

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

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

**CONTENTS**

**Page**

1	Legal and Administrative Details
2-8	Report of Trustees
9-10	Independent Examiner's report
11	Balance Sheet
12	Statement of Financial Activities
13	Statement of Cash flow
14-23	Notes to the Accounts

**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 Raheeda Melesse Page-Muir Kamaljit Singh Perhar June Magdalen Selman	joined October 2022 resigned October 2022
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 through 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 the 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 worked 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 2<sup>nd</sup> 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)**

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**Company Registration: 8305287**

**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 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

10/10/23  
Date .....

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**BALANCE SHEET**  
**AS AT 31 MARCH 2023**

	<u>Notes</u>	<u>2022/23</u> £	<u>2021/22</u> £
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 within One Year			
Other Creditors	13	(5,443)	(5,304)
Net Assets/Liabilities		<u>106,558</u>	<u>74,434</u>
Reserves			
General Funds		11,665	11,665
Restricted Funds:		94,893	62,769
		<u>106,558</u>	<u>74,434</u>

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 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. 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**

				<b>2022/23</b>	<b>2021/22</b>
	<b>Notes</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>	<b>Total Funds</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Resources Arising</b>					
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
<b>Total Income</b>		<b>64,323</b>	<b>233,966</b>	<b>298,289</b>	<b>299,551</b>
<b>Direct Charitable Expenditure</b>	5	89,198	176,967	266,165	237,680
<b>Total Expenditure</b>		<b>89,198</b>	<b>176,967</b>	<b>266,165</b>	<b>237,680</b>
<b>Resources retained for further use</b>		(24,875)	56,999	32,124	61,871
<b>Transfer between Funds</b>		24,875	(24,875)		
<b>Net Movement in Funds</b>					
<b>Reconciliations of Funds</b>					
Brought forward 01/04/2022		11,665	62,769	74,434	12,563
<b>Carried forward 31/03/2023</b>		<b>11,665</b>	<b>94,893</b>	<b>106,558</b>	<b>74,434</b>



**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

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**STATEMENT OF CASHFLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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

## **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 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. 2nd edition effective 1 January 2019, and in accordance with the Companies Act 2006.

##### **1a. Income**

All income is recognised once the Charity has entitlement 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 expended 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 constructive obligation to transfer economic 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 operates 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.

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

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### **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 the 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 extent that such income or gains are applied exclusively to charitable purposes.

#### **1f. Debtors**

Trade and other debtors are recognised 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 maturity of three months or less from the date of acquisition or opening 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 exception of bank loans which are subsequently 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 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



# Greenwich Inclusion Project (GRIP)

Registered Charity No. 1159425

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## 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	-
	<u>58,850</u>	<u>233,966</u>	<u>292,816</u>	<u>287,119</u>

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

4 CHARITABLE ACTIVITIES COSTS	Direct Costs (see note 5) £	Support Costs (see note 6) £	Total £
Charitable Activities	<u>239,506</u>	<u>26,659</u>	<u>266,165</u>

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	-
<b>Total</b>	<u>89,198</u>	<u>176,967</u>	<u>266,165</u>	<u>237,680</u>

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**6 SUPPORT COSTS**

Charitable Activities	<u>26,659</u>
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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	<u>26,659</u>	<u>20,099</u>

**7 NET INCOME/(EXPENDITURE)**

	2023 £	2022 £
Depreciation - owned assets	<u>0</u>	<u>0</u>

**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**

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

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

	2023	2022
Full-time	3	3
Part-time	<u>4</u>	<u>4</u>

**Greenwich Inclusion Project (GRIP)**

Registered Charity No. 1159425

Company Registration: 8305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023****9 STAFF COSTS -continued**

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

**10 INTANGIBLE FIXED ASSETS**

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

**11 TANGIBLE FIXED ASSETS**

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



**Greenwich Inclusion Project (GRIP)****Registered Charity No. 1159425****Company Registration: 8305287****NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023****13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**14 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted fund</b>	<b>Restricted fund</b>	<b>2023 Total funds</b>	<b>2022 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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)
	<u>8,745</u>	<u>94,893</u>	<u>103,638</u>	<u>74,434</u>

**15 MOVEMENT IN FUNDS**

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

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

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

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**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
<b>Restricted funds</b>			
Restricted fund	-	62,769	62,769
<b>TOTAL FUNDS</b>	<b>12,563</b>	<b>61,871</b>	<b>74,434</b>

Comparative 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>	<b>299,551</b>	<b>237,680</b>	<b>61,871</b>

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
<b>Restricted Funds</b>			
Restricted Fund	-	94,893	94,893
<b>TOTAL FUNDS</b>	<b>12,563</b>	<b>93,995</b>	<b>106,558</b>

**Greenwich Inclusion Project (GRIP)****Registered Charity No. 1159425****Company Registration: 8305287****NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2023****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	598	-	598
<b>Restricted funds</b>			
Restricted fund		-	-
	156,097	173,374	17,277
<b>TOTAL FUNDS</b>	<b>156,695</b>	<b>143,374</b>	<b>17,875</b>

**16 RELATED PARTY DISCLOSURES**

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

**17 RECONCILIATION OF NET (EXPENDITURE)/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 debtors	15,134	(7,987)
Increase/(decrease) in creditors	139	657
<b>Net cash (used in)/provided by operations</b>	<b>47,397</b>	<b>(8,644)</b>

**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
<b>Total</b>	<b>61,223</b>	<b>47,397</b>	<b>108,620</b>



**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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Charitable activities</b>		
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	-
	<u>292,816</u>	<u>287,119</u>
<b>Other Income</b>	<b>2023</b>	<b>2022</b>
	£	£
Other Income	4,100	0
Room hire	1,248	0
Donations & Legacy	125	12,432
	<u>5,473</u>	<u>12,432</u>
<b>Total incoming resources</b>	<b><u>298,289</u></b>	<b><u>299,551</u></b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>	<b>2023</b>	<b>2022</b>
	£	£
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	-	-
<b>Sub-total carried forward</b>	<b><u>181,645</u></b>	<b><u>179,787</u></b>

This page does not form part of the statutory financial statements

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Sub-total brought forward</b>	<b>181,645</b>	<b>179,787</b>
Examiners fee	1,400	1,200
Payroll cost	942	978
Bank charges	139	131
AGM expenses	729	-
Consultancy services	-	-
Depreciation	-	-
Sanctuary 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	-
<b>Total</b>	<b>266,165</b>	<b>237,681</b>
<b>Net (expenditure)/income</b>	<b>32,124</b>	<b>61,871</b>

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