

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)

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2021

	Page
Reference and administrative details	1
Report of the trustees	2 to 5
Independent examiner's report	6
Statement of financial activities	7
Statement of financial position	8
Statement of cash flows	9
Notes to the financial statements	10 to 16
Detailed statement of financial activities	17 to 18

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 Mclesse 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

GREENWICH INCLUSION PROJECT (GRIP)

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 equality 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 of 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.

GREENWICH INCLUSION PROJECT (GRIP)

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.

GREENWICH INCLUSION PROJECT (GRIP)

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

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.

GREENWICH INCLUSION PROJECT (GRIP)

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	<u>598</u>	<u>-</u>	<u>598</u>	<u>21,182</u>
Total		20,874	135,821	156,695	190,053
EXPENDITURE ON					
Charitable activities	4				
Charitable activities		<u>33,949</u>	<u>139,425</u>	<u>173,374</u>	<u>165,267</u>
NET INCOME/(EXPENDITURE)		(13,075)	(3,604)	(16,679)	24,786
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>25,638</u>	<u>3,604</u>	<u>29,242</u>	<u>4,456</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>12,563</u></u>	<u><u>-</u></u>	<u><u>12,563</u></u>	<u><u>29,242</u></u>

The notes form part of these financial statements

GREENWICH INCLUSION PROJECT (GRIP)

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		<u>7,996</u>	<u>33,833</u>
		18,521	34,764
CREDITORS			
Amounts falling due within one year	13	(5,961)	(5,525)
NET CURRENT ASSETS		<u>12,560</u>	<u>29,239</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>12,563</u>	<u>29,242</u>
NET ASSETS		<u>12,563</u>	<u>29,242</u>
FUNDS	15		
Unrestricted funds		12,563	25,638
Restricted funds		<u>-</u>	<u>3,604</u>
TOTAL FUNDS		<u>12,563</u>	<u>29,242</u>

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

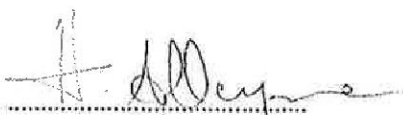
The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

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

GREENWICH INCLUSION PROJECT (GRIP)

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

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

The notes form part of these financial statements

GREENWICH INCLUSION PROJECT (GRIP)

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.

GREENWICH INCLUSION PROJECT (GRIP)

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

2. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	Charitable	Total
	activities	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	-
	<u>156,097</u>	<u>168,871</u>

3. OTHER INCOME

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

4. CHARITABLE ACTIVITIES COSTS

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

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
	<u>150,131</u>	<u>134,762</u>

GREENWICH INCLUSION PROJECT (GRIP)

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

6. SUPPORT COSTS

	Other
	£
Charitable activities	<u><u>23,243</u></u>

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

OTHER

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

7. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets	<u><u>-</u></u>	<u><u>196</u></u>

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	<u>2,331</u>	<u>2,331</u>
	<u><u>125,154</u></u>	<u><u>109,072</u></u>

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

	2021	2020
Full-time	-	2
Part-time	<u>-</u>	<u>2</u>
	<u><u>-</u></u>	<u><u>4</u></u>

GREENWICH INCLUSION PROJECT (GRIP)

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

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	<u>5,040</u>
AMORTISATION	
At 1st April 2020 and 31st March 2021	<u>5,040</u>
NET BOOK VALUE	
At 31st March 2021	<u><u>-</u></u>
At 31st March 2020	<u><u>-</u></u>

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	10,525	716
Prepayments	<u>-</u>	<u>215</u>
	<u><u>10,525</u></u>	<u><u>931</u></u>

GREENWICH INCLUSION PROJECT (GRIP)

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

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	<u>2,016</u>	<u>2,016</u>
	<u>5,961</u>	<u>5,525</u>

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	<u>(5,961)</u>	<u>-</u>	<u>(5,961)</u>	<u>(5,525)</u>
	<u>12,563</u>	<u>-</u>	<u>12,563</u>	<u>29,242</u>

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)	-
	<u>29,242</u>	<u>(16,679)</u>	<u>12,563</u>
TOTAL FUNDS	<u>29,242</u>	<u>(16,679)</u>	<u>12,563</u>

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)
	<u>156,695</u>	<u>(173,374)</u>	<u>(16,679)</u>
TOTAL FUNDS	<u>156,695</u>	<u>(173,374)</u>	<u>(16,679)</u>

GREENWICH INCLUSION PROJECT (GRIP)

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

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
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>4,456</u>	<u>24,786</u>	<u>29,242</u>

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
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>190,053</u>	<u>(165,267)</u>	<u>24,786</u>

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
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>4,456</u>	<u>8,107</u>	<u>12,563</u>

GREENWICH INCLUSION PROJECT (GRIP)

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)	-
	<u>346,748</u>	<u>(338,641)</u>	<u>8,107</u>
TOTAL FUNDS	<u>346,748</u>	<u>(338,641)</u>	<u>8,107</u>

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	<u>436</u>	<u>(10,509)</u>
Net cash (used in)/provided by operations	<u>(25,837)</u>	<u>16,443</u>

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	<u>33,833</u>	<u>(25,837)</u>	<u>7,996</u>
	<u>33,833</u>	<u>(25,837)</u>	<u>7,996</u>
Total	<u>33,833</u>	<u>(25,837)</u>	<u>7,996</u>

GREENWICH INCLUSION PROJECT (GRIP)

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	<u>10,276</u>	<u>-</u>
	156,097	168,871
Other income		
Other income	499	8,452
Room hire	<u>99</u>	<u>12,730</u>
	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	<u>-</u>	<u>196</u>
	150,131	134,762
Support costs		
Other		
Premises cost	16,474	23,921
Carried forward	16,474	23,921

This page does not form part of the statutory financial statements

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	<u>4,809</u>	<u>5,038</u>
	<u>23,243</u>	<u>30,505</u>
Total resources expended	<u>173,374</u>	<u>165,267</u>
Net (expenditure)/income	<u>(16,679)</u>	<u>24,786</u>