

**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 Kitembo  
Harcourt Alleyne  
Mary Budd  
Lucy Onyemachi Isaiah  
Raheeda Melesse Page-Muir  
Kamaljit Singh Perhar  
June Magdalen Selman

resigned in October 2021

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 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 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);

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 Covid 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 Common 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-facilitated 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.



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**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 (frs). 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**

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.

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**INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS**  
**TO THE TRUSTEES OF GREENWICH 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 Acthave 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)**

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**BALANCE SHEET**  
**AS AT 31 MARCH 2022**

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

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 obtain an audit of its financial statements for the year ended 31 st March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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 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)**

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

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

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**STATEMENT OF CASHFLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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

## **Greenwich Inclusion Project (GRIP)**

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### **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 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 (FRG 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 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 amount can be measured reliably.

##### **EXPENDITURE**

Liabilities are recognised as experienced 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 costs 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**

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 from 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 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.

##### **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.

Greenwich Inclusion Project (GRIP)

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**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	-
	<b>77,675</b>	<b>209,444</b>	<b>287,119</b>	<b>156,097</b>

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

4 CHARITABLE ACTIVITIES COSTS	Direct Costs (see note 5) £	Support Costs (see note 6) £	Totals £
Charitable Activities	<b>217,581</b>	<b>20,099</b>	<b>237,680</b>

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	-
	-	-	-	-
<b>Total</b>	<b>91,005</b>	<b>146,675</b>	<b>237,680</b>	<b>150,131</b>

## Greenwich Inclusion Project (GRIP)

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### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

#### 6 SUPPORT COSTS

	Other
	£
Charitable Activities	<u>20,099</u>

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	<u>20,099</u>	<u>23,243</u>

#### 7 NET INCOME/(EXPENDITURE)

	2022 £	2021 £
Depreciation - owned assets	-	-

#### 8 TRUSTEES' 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
	<u>150,591</u>	<u>125,154</u>

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

	2022	2021
Full-time	3	2
Part-time	<u>4</u>	<u>5</u>



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**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**9 STAFF COSTS -continued**

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

**# INTANGIBLE FIXED ASSETS**

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

**# TANGIBLE FIXED ASSETS**

	Plant and machinery £	Fixtures and Fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1st April 2021 and 31st March 2022	<u>6,474</u>	<u>2,426</u>	<u>4,180</u>	<u>13,080</u>
<b>DEPRECIATION</b>				
At 1st April 2021 and 31st March 2022	6,473	2,425	4,179	13,077
<b>NET BOOK VALUE</b>				
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	-	-
	<u><u>18,512</u></u>	<u><u>10,525</u></u>

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**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
	<u>5,304</u>	<u>5,961</u>

**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)
	<u>13,211</u>	<u>-</u>	<u>13,211</u>	<u>12,563</u>

**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
	<u>12,563</u>	<u>61,871</u>	<u>74,434</u>

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
<b>TOTAL FUNDS</b>	<u>299,551</u>	<u>237,680</u>	<u>61,871</u>

Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425  
Company Registration: 08305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**15 MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

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

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

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

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 £
<b>Unrestricted funds</b>			
General fund	25,638	(13,973)	11,665
<b>Restricted Funds</b>			
Restricted Fund	3,604	59,165	62,769
<b>TOTAL FUNDS</b>	<b>29,242</b>	<b>45,192</b>	<b>74,434</b>

Registered Charity No. 1159425  
Company Registration: 08305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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

**16 RELATED PARTY DISCLOSURES**

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

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

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

**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
<b>Total</b>	<b>7,996</b>	<b>53,227</b>	<b>61,223</b>

**Greenwich Inclusion Project (GRIP)**

Registered Charity No. 1159425

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

	2022 £	2021 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Charitable activities</b>		
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	
	<hr/> 287,119	<hr/> 156,097
<b>Other Income</b>		
Other Income	0	499
Room hire	0	99
		<hr/> 598
<b>Total incoming resources</b>	287,119	156,695
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
	<hr/> 243,055	<hr/> 174,560