2021/22
	£	£	£	£
Staff costs	58,395	91,335	149,730	150,590
Promotions & Advertising	466		466	117
GAD Sub-contract RBG Hate Crime SLA	-	7,500	7,500	12,750
Metro Sub-contract RBG Hate Crime SLA		21,000	21,000	15,750
Volunteer expenses	427	-	427	10
Event costs	-	1,650	1,650	178
Travel and subsistence	41		41	116
Recruitment	-	429	429	275
Staff Development	-	402	402	-
Examiners fee	1,400	-	1,400	1,200
Payroll cost	942	-	942	978
Bank charges	139	-	139	131
AGM expenses & Annual Report	729	-	729	-
Sanctuary project direct costs (ringfenced)	-	5,663	5,663	1,897
MHCLG Project (ringfenced)	-	3,551	3,551	21,237
Kickstart set-up costs	-	-	-	2,811
Premises costs	13,794	-	13,794	12,362
Office Expenses	11,421	-	11,421	15,881
Insurance and Indemnity	1,444	-	1,444	1,397
REAB Development cost	-	7,500	7,500	-
Community Innovations Grant (ringfenced)	-	33,758	33,758	-
Community Innovations Grant (GrIP delivery)	-	4,179	4,179	-
Total	**89,198**	**176,967**	**266,165**	**237,680**

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

6 SUPPORT COSTS

Charitable Activities	26,659

Support costs, included above, are as follows:

	2023 Charitable activities	2022 Charitable activities
	£	£
Premises cost	13,794	12,362
Insurance	1,444	1,397
Office running cost	5,267	966
Printing, postage, stationery and telephone	6,154	5,374
Total	26,659	20,099

7 NET INCOME/(EXPENDITURE)

	2023	2022
	£	£
Deperciation - owned assets	0	0

8 TRUSTEEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2022 nor for the year ended 31st March 2021.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2022 nor for the year ended 31st March 2021

9 STAFF COSTS

	2023	2022
	£	£
Wages and salaries	131,538	136,224
Social security costs	11,484	11,583
Other pension costs	6,708	2,784
	149,730	150,591

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

	2023	2022
Full-time	3	3
Part-time	4	4

9 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

10 INTANGIBLE FIXED ASSETS

	Computer Software £
COST	
At 1st April 2022 and 31st March 2023	5,040
AMORTISATION	
At 1st April 2022 and 31st March 2023	5,040
NET BOOK VALUE	
At 31st March 2023	-
At 31st March 2022	-

11 TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Computer equipment £	Totals £
COST				
At 1st April 2022 and 31st March 2023	6,474	2,426	4,180	13,080
DEPRECIATION				
At 1st April 2022 and 31st March 2023	6,473	2,425	4,179	13,077
NET BOOK VALUE				
At 31st March 2023	1	1	1	3
At 31st March 2022	1	1	1	3

12 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Charlton Athletic Community Trust (CACT)	2,449	
Job Ladder	429	
Metro	500	
Other debtors	-	18,512
	3,378	18,512

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	2,639	3,231
Pensions	557	1,859
Accrued expenses	2,247	214
	5,443	5,304

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2023 Total funds	2022 Total funds
	£	£	£	£
Fixed assets	3	0	3	3
Current assets	14,188	94,893	109,081	79,735
Current Liabilities	(5,443)	0	(5,443)	(5,304)
	8,745	94,893	103,638	74,434

15 MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	11,665	0	11,665
Restricted funds			
Restricted fund	62,769	32,124	94,893
	136,305	32,124	106,558

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	64,323	89,198	(24,875)
Restricted funds			
Restricted fund	233,966	176,967	56,999
TOTAL FUNDS	**298,289**	**266,165**	**32,124**

15 MOVEMENT IN FUNDS - continued

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159426

Company Registration: 8305288

			At 31.3.22
			£
General fund	12,563	(898)	**11,665**
Restricted funds			
Restricted fund	-	62,769	62,769
TOTAL FUNDS	**12,563**	**61,871**	**74,434**

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unestricted funds			
General fund	90,107	91,005	(898)
Restricted funds			
Restricted fund	209,444	146,675	62,769
TOTAL FUNDS	**299,551**	**237,680**	**61,871**

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

	At 1.4.21	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	12,563	(898)	11,665
Restricted Funds			
Restricted Fund	-	94,893	94,893
TOTAL FUNDS	12,563	93,995	106,558

15 MOVEMENTS IN FUNDS - continued

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

	Incoming resources £	Reources expended £	Movement in funds £
Unrestricted funds			
General fund	598	-	598
Restricted funds			
Restricted fund		-	-
	156,097	173,374	17,277
TOTAL FUNDS	**156,695**	**143,374**	**17,875**

16 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2023.

17 RECONCILIATION OF NET (EXPENDIYURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	32,124	0
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in detors	15,134	(7,987)
Increase/(decrease) in creditors	139	- 657
Net cash (used in)/provided by operations	**47,397**	**(8,644)**

18 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net Cash			
Cash at Bank and in hand	61,223	47,397	108,620
	61,223	47,397	108,620
Total	61,223	47,397	108,620

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

Company Registration: 8305287

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
INCOME AND ENDOWMENTS		
Charitable activities		
RBG Hate Crime SLA	90,000	112,500
RBG Strategic Equality SLA	44,431	44,431
Sanctuary Project	35,000	33,132
Public Health Community Engagement	12,756	47,276
Other funding	21,955	-
MOPAC	3,877	4,640
RBG REAB Development	-	9,000
Kicistart	5,426	2,511
MHCLG	-	33,629
Community Innovations Grant	71,511	-
BHM	7,860	-
	292,816	287,119

Other Income	2023	2022
	£	£
Other Income	4,100	0
Room hire	1,248	0
Donations & Legacy	125	12,432
	5,473	12,432
Total incoming resources	**298,289**	**299,551**

EXPENDITURE

Charitable activities	2023	2022
	£	£
Wages	131,538	136,224
Social security	11,484	11,583
Pensions	6,708	2,784
Advertising	466	117
GAD Sub-contract RBG Hate Crime SLA	7,500	12,750
Metro sub-contract RBG Hate Crime SLA	21,000	15,750
Volunteer expenses	427	10
Event costs	1,650	178
Travel and subsistence	41	116
CRB costs	-	-
Recruitment	429	275
Staff Development	402	-
IT support and maintenance	-	-
Professional subscription	-	-
Sub-total carried forward	181,645	179,787

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTD) FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Sub-total brought forward	**181,645**	**179,787**
Examiners fee	1,400	1,200
Payroll cost	942	978
Bank charges	139	131
AGM expenses	729	-
Consultancy services	-	-
Depreciation	-	-
Santuary project direct cost (ringfenced)	5,663	1,897
MHCLG Project (ringfenced)	3,551	21,237
Kirkstart set-up costs	-	2,811
Premises costs	13,794	12,362
Office Expenses	5,267	15,881
Insurance and indemnity	1,444	1,397
Printing, postage, stationery and telephone	6,154	-
REAP Development cost	7,500	-
Community Innovations Grant (ringfenced)	33,758	-
Community Innovations Grant (GrIP)	4,179	-
Total	266,165	237,681
Net (expenditure)/income	**32,124**	**61,871**

This page does not form part of the statutory financial statements

GREENWICH INCLUSION PROJECT (GRIP)

England & Wales - Charity number 1159425

Accounts

Greenwich Inclusion Project (GRIP)

Registered Charity No. **1159425**

Company Registration: **8305287**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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Greenwich Inclusion Project (GRIP)

Registered Charity No.	**1159425**
Company Registration:	**8305287**

ORGANISATIONAL PROFILE
FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEES

Chair	Jacqui Thomas-Fasuyi	
	Hadijah Mbabazi Kisembo	
	Harcourt Alleyne	
	Mary Budd	
	Lucy Onycmachi Isaiah	resigned in October 2021
	Raheeda Melesse Page-Muir	
	Kamaljit SinghPerhar	
	June Magdalen Selman	
Secretary	Gilles Edmund Cabon	

REGISTERED OFFICE:
Suite 7 Equitable House
7 General Gordon Square
Woolwich
London
SE18 6FH

BANKERS:
Unity Trust Bank
Four Brindley Place
Birmingham
B1 2JB

ACCOUNTANTS:
Charles Osei, BSc(Hons), MSc, ACIE, AFA, ATA, MCIPP
Practical Accounting Training Ltd
Equitable House, 2nd Floor
10 Woolwich New Road
London, SE18 6AB

Report of Trustees 2021-22

As the year commenced, GrIP was still dealing with the impact of the Covid pandemic. Throughout the year, our service delivery was affected by intermittent and, in one case, relatively long term absence of staff. This demonstrates the vulnerability of the organisation, as a small group with no spare capacity and, ironically, also the strength of the organisation to be able to manage these events and still deliver planned outcomes.

Key achievements

The Hate Crime SLA was delivered in partnership with the VCS organisations, Metro and MetroGAD. Within this partnership, GrIP focusses on addressing hate-crime on the grounds of Race or Faith. The key aspects of the service are to:

- Be part of a coordinated community response in tackling hate crimes/incidents in Greenwich
- Provide advice, information, and signpost and facilitate access to other support and relevant services
- Provide services in such a way as to be sensitive to differences and needs
- Effectively contribute to the work of the Hate Crime Strategic Partnership Group
- Provide a pro-active support to victims and ensure that that victims are aware of their rights;
- Promote awareness and encourage hate crime reporting.

During 2021-22, GrIP gave direct support to 60 individuals who had been subjected to hate-crimes, of whom, 20 were new inquiries received during this year. Support was also provided to the families and associates of direct Hate Crime victims. 19 of the new inquiries resulted in formal cases being opened, with one service user requiring 22 actions to be carried out on their behalf. Just 8 of the new cases were referred to GrIP by the police or another VCS or Statutory agency. This means that, once again, at least 60% of individuals we helped contacted us directly for assistance; demonstrating the effectiveness of our work in raising awareness of the organisation's work in different parts of the Borough.

We continued to deliver training and briefing sessions to staff and service users in public and voluntary sector organisations, gradually adapting the delivery model from purely on-line delivery, at the beginning of the year, to more traditional in person delivery by the end of Winter. In total, 29 training events or workshops were delivered this year, attended by 325 participants. In addition, we marked National Hate Crime Awareness week with the

publication of an article distributed to all schools in Greenwich. This was later followed by distribution of promotional materials to all tenants vis the Council's Community Protection and Housing Teams.

GrIP's Officer continued to attend regular meetings of:

- Royal Borough of Greenwich Hate Crime Strategic Partnership (quarterly);
- Greenwich High Harm Case Panel (monthly);

In this year, GrIP's officer also drafted a Performance Standard for Social Housing Providers. This has been approved by colleagues within the Strategic Partnership for use by all providers in the Borough.

The bulk of our public sector work in delivering strategic equalities in this year was focussed on work with organisations addressing the impact of the Cocid pandemic, both in terms of differential impacts on health for different communities and the supporting work to implement the lessons learned about the need for better, more effective relationships between public bodies and local communities.

Primarily, we worked to support the Public Health Department of the Council in community engagement and support, where we were active members of the steering group established, with Ministry of Health Communities and Local Government funding, to deliver real and meaningful engagement with more vulnerable racial minority communities and targeted neighbourhoods. For the Neighbourhood based work, GrIP hosted 2 community engagement workers employed to deliver targeted community engagement in Woolwich Commmon Ward. We also worked with the Public Health Department to address the concerns raised in previous years regarding difficulties accessing funds for small, especially Black and Minority Community led, community groups. As a consequence, we were able to put in place a mechanism that enabled an initial 13 micro and small community groups to obtain £33,000 of funding from local participatory budgeting schemes. At the end of the financial year, GrIP was able to repeat this in "sponsoring" a range of community groups obtain a further £57,000 of Community Innovation Funding. Our support for these groups doesn't rest with simply obtaining the funding but extends to financial management, administrative and mentoring support for those delivering the projects. This has, consequently, ushered in an entirely new way of working with communities for GrIP where we have begun to adopt a more deliberately community development model which, in turn, provides us with better insights into a broad range of lived race and faith inequality issues in specific localities.

Our second significant arena of strategic equality work this year was in continuing to seek to address the inequalities in policing action and community safety. GrIP's officer continued in his role as Vice-Chair of Safer Greenwich, the Safer Neighbourhood Board. In this role, as well as consistently seeking action from the MPS to address the issues highlighted through the Black Lives Matter movement and the evidence of police community responses to Covid restrictions, he worked specifically to improve representation and engagement of people from racial minority communities in Safer Neighbourhood Panels and chairing meetings of Greenwich's SNP co-ordinating forum. In Autumn 2021, news emerged of the decision to redefine the boundaries of every ward in the Borough, creating 21 wards instead of the existing 17. Consequently, on behalf of the SNB and Metropolitan Police Basic Command Unity, GrIP's officer developed and started delivery of a programme of community awareness raising and community engagement to develop entirely new Safer Neighbourhood Panels that effectively represent the interests and demographics of each of the new wards. Unfortunately, just as the work was due to be rolled out, MPS announced that they needed to delay the implementation of the new panels to allow time for crime data software to be reconfigured to match the new ward boundaries.

In addition to participating in the work of the Safer Neighbourhood Board, GrIP's officer also attended meetings of the Borough's Independent Advisory Group, the key mechanism for improving police and community relations, as well as attending one Gold Group meeting, following a local critical incident, and initial meetings of the SE-BCU Community Encounter Group.

We have also been working to develop a Race Equality Advisory Board for Greenwich. Unfortunately, fees paid for this development were significantly delayed and progress has not been as great as desired. However, the funds are still accessible in 2022-23 and we hope to have a more positive report in next year's annual report. Despite this, during 2021-22 we were able to conduct research into similar mechanisms in other Boroughs; which has shown that this approach by Greenwich is completely without current equivalents.

On the topic of community engagement, GrIP has worked to support the work of MetroGAVS in establishing the Greenwich Health Involvement Voice and Engagement (GHIVE) Hub. GrIP co-facillitated the initial events to hear the views of Black and Minority Community led VCS organisations and the workshop for small, unfunded, groups. We subsequently assisted in the National Lottery application that has resulted in 3 years funding to progress this initiative.

Following the tragic murder of Tamim Habimana, GrIP carried out a series of engagement events with young people and parents, to ascertain the fears and

concerns of people feeling vulnerable in Minoritised and marginalised communities. The primary findings from these events was, firstly, a fear that the incident will be used as an opportunity to subject young, especially, Black men to further intervention by the police and, related to this, a realisation that many young people are not aware of the limitations in police powers or public rights when faced with police stop and search. As a result of this, we have been working with a local theatre company to develop an interactive educational drama production, to create a space for young people to explore these issues further.

Also following the murder, in recognition of GrIP's position and relations with key personnel in the Public Sector, we worked with members of Tamim's family and other community members, to organise a community vigil of remembrance. This was held in September and was attended by approximately 350 people. At the end of 2021-22, we again worked to support Tamim's family members in organising an event to mark the first anniversary of the murder.

Woolwich Carnival has become a feature of the cultural life of the Borough, however, for 2 years the Carnival could not be delivered because of the restrictions imposed in response to the pandemic. This gave Woolwich Carnival Association an opportunity to review their structure and method of operation. In 2021-22 GrIP was deeply involved in that process, facilitating and co-ordinating a number of workshops and development planning sessions.

Following the decision of Royal Borough of Greenwich to seek to become a Borough of Sanctuary, GrIP has been a key and active member of the local Borough of Sanctuary Community Reference Group. During this year, the group conducted a wide ranging "listening" exercise to obtain first-hand evidence of changes that can be made in the Borough's service delivery to make the Borough a place where refugees and other migrants know that they are welcomed.

One key issue that emerged from that community consultation revolves around difficulties in ESOL provision in the Borough. As a result, we worked with a number of community based ESOL providers to establish the Greenwich ESOL Network (GEN) which works to improve co-ordination of existing ESOL provision and availability of information of the classes available. The group is also concerned to address the nationally imposed criteria that limits access to ESOL provision by some migrants, until they have been resident in UK for 3 years.

GrIP's work to provide voluntary support to 20 Syrian refugee families hosted in the Borough under the UN Vulnerable Persons Programme, expanded

significantly this year. In the middle of the year, after strict lockdown conditions were lifted, many of the volunteers we had been working with found they had less availability as furlough regimes were reducing and, subsequently GrIP's pool of available volunteers fell. However, by December 2021, after a period of intensive recruitment, the number of registered volunteers was back up to 45. These volunteers were deployed in a range of activities; the most consistent roles being ESOL support and social befriending. In the previous year, every Syrian refugee family that wanted support with ESOL was receiving at least 1 hour voluntary support each week. However, during this year, in recognition of different rates of progress in learning English among the adult family members, we began to allocate volunteers to individual learners within the families. We were also able to reverse the need for distant learning, that had arisen during the pandemic, and began to see more volunteers delivering ESOL classes in person.

Befriending volunteers also continued to be active during the year, with many finding their role extending to providing assistance to family members in navigating access to key local services. GrIP's volunteers have also worked with the families to gradually increase their confidence in being in public spaces, extending this during the summer with a range of planned social activities, including, dance sessions, sports activities, a number of community picnics, a trip to Margate for all the families and our first ever "Winter" Party (attended by nearly 100 people). The volunteers have also worked to increase cultural activities, developing relations and, hence opportunities, with Greenwich Maritime Museum and the British Museum.

At the end of 2021-22, we said good-bye to our first Volunteers' Co-ordinator, as Helen Moore Start, left us to take up a new post in Manchester. While saddened by her departure, we were not dismayed as we were able to recruit Fatima Jama as Helen's replacement; Fatima came to us with a unique perspective, having been a volunteer with the project, working as a family befriender, for a number of years.

As with many VCS organisations, GrIP's work is not limited to delivery of our service level agreements or contracted work. The recognition of GrIP's work means that we have developed a range of regional and national strategic equality network relationships that have grown in strength during this year, enabling us to actively contribute to a range of national race equality consultations; including the consultation for the production of the Prime Minister's Race and Ethnic Disparity Audit.

Locally, we have become a key partner for national organisations seeking to develop a presence in Greenwich or to improve access to their services and opportunities for people in marginalised racial communities. Within this financial year, we worked to support Thames 21 project in developing

programmes to increase racial minority community use of river space. We also provided advice to Reshape Inc. in carrying out community consultation for the proposed redevelopment of 81-88 Beresford Street. This last initiative has resulted in approval for plans for a development that will include community space which GrIP has been asked to manage for the benefit of minority communities.

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425
Company Registration: 08305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GREENWICH INCLUSION PROJECT (GRIP)

I report on the financial statements for the year ended 31 March 2022 set out on pages 8 - 12

This report is made solely to the Trustees of Greenwich Inclusion Project (GRIP), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and Independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

a) examine the accounts under section 145 of the 2011 Act;

b) follow the procedures laid down in the general Directions given by the Charity Commissloners under section 145(5)(b) of the 2011 Act; and

c) state whether particular matters have come to my attention.

Basis of Independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425
Company Registration: 08305287

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF GRENWICH INCLUSION PROJECT (GRIP)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

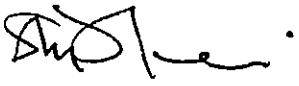
1) which gives me reasonable cause to believe that in any material respect the requirements

   a) to keep accounting records in accordance with Section 130 of the Charities Act; and

   b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA , ACIPP
Practical Accounting Training Ltd,
Equitable House, 2nd Floor
10 Woolwich New Road, London, SE18 5AB

Date 29/09/22

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425
Company Registration: 08305287

BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	2021/22 £	2020/21 £
Fixed Assets		3	3
Current Assets			
Debtors		18,512	10,525
Cash at Bank and in hand		61,223	7,996
Creditors			
Amount due withinoOne Year			
Other Creditors		(5,304)	(5,961)
Net Assets/Liabilities		**74,434**	12,563
Reserves			
General Funds		11,665	12,563
Restricted Funds:		62,769	-
		74,434	**12,653**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 st March 2022.

The members have not required the company to obtainan audit of its financial statements for the year ended 31 st March 2022 in accordance with Section 476 of the Companies Act 2006.

The trusteesacknowledge their responsibilities for
i) ensuring that the charitable company keeps accounting recordsthat comply with Sections 386 and 387 of the Companies Act 2006 and
ii) preparing finaqncial 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 defeict for each financial year in accordance with the requirements of Section 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 27TH SEPT 2022....and were signed on its behalf by:

Chair

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425
Company Registration: 08305287

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2021/22 Total Funds £	2020/21 Total Funds £
Resources Arising					
Donations and Legacies		12,432	-	12,432	-
Income from Charitable Activities	2	77,675	209,444	287,119	156,097
Other Income		-	-	-	598
Other Income		-	-	-	
Total Income		90,107	209,444	299,551	156,695
Direct Charitable Expenditure	5	91,005	146,675	237,680	173,374
Total Expenditure		91,005	146,675	237,680	(16,679)
Resources retained for further use		(898)	62,769	61,871	-
Transfer between Funds					
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2021		12,563	-	12,563	29,242
Carried forward 31/03/2022		**11,665**	**62,769**	**74,434**	**12,563**

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425
Company Registration: 08305287

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	17	53,227	(25,837)
Net cash (usedin)/provided by operating activites		53,227	(25,837)
Change in cash and cash equivalents in the reporting period		53,227	(25,837)
Cash and cash equivalents at the beginning of the reporting period		7,996	33,833
Cash and cash equivalents at the end of the reporting period		**61,223**	7,996

Registered Charity No. 1159425
Company Registration: 08305287

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

BASIS OF PREPARATION
The financial statements of the charitable company, which is a public benefit entity under FRD 102, have been prepared in acordance 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 Finanacial Reporting Standard applicable in the Ukand Republic of Ireland (FRG 102) (effective 1 January 2019), Financial ReportingStandard 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
All Income is prepared in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amountcan be measured reliably.

EXPENDITURE
Liabilities are recgnised as experienced as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer econmic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS
Depreciation is provided at the following annual rates in order to write off each assst over its estimated useful life.

Plant and machinery	-	straight line over 3 years
Fixtures and fittings	-	stralght line over 3 years
Computer equipment	-	straight line over 3years

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

FUND ACCOUNTING
The general funds consist of funds that the Trustees may use for GRIP 's charitable purposes at their discretion.

The restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding. Restricted funds held in reserve at the end of the year represent Income received donors to be spent within the following year. Details of these funds are set out on the separate schedule in Note.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS
The charitable company ioerates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

VOLUNTARY INCOME
All voluntary income and donations are recognised and included in the accounts as they are received.

GOVERNANCE COSTS
Include those costs associated with meeting the constitutional and statutory requirements of the charity.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2022	Restricted 2022	2021/22	2020/21
	£	£	£	£
RBG Hate Crime SLA	32,625	79,875	112,500	67,500
RBG Strategic Equality SLA	19,994	24,437	44,431	33,323
Sanctuary Project	-	33,132	33,132	34,998
Public Health Community Engagement	25,056	22,220	47,276	10,000
Other funding	-	-	-	10,276
MOPAC	-	4,640	4,640	-
RBG REAP Development	-	9,000	9,000	-
Kickstart	-	2,511	2,511	-
MHCLG	-	33,629	33,629	-
	-			-
	77,675	209,444	287,119	156,097

3 OTHER INCOME	2021/22	2020/21
	£	£
Other Income	-	499
Room hire	-	99
	-	598

4 CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support Costs (see note 6)	Totals
	£	£	£
Charitable Activities	217,581	20,099	237,680

5 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2022	Restricted 2022	Total 2022	2021
	£	£	£	£
Staff costs	58,813	91,777	150,590	125,154
Promotions & Advertising	117		117	-
GAD Sub-contract RBG Hate Crime SLA	-	12,750	12,750	7,500
Metro Sub-contract RBG Hate Crime SLA		15,750	15,750	10,500
Volunteer expenses	10		10	113
Event costs	-	178	178	372
Travel and subsistence	116		116	72
CRB costs	-	-	-	245
Recruitment	-	275	275	-
Staff training	-	-	-	33
IT support and maintenance	-	-	-	2,811
Professional subscription	-	-	-	231
Examiners fee	1,200	-	1,200	2,051
Payroll cost	978	-	978	952
Bank charges	131	-	131	97
AGM expenses	-	-	-	-
Consultancy services	-	-	-	-
Depreciation	-	-	-	-
Sanctuary project direct costs (ringfenced)	-	1,897	1,897	-
MHCLG Project (ringfenced)	-	21,237	21,237	-
Kickstart set-up costs	-	2,811	2,811	-
Premises costs	12,362	-	12,362	-
Office Expenses	15,881	-	15,881	-
Insurance and Indemnity	1,397	-	1,397	-
			-	-
Total	91,005	146,675	237,680	150,131

6 SUPPORT COSTS

	Other
	£
Charitable Activities	20,099

Support costs, included above, are as follows:

OTHER

	2022 Charitable activities	2021 Total activities
	£	£
Premises cost	12,362	16,474
Insurance	1,397	1,573
Office running cost	966	387
Printing, postage, stationery and telephone	5,374	4,809
Total	20,099	23,243

7 NET INCOME/(EXPENDITURE)

	2022	2021
	£	£
Deperciation - owned assets	-	-

8 TRUSTEEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2022 nor for the year ended 31st March 2021.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2022 nor for the year ended 31st March 2021

9 STAFF COSTS

	2022	2021
	£	£
Wages and salaries	136,224	115,640
Social security costs	11,583	7,183
Other pension costs	2,784	2,331
	150,591	125,154

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

	2022	2021
Full-time	3	2
Part-time	4	5

9 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

INTANGIBLE FIXED ASSETS

	Computer Software £
COST	
At 1st April 2021 and 31st March 2022	5,040
AMORTISATION	
At 1st April 2021 and 31st March 2022	5,040
NET BOOK VALUE	
At 31st March 2022	-
At 31st March 2021	-

TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and Fittings £	Computer equipment £	Totals £
COST				
At 1st April 2021 and 31st March 2022	6,474	2,426	4,180	13,080
DEPRECIATION				
At 1st April 2021 and 31st March 2022	6,473	2,425	4,179	13,077
NET BOOK VALUE				
At 31st March 2022	1	1	1	3
At 31st March 2021	1	1	1	3

DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Other debtors	18,512	10,525
Prepayments	-	-
	18,512	10,525

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Social security and other taxes	3,231	3,231
Other creditors	1,859	714
Accrued expenses	214	2,016
	5,304	5,961

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2022 Total funds	2021 Total funds
	£	£	£	£
Fixed assets	3	-	3	3
Current assets	18,512	-	18,512	18,521
Current Liabilities	(5,304)	-	(5,304)	(5,961)
	13,211	-	13,211	12,563

15 MOVEMENT IN FUNDS

	At 1.4.21	Net movement In funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	12,563	(898)	11,665
Restricted funds			
Restricted fund	-	62,769	62,769
	12,563	61,871	74,434

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	90,107	91,005	(898)
Restricted funds			
Restricted fund	209,444	146,675	62,769
TOTAL FUNDS	**299,551**	**237,680**	**61,871**

15 MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	25,638	(13,075)	**12,563**
Restricted funds			
Restricted fund	3,604	(3,604)	0
TOTAL FUNDS	**29,242**	**(16,679)**	**12,563**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unestricted funds			
General fund	21,182	-	21,182
Restricted funds			
Restricted fund	168,871	165,267	3,604
TOTAL FUNDS	**190,053**	**165,267**	**24,786**

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

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	25,638	(13,973)	11,665
Restricted Funds			
Restricted Fund	3,604	59,165	62,769
TOTAL FUNDS	29,242	45,192	74,434

15 MOVEMENTS IN FUNDS - continued

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

	Incoming resources £	Reources expended £	Movement In funds £
Unrestricted funds			
General fund	21,182	**35,155**	(13,973)
Restricted funds			
Restricted fund	168,871	109,706	59,165
TOTAL FUNDS	**190,053**	**144,861**	**45,192**

16 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2022.

17 RECONCILIATION OF NET (EXPENDIYURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net (expenditure)/incomefor the reporting period (as per the Statement of financial activities)	61,871	(16,679)
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in detors	(7,987)	(9,594)
Increase/(decrease) in creditors	(657)	436
Net cash (used in)/provided by operations	**53,227**	**(25,837)**

18 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net Cash			
Cash at Bank and in hand	7,996	53,227	61,223
	7,996	53,227	61,223
Total	7,996	53,227	61,223

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Charitable activities		
RBG Hate Crime SLA	112,500	67,500
RBG Strategic Equality SLA	44,431	33,323
Sanctuary Project	33,132	34,998
Public Health Community Engagement	47,276	10,000
Other funding	-	10,276
MOPAC	4,640	
RBG REAB Development	9,000	
Kickstart	2,511	
MHCLG	33,629	
	287,119	156,097
Other Income		
Other Income	0	499
Room hire	0	99
		598
Total incoming resources	287,119	156,695
EXPENDITURE		
Charitable activities		
Wages	136,224	115,640
Social security	11,583	7,183
Pensions	2,784	2,331
Advertising	117	-
GAD Sub-contract RBG Hate Crime SLA	12,750	7,500
Metro sub-contract RBG Hate Crime SLA	15,750	10,500
Volunteer expenses	10	113
Event costs	178	372
Travel and subsistence	116	72
CRB costs	-	245
Recruitment	275	-
Staff training	-	33
IT support and maintenance	-	2,811
Professional subscription	-	231
Examiners fee	1,200	2,051
Payroll cost	978	952
Bank charges	131	97
AGM expenses	-	-
Consultancy services	-	-
Depreciation	-	-
Sanctuary project direct cost (ringfenced)	1,897	-
MHCLG Project (ringfenced)	21,237	-
Kirkstart set-up costs	2,811	-
Premises costs	12,362	16,474
Office Expenses	15,881	1,573
Insurance and Indemnity	1,397	1,573
Printing, postage, stationery and telephone	5,374	4,809
	243,055	174,560

GREENWICH INCLUSION PROJECT (GRIP)

England & Wales - Charity number 1159425

Accounts

REGISTERED COMPANY NUMBER: 08305287 (England and Wales)
REGISTERED CHARITY NUMBER: 1159425

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

FOR

GREENWICH INCLUSION PROJECT (GRIP)

Leroy Reid & Co
Chartered Certified Accountants
and Statutory Auditors
299 Northborough Road
Norbury
London
SW16 4TR

GREENWICH INCLUSION PROJECT (GRIP)

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GREENWICH INCLUSION PROJECT (GRIP)

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES	Jacqui Thomas-Fasuyi (Chair) (appointed 14.10.20) Hadijah Mbabazi Kisembo Harcourt Alleyne Dwayne Smith (resigned 14.10.20) Mary Budd Lucy Onyemachi Isaiah Rasheeda Melesse Page-Muir Kamaljit Singh Perhar June Magdalen Selman (appointed 14.10.20)
COMPANY SECRETARY	Gilles Edmond Cabon
REGISTERED OFFICE	201A Equitable House 7 General Gordon Square London Woolwich SE18 6FH
REGISTERED COMPANY NUMBER	08305287 (England and Wales)
REGISTERED CHARITY NUMBER	1159425
INDEPENDENT EXAMINER	Leroy Reid & Co Chartered Certified Accountants and Statutory Auditors 299 Northborough Road Norbury London SW16 4TR

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Charity's objects ("Objects") are specifically restricted to the following:

The promotion of equally and diversity for the public benefit in the Royal Borough of Greenwich and surrounding area by:

(a) the elimination of discrimination on the grounds of age, disability, gender, gender identity, race, caste, religion or belief, sexual orientation or any combination thereof;

(b) providing advice and support to victims of hate crime;

(c) providing advice and support to victims of hate crime;

(d) promoting activities to foster understanding between people from diverse backgrounds;

(e) conducting or commissioning research on equality and diversity issues and publishing the results to the public;

(f) cultivating a sentiment in favour if equality and diversity.

To promote social inclusion for the public benefit by preventing people from becoming socially excluded by relieving the needs of those people who are socially excluded and assisting them to integrate into society.

For the purpose of the above clause 'socially excluded' means being excluded from society, or parts of society as a result of one more of the following factors: age, disability, gender identity, race, caste, religion or belief, sexual orientation or any combination thereof".

The charity in the coming months will make every effort to identify new income streams that will enable them to discharge their duties and meet their objectives.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2021

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As with so much of the public and voluntary sector, GrIP's activities were significantly curtailed during this year because of the Covid restrictions. Our work was also been significantly affected by the long-term sickness absence of key members of staff during the year.

Key achievements

The Hate Crime SLA was delivered in partnership with the VCS organisations, Metro and MetroGAD. Within this partnership, GrIP focusses on addressing hate-crime on the grounds of Race or Faith. The key aspects of the service are to:

- Be part of a coordinated community response in tackling hate crimes/incidents in Greenwich
- Provide advice, information, and signpost and facilitate access to other support and relevant services
- Provide services in such a way as to be sensitive to differences and needs
- Effectively contribute to the work of the Hate Crime Strategic Partnership Group
- Provide a pro-active support to victims and ensure that that victims are aware of their rights;
- Promote awareness and encourage hate crime reporting.

During 2020-21, GrIP gave direct support to 52 individuals who had been subjected to hate-crimes, of whom, 34 were new inquiries received during this year. Support was also provided to the families and associates of direct Hate Crime victims. 18 of the new inquiries resulted in formal cases being opened. Continuing the trend in shifting balance of referrals for hate crime victim support, in 2020-21, only 2 new cases were referred to GrIP by the police, and 9 were referred to us by another VCS or Statutory agency. This means that, for the first time since we started delivery of the community-based hate crime support service, the great majority (67%) of individuals we helped contacted us directly for assistance; demonstrating the effectiveness of our work in raising awareness of the organisation's work in different parts of the Borough.

In this year we adapted our normal model for delivery of training and briefing sessions to staff and service users in public and voluntary sector organisations. Previously we delivered training through group sessions, which allowed a significant level of personal interaction. However, with most potential participants restricted to working from home and relying on internet-based meeting platforms, we amended the training events to more focused, short briefings and workshops. In addition, we produced a range of written briefings for distribution through public sector in-house periodicals and customer information bulletins, including briefings developed in the light of increased targeting of people from visible minority communities, especially east Asian communities, during the early days of the covid pandemic.

Despite the lock-down, GrIP's Officer continued to attend regular meetings of:

- Royal Borough of Greenwich Hate Crime Strategic Partnership (quarterly);
- Greenwich Hate Crime Case Panel (monthly);

In July 2020, in partnership with our hate crime colleagues at Metro and MetroGAD, we established a community hate crime forum, as a mechanism to improve the quality of response provided to victims of hate crime from statutory and voluntary sector organisations. The members of this forum include representatives of the three organisations along with the police and Borough Council. However, the key members of the Forum are individuals who, themselves, have been victim of hate crime.

In this year, GrIP also drafted 3 resources for staff and hate crime victims:

a. Guidance for frontline staff

b. Guidance for victims: Collecting evidence, and,

c. Guidance for victims: Individual Rights/Organisational Responsibilities.

These resources have been approved by the Hate Crime Strategic Partnership and, at the end of March 2021, have been submitted to the Council's Comms team for publication and distribution.

In March 2020, GrIP was well placed to support the strategic race equality initiatives of the Borough Council. We were key members of the race equality Partnership, charged with developing programmes to address the key issues identified in the Race Equality Scorecard, and we were involved in direct discussions with senior staff in drafting the 4-yearly refresh of the Council's Equality Plan. However, as the pandemic developed, towards the end of March 2020, our statutory partners for equalities comprehensively shifted their attention to address the emergency. Running alongside this changed public sector approach, the emerging Black Lives Matter movement helped to raise public cognisance of long-standing systemic race inequalities.

In turn, GrIP's strategic equalities work became covid related, where we still had a role to play in challenging emergency actions that had a disproportionately negative impact on racial minority communities, e.g. the use of police emergency powers to stop and search, or emergency services that failed to adequately reflect the racially diverse population of the Borough or recognise the greater risk of contracting covid among certain minority communities. As a consequence, throughout the year we have worked

closely with partners in the Public Health Department and the MPS Basic Command Unit to advocate for greater understanding of racial diversity and sensitivity to circumstances associated with that diversity. We have also supported Greenwich Healthwatch in establishing a community forum with a specific focus on addressing the systemic nature of health inequalities.

Our work with Public Health saw GrIP support community engagement and consultation with marginalised racial minority communities, where evidence showed a greater risk of contracting Covid. Then, in December 2020, the local strategic partnership working to co-ordinate public education awareness raising regarding covid was informed that a bid for funding from the Ministry for Housing, Communities and Local Government was successful. Part of this funding was used to employ community engagement specialists to work in specific neighbourhoods with evidentially higher rates of covid infection and greater risk of infection. Because of our contribution to the work of the group, GrIP was invited to host the engagement workers operating in the Woolwich Common Ward. We were pleased, therefore, to welcome Rahman Famuditimi and Carol Eghaghe to our staff team, from January 2021. In a further development of our successful partnership work with Public Health, GrIP supported a local community group in securing funding from the MHCLG pot for local community support activities. This last activity has indicated a significant avenue for development of GrIP's community support and development activities.

Despite the restrictions imposed by the "lock-down" GrIP continued to support the efforts of Woolwich Carnival Association. During this year, the Association also altered its approach and worked to create social media resources and activities to address the impact of isolation in a manner that enhanced community cohesion. While the programme did not have the desired impact, the exercise has helped WCA (and GrIP) to finally put to bed any discussion regarding complete reliance on social media for community involvement and support. In addition, GrIP supported the Council in convening video conferences for BME community and Faith organisations, at which it was identified that there is a need to address concerns about the low level of success for BME groups when applying for grant funds.

Finally for our strategic equalities work, as well as advocating for better race sensitivity and equality practice in use of police powers, we continued to work with the Safer Neighbourhood Board (SNB), in helping develop better representation of people from minority communities in police consultation and accountability forums.
GrIP's work to provide voluntary support to 20 Syrian refugee families hosted in the Borough under the UN Vulnerable Persons Programme, expanded significantly this year. We started the year with 19 registered and active volunteers and successfully recruited a further 26 volunteers through the year. These volunteers were deployed in a range of activities; the most consistent roles being ESOL support and social befriending. By May 2020, every Syrian refugee family that wanted support with ESOL was receiving at least 1 hour voluntary support. This support was, initially, provided through face-to-face contact but, in response to restrictions introduced to reduce the spread of Covid, the volunteers developed a fantastic range of innovative distant learning resources and support approaches to continue the support provided.

Befriending volunteers were also active during the year. This was particular crucial during periods of lockdown, when the families experienced increased anxieties and stress. Following the initial lock-down, GrIP's volunteers worked with the families to gradually increase their confidence in being in public spaces, extending this during the summer with a range of planned social activities, including, dance sessions, sports activities, a community picnic and a trip to Margate for all the families.

As an innovative development of the project, teams of volunteers also worked specifically to develop a range of social activities and to conduct research for a bank of resources that the families could access to help their move to independence from the sanctuary Project.

GrIP's regional and national strategic equality network relationships have grown in strength during this year, enabling us to actively contribute to a range of national race equality consultations; including the consultation for the production of the Prime Minister's Race and Ethnic Disparity Audit.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2021

FINANCIAL REVIEW

GrIP's Board of Trustees are fully aware of its legal duty to apply income received from grants, donations and other sources to GrIP's general charitable purposes as soon as is reasonably practicable. It has instructed delegated staff to spend income accordingly. The Trustees note and accept the general principle that the Trustees should maintain reserves, where this is a necessary or prudent measure to provide for the continuing effectiveness of the Charity.

Details of the organisation's financial position for the year are shown on pages 9 and 10 of the financial statements.

Reserves policy

The Trustees have reviewed GrIP's needs for reserves in line with the Charity Commission's guidance and have decided on a policy of building reserves to a minimum of three months running costs to ensure that GrIP will always be in a position to manage its responsibilities to clients and staff. The trustees anticipated that in the coming year there would be a need to call on reserves in order to support the management and administration of the Charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity constitution

The charity is a company limited by guarantee was incorporated in England and Wales on the 23rd November 2012. The company established under a Memorandum of Association which established the objects and power of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association dated 23rd November 2012 was amended by a special resolution registered at Companies House on the 24th November 2014. The company was successful in obtaining charitable status from the Charity Commission and was formally registered as a charity on the 1st December 2014 with charity number 1159425.

Recruitment and appointment of new trustees

GrIP has a comprehensive Trustee induction policy, which includes in-depth written information on the charity, its history, activities and finances, information on the role of Trustees, meetings with members of the staff team, where appropriate. In addition, Trustees are encouraged to access suitable training on the duties inherent in their function.

Risk management

The trustees have a duty to identify and review the risks to which the charitable company is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The risk register is updated annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 20TH Oct 2021 and signed on its behalf by:

.....

Jacqui Thomas-Fasuyi
Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GREENWICH INCLUSION PROJECT (GRIP)

Independent examiner's report to the trustees of Greenwich Inclusion Project (GRIP) ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

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.

E Okai

Ebenezer Okai
Leroy Reid & Co
Chartered Certified Accountants
and Statutory Auditors
299 Northborough Road
Norbury
London
SW16 4TR

Date: 18/11/2021

GREENWICH INCLUSION PROJECT (GRIP)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	2				
Charitable activities		20,276	135,821	156,097	168,871
Other income	3	598	-	598	21,182
Total		20,874	135,821	156,695	190,053
EXPENDITURE ON					
Charitable activities	4				
Charitable activities		33,949	139,425	173,374	165,267
NET INCOME/(EXPENDITURE)		(13,075)	(3,604)	(16,679)	24,786
RECONCILIATION OF FUNDS					
Total funds brought forward		25,638	3,604	29,242	4,456
TOTAL FUNDS CARRIED FORWARD		12,563	-	12,563	29,242

The notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION
31ST MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	11	3	3
CURRENT ASSETS			
Debtors	12	10,525	931
Cash at bank and in hand		7,996	33,833
		18,521	34,764
CREDITORS			
Amounts falling due within one year	13	(5,961)	(5,525)
NET CURRENT ASSETS		12,560	29,239
TOTAL ASSETS LESS CURRENT LIABILITIES		12,563	29,242
NET ASSETS		12,563	29,242
FUNDS	15		
Unrestricted funds		12,563	25,638
Restricted funds		-	3,604
TOTAL FUNDS		12,563	29,242

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 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 20-10-2021 and were signed on its behalf by:

Harcourt Alleyne - Trustee

The notes form part of these financial statements

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	17	(25,837)	16,443
Net cash (used in)/provided by operating activities		(25,837)	16,443
Change in cash and cash equivalents in the reporting period		(25,837)	16,443
Cash and cash equivalents at the beginning of the reporting period		33,833	17,390
Cash and cash equivalents at the end of the reporting period		7,996	33,833

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

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

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- straight line over 3 years
Fixtures and fittings	- straight line over 3 years
Computer equipment	- straight line over 3 years

TAXATION

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

FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST MARCH 2021

2. INCOME FROM CHARITABLE ACTIVITIES

	2021 Charitable activities £	2020 Total activities £
RBG Hate Crime SLA	67,500	90,000
RBG Strategic Equality SLA	33,323	55,539
Sanctuary Project	34,998	23,332
Engagement	10,000	-
Other funding	10,276	-
	156,097	168,871

3. OTHER INCOME

	2021 £	2020 £
Other income	499	8,452
Room hire	99	12,730
	598	21,182

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Charitable activities	150,131	23,243	173,374

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs	125,154	109,072
Advertising	-	462
GAD Sub-contract RBG Hate Crime SLA	7,500	5,000
Metro Sub-contract RBG Hate Crime SLA	10,500	10,500
Volunteer expenses	113	229
Event costs	372	844
Travel and subsistence	72	155
CRB costs	245	70
Recruitment	-	325
Staff training	33	58
IT support and maintenance	2,811	2,298
Professional subscription	231	1,459
Examiners fee	2,051	2,016
Payroll cost	952	408
Bank charges	97	112
AGM expenses	-	1,081
consultancy services	-	477
Depreciation	-	196
	150,131	134,762

continued...

6. SUPPORT COSTS

	Other
	£
Charitable activities	23,243

Support costs, included in the above, are as follows:

OTHER

	2021 Charitable activities	2020 Total activities
	£	£
Premises cost	16,474	23,921
Insurance	1,573	1,278
Office running cost	387	268
Printing, postage, stationery and telephone	4,809	5,038
	23,243	30,505

7. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets	-	196

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31st March 2021 nor for the year ended 31st March 2020.

9. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	115,640	100,245
Social security costs	7,183	6,496
Other pension costs	2,331	2,331
	125,154	109,072

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

	2021	2020
Full-time	-	2
Part-time	-	2
	-	4

continued...

9. STAFF COSTS - continued

No employees received emoluments in excess of £60,000.

10. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1st April 2020 and 31st March 2021	5,040
AMORTISATION	
At 1st April 2020 and 31st March 2021	5,040
NET BOOK VALUE	
At 31st March 2021	-
At 31st March 2020	-

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1st April 2020 and 31st March 2021	6,474	2,426	4,180	13,080
DEPRECIATION				
At 1st April 2020 and 31st March 2021	6,473	2,425	4,179	13,077
NET BOOK VALUE				
At 31st March 2021	1	1	1	3
At 31st March 2020	1	1	1	3

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	10,525	716
Prepayments	-	215
	10,525	931

continued...

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	3,231	2,453
Other creditors	714	1,056
Accrued expenses	2,016	2,016
	5,961	5,525

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2021 Total funds	2020 Total funds
	£	£	£	£
Fixed assets	3	-	3	3
Current assets	18,521	-	18,521	34,764
Current liabilities	(5,961)	-	(5,961)	(5,525)
	12,563	-	12,563	29,242

15. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	At 31.3.21
	£	£	£
Unrestricted funds			
General fund	25,638	(13,075)	12,563
Restricted funds			
Restricted fund	3,604	(3,604)	-
TOTAL FUNDS	29,242	(16,679)	12,563

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	20,874	(33,949)	(13,075)
Restricted funds			
Restricted fund	135,821	(139,425)	(3,604)
TOTAL FUNDS	156,695	(173,374)	(16,679)

continued...

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	4,456	21,182	25,638
Restricted funds			
Restricted fund	-	3,604	3,604
TOTAL FUNDS	4,456	24,786	29,242

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	21,182	-	21,182
Restricted funds			
Restricted fund	168,871	(165,267)	3,604
TOTAL FUNDS	190,053	(165,267)	24,786

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

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	4,456	8,107	12,563
TOTAL FUNDS	4,456	8,107	12,563

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST MARCH 2021

15. MOVEMENT IN FUNDS - continued

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	42,056	(33,949)	8,107
Restricted funds			
Restricted fund	304,692	(304,692)	-
TOTAL FUNDS	346,748	(338,641)	8,107

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2021.

17. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	(16,679)	24,786
Adjustments for:		
Depreciation charges	-	196
(Increase)/decrease in debtors	(9,594)	1,970
Increase/(decrease) in creditors	436	(10,509)
Net cash (used in)/provided by operations	(25,837)	16,443

18.. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	33,833	(25,837)	7,996
	33,833	(25,837)	7,996
Total	33,833	(25,837)	7,996

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Charitable activities		
RBG Hate Crime SLA	67,500	90,000
RBG Strategic Equality SLA	33,323	55,539
Sanctuary Project	34,998	23,332
Engagement	10,000	-
Other funding	10,276	-
	156,097	168,871
Other income		
Other income	499	8,452
Room hire	99	12,730
	598	21,182
Total incoming resources	156,695	190,053
EXPENDITURE		
Charitable activities		
Wages	115,640	100,245
Social security	7,183	6,496
Pensions	2,331	2,331
Advertising	-	462
GAD Sub-contract RBG Hate Crime SLA	7,500	5,000
Metro Sub-contract RBG Hate Crime SLA	10,500	10,500
Volunteer expenses	113	229
Event costs	372	844
Travel and subsistence	72	155
CRB costs	245	70
Recruitment	-	325
Staff training	33	58
IT support and maintenance	2,811	2,298
Professional subscription	231	1,459
Examiners fee	2,051	2,016
Payroll cost	952	408
Bank charges	97	112
AGM expenses	-	1,081
consultancy services	-	477
Fixtures and fittings	-	196
	150,131	134,762
Support costs		
Other		
Premises cost	16,474	23,921
Carried forward	16,474	23,921

GREENWICH INCLUSION PROJECT (GRIP)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	2021 £	2020 £
Other		
Brought forward	16,474	23,921
Insurance	1,573	1,278
Office running cost	387	268
Printing, postage, stationery and telephone	4,809	5,038
	23,243	30,505
Total resources expended	173,374	165,267
Net (expenditure)/income	(16,679)	24,786