

**Company No. 8305287 (England & Wales)**

**Charity No. 1159425**

**GREENWICH INCLUSION PROJECT (GRIP)**

(a company limited by guranteed)

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

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

**CHARITY INDEPENDENT EXAMINER / ACCOUNTANT**

**FLAT 3, 11 ROCHDALE WAY**

**LONDON**

**SE8 4LY**

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No.                    1159425**

**Company Registration:                    8305287**

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

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

**Registered Charity No. 1159425**

**Company Registration: 8305287**

### **ORGANISATIONAL PROFILE** **FOR THE YEAR ENDED 31 MARCH 2024**

#### **TRUSTEES**

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

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

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

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

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

**Registered Charity No. 1159425**

**Company Registration: 8305287**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

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

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

#### **Key achievements**

##### **Night-time enterprise zone**

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

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

##### **GLLaB strategic partnership**

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

##### **ESOL Network**

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



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

### **Stand Against Racism (STAR) and Housing**

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

### **Somali Community Network**

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

### **Woolwich Carnival Association (WCA)**

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

## **Development and community engagement**

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

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

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

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

## **Public Health**

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

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

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

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



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

### **University of Greenwich research**

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

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

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

### **Greenwich Afghan Resettlement Service (GARS)**

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

### **Royal Borough of Greenwich community-based hate crime service**

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

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

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

The advocacy service aims to:

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

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

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

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

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



GrIP is a member of and regularly attends:

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

### **Borough of Sanctuary (BOS)**

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

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

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

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

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

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

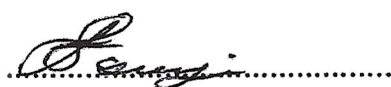
GrIP’s officer met with senior managers at RBG’s Housing Inclusion services to agree an approach to streamline housing registration and assessments for residents of the contingency hotels who received positive decisions on their asylum applications.

### **Greenwich Inclusion Project (GrIP) Reserves Policy**

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

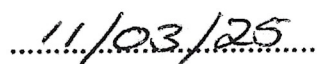
- The option to develop new services or expand current ones in line with the changing needs of the community.
- To ensure that delays in the receipt of expected income do not interrupt services or cause serious financial difficulty for the charity.
- The ability to survive unexpected setbacks and problems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

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



Jacqui Thomas-Fasuyi

Chair



Date

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

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

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

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

**Respective responsibilities of Trustees and independent examiner**

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

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

- a) examine the accounts under section 145 of the 2011 Act;
- b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- c) state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

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

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



**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS  
TO THE TRUSTEES OF 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  
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

12/03/25  
Date .....

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**BALANCE SHEET**  
**AS AT 31 MARCH 2024**

	<u>Notes</u>	<u>2023/24</u> £	<u>2022/23</u> £
Fixed Assets	11	3	3
Current Assets			
Debtors		-	3,378
Cash at Bank and in hand	18	83,220	108,620
Creditors			
Amount due within One Year			
Other Creditors	13	(1,600)	(5,443)
Net Assets/Liabilities		<u>81,623</u>	<u>106,558</u>
Reserves			
General Funds		11,665	11,665
Restricted Funds:		69,958	94,893
		<u>81,623</u>	<u>106,558</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 2024.


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

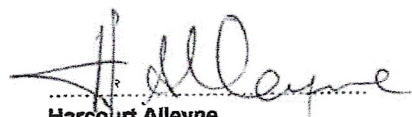
The trustees acknowledge their responsibilities for

- 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 10/03/25 and were signed on its behalf by:

  
Jacqui Thomas-Fasuyi  
Chair

  
Harcourt Alleyne  
Treasurer

**Greenwich Inclusion Project (GRIP)****Registered Charity No. 1159425****Company Registration: 8305287****STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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

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

**Greenwich Inclusion Project (GRIP)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**STATEMENT OF CASHFLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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

**Registered Charity No. 1159425**

**Company Registration: 8305287**

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**1. Accounting Policies**

**Basis of Preparation.**

These accounts have been prepared on an accrual basis and include income and expenditure as they are earned or incurred, rather than as cash received or paid. Reference to the "Charities SORP" refers to the 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)**

**Registered Charity No. 1159425**

**Company Registration: 8305287**

### **NOTES TO THE ACCOUNTS** **FOR THE YEAR ENDED 31 MARCH 2024**

#### **1e. Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of 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

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Unrestricted	Restricted		
	2024	2024	2023/24	2022/23
	£	£	£	£
<b>2 INCOME FROM CHARITABLE ACTIVITIES</b>				
RBG Hate Crime SLA	26,100	63,900	90,000	90,000
RBG Strategic Equality SLA	19,994	27,131	47,125	44,431
Sanctuary Project	-	34,892	34,892	35,000
Public Health Community Engagement	-	-	-	12,756
London Community Fund - Jubilee Award	-	-	-	10,000
RBG Community Support Grant	-	-	-	8,955
RBG Warm Spaces Grant	-	-	-	3,000
MOPAC	-	-	-	3,877
Kickstart	-	-	-	5,426
Other Funding Grants	-	6,595	6,595	-
Greenwich Afghan Resettlement	8,300	103,259	111,559	-
Community Innovations Grant	-	995	995	71,511
BHM	-	-	0	7,860
	<b>54,394</b>	<b>236,771</b>	<b>291,165</b>	<b>292,816</b>
<b>3 OTHER INCOME</b>				
	2024	2024	2023/24	2022/23
	£	£	£	£
Donations	15	-	15	4,100
Room hire	220	-	220	1,248
Membership Income	17	-	17	-
Livewell Partnership Board	1,130	-	1,130	-
Charlton Athletic Community Trust	-	2,449	2,449	-
University of Greenwich Peer Research	-	1,500	1,500	-
Other Income	829	-	829	-
	<b>2,211</b>	<b>3,949</b>	<b>6,160</b>	<b>5,348</b>
<b>4 CHARITABLE ACTIVITIES COSTS</b>				
		Direct Costs (see note 5)	Support Costs (see note 6)	Total
		£	£	£
Charitable Activities		<b>289,144</b>	<b>33,116</b>	<b>322,260</b>
<b>5 DIRECT CHARITABLE ACTIVITIES</b>				
	Unrestricted	Restricted	Total	Total
	2024	2024	2023/24	2022/23
	£	£	£	£
Staff costs	81,309	127,175	208,484	149,730
Promotions & Advertising	373	-	373	466
GAD Sub-contract RBG Hate Crime SLA	-	10,000	10,000	7,500
Metro Sub-contract RBG Hate Crime SLA	-	21,000	21,000	21,000
Volunteer expenses	451	-	451	427
Event costs	-	9,160	9,160	1,650
Travel and subsistence	28	-	28	41
Recruitment	-	-	-	429
Staff Development	-	-	-	402
Examiners fee	1,600	-	1,600	1,400
Payroll cost	1,071	-	1,071	942
Bank charges	126	-	126	139
Storage cost	1,692	-	1,692	-
AGM expenses & Annual Report	502	-	502	729
Sanctuary project direct costs (ringfenced)	-	2,212	2,212	5,663
GARS Project (ringfenced)	-	873	873	-
MHCLG Project (ringfenced)	-	1,890	1,890	3,551
Office Expenses - staff travel	-	-	-	11,421
REAB Development cost	-	-	-	7,500
Warm Spaces	-	1,680	1,680	-
Community Innovations Grant (ringfenced)	-	25,145	25,145	33,758
Community Fridge Expenditure (ringfenced)	-	2,353	2,353	-
University of Greenwich Project (ringfenced)	-	504	504	-
Community Innovations Grant (GrIP delivery)	-	-	-	4,179
<b>Total</b>	<b>87,152</b>	<b>201,992</b>	<b>289,144</b>	<b>266,165</b>



Registered Charity No. 1159425

Company Registration: 8305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024****6 SUPPORT COSTS**

Charitable Activities	33,116
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Support costs, included above, are as follows:

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

**7 NET INCOME/(EXPENDITURE)**

	2023 £	2023 £
Depreciation - owned assets	0	0

**8 TRUSTEES' REMUNERATION AND BENEFITS**

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

**TRUSTEES' BENEFITS**

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

**9 STAFF COSTS**

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

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

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

**Greenwich Inclusion Project (GRIP)**

Registered Charity No. 1159425

Company Registration: 8305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024****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 2023 and 31st March 2024	5,040
<b>AMORTISATION</b>	
At 1st April 2023 and 31st March 2024	5,040
<b>NET BOOK VALUE</b>	
At 31st March 2024	-
At 31st March 2023	-

**11 TANGIBLE FIXED ASSETS**

	Plant and machinery £	Fixtures and Fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1st April 2023 and 31st March 2024	6,474	2,426	4,180	13,080
<b>DEPRECIATION</b>				
At 1st April 2023 and 31st March 2024	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**

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

**Greenwich Inclusion Project (GRIP)**

Registered Charity No. 1159425

Company Registration: 8305287

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024****13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**14 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

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

**15 MOVEMENT IN FUNDS**

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

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

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

**Greenwich Inclusion Project (GRIP)****Registered Charity No. 1159425****Company Registration: 8305287****NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024****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	124,877	209,466	(84,589)
<b>Restricted funds</b>			
Restricted fund	479,037	378,959	100,078
<b>TOTAL FUNDS</b>	<b>603,914</b>	<b>588,425</b>	<b>15,489</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**

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

**18 ANALYSIS OF CHANGES IN NET FUNDS**

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

**Greenwich Inclusion Project (GRIP)****Registered Charity No. 1159425****Company Registration: 8305287****DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS</b>		
<b>Charitable activities</b>		
RBG Hate Crime SLA	90,000	90,000
RBG Strategic Equality SLA	47,125	44,431
Sanctuary Project	34,892	35,000
Public Health Community Engagement	-	12,756
Other funding	6,595	21,955
MOPAC	-	3,877
RBG REAB Development	-	-
Kicistart	-	5,426
MHCLG	-	-
Community Innovations Grant	995	71,511
Greenwich Afghan Resettlement	111,559	-
BHM	-	7,860
	<u>291,165</u>	<u>292,816</u>
<b>Other Income</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Other Income	5,908	4100
Room hire	220	1248
Membership Income	17	-
Donations & Legacy	15	125
	<u>6,160</u>	<u>5,473</u>
<b>Total incoming resources</b>	<b><u>297,325</u></b>	<b><u>298,289</u></b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages	191,801	131,538
Social security	12,703	11,484
Pensions	3,980	6,708
Advertising	373	466
GAD Sub-contract RBG Hate Crime SLA	10,000	7,500
Metro sub-contract RBG Hate Crime SLA	21,000	21,000
Volunteer expenses	451	427
Event costs	9,160	1,650
Travel and subsistence	28	41
CRB costs	-	-
Recruitment	-	429
Staff Development	-	402
IT support and maintenance	5,480	-
Professional subscription	320	-
Storage	1,692	-
Sub-total carried forward	<u>256,987</u>	<u>181,645</u>

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Registered Charity No. 1159425

Company Registration: 8305287

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

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

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