

INVESTING IN PEOPLE AND CULTURE

England & Wales · Charity number 1160482

Details

Other names	IPC
Status	Registered
Legal form	CIO
Registered	2015-02-13
Register	View on the Charity Commission register

Contact

Address International Centre
7 Abingdon Road
Middlesbrough
Cleveland
TS1 2DP

Phone 07411157589

Email biniaraia@gmail.com

Website <http://www.i-p-c.org>

Activities

Objects: THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG PEOPLE WHO ARE REFUGEES, ASYLUM SEEKERS AND BME COMMUNITIES WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR SOCIAL AND ECONOMIC POSITION, BY PROVIDING: EDUCATION AND TRAINING FOR REFUGEES, ASYLUM SEEKERS AND BME COMMUNITIES AND THEIR DEPENDANTS IN NEED THEREOF SO AS TO ADVANCE IN LIFE AND ASSIST THEM TO ADOPT WITHIN A NEW COMMUNITY SOCIAL AND RECREATIONAL FACILITIES AND EVENTS INVOLVING THE LOCAL COMMUNITY AWARENESS RAISING TRAINING ON THE NEEDS OF PEOPLE, REFUGEES, ASYLUM SEEKERS AND BME COMMUNITIES, SO AS TO ENCOURAGE SERVICE PROVIDERS AND INSTITUTIONS TO ADAPT THEIR SERVICES TO MEET THE NEEDS OF THESE COMMUNITIES RESEARCH INTO THE EFFECTS AND CAUSES OF SOCIAL EXCLUSION OF REFUGEES, ASYLUM SEEKERS AND BME COMMUNITIES NOTHING

Activities: IPC promotes the social and economic inclusion of refugees, asylum seekers and marginalised communities in the North East of England. Activities include ESOL, the Resettlement Programme for Overseas Doctors, Community Football, Capacity Building, Healthy Eating and Life-style, Gardening project, Cycling Recycling, Martial Arts, Developing and Supporting Volunteers in Sport, Community Champions.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Middlesbrough
- Newcastle Upon Tyne City
- North Yorkshire
- Stockton-on-tees
- Sunderland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£321,470	£341,577	-	-
2024-03-31	£431,980	£394,076	-	-
2023-03-31	£438,954	£455,677	-	-
2022-03-31	£347,472	£273,887	-	-
2021-03-31	£413,107	£310,277	-	-

Trustees

Name	Role	Appointed
Dr Caroline Nakachwa	Chair	2024-10-28
Ali Hassan Musa		2024-10-28
Dr MARK SUTCLIFFE		2025-11-11
Irma Karchnakova		2024-10-28
Jama Jama		2017-01-10

INVESTING IN PEOPLE AND CULTURE

England & Wales - Charity number 1160482

Accounts

INVESTING IN PEOPLE AND CULTURE
ACCOUNTS FOR THE YEAR ENDED
31ST MARCH 2025

Charitable Incorporated Organisation

Number 1160482

Gresham & Gale
14 Fountain Street
Guisborough
TS14 6PP

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2025

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INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

The International Community Centre
7 Abingdon Road
Middlesbrough, TS1 2DP.

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Name	Role	Date appointed	Date resigned
Jama Jama	Chair	10/01/17	
Mark Sutcliffe	Secretary	24/01/16	28/10/24
John Nicholson Hinman	Vice-chair	08/07/16	
Irma Karchnakova	trustee	28/10/24	
Caroline Nakachwa	trustee	28/10/24	
Musa Hassan Ali	trustee	28/10/24	

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is effectively governed by a board consisting of trustees, advisors and senior staff, ensuring decisions are well founded in the lived experience of the people we support.

IPC's trustees have the overall responsibility for the charity and bring in wide-ranging knowledge and experiences to support the organisation. They have both academic and professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research and safeguarding children & vulnerable adults. The trustees seek external professional advice when required.

The trustees are supported by the senior staff team, with many years of operational experience, and independent advisers with a keen interest in the workings of the charity and its fit within the wider support network.

The day-to-day management is delegated to the management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the northeast for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the northeast as a freelance publisher and translator.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents.

Irma Karchnakova is a Czech-Roma community leader and founder of Roma Right Path Project CIC. An experienced advocate for the rights and well-being of marginalised individuals, challenging systemic barriers and promoting social justice.

Musa Hassan Ali, co-founder of the Northeast Rwandan Association and refugee support worker, has lived and worked in Newcastle since 2002 and has used his lived experience to provide direct support to refugees and asylum seekers in our community, with issues around integration, housing and employment.

Caroline Nakachwa, with a wealth of experience working with, supporting and developing groups in multicultural communities, is committed to challenging systems and perceptions that lead to social and financial exclusion.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community.

Social and recreational facilities and events involving the local community.

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities.

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities to reach our objectives.

There were three significant changes during the period 2024-25 which sparked a review of our approach towards helping our beneficiaries;

- Trustee board refresh with three new trustees now on board
- The opening of the refurbished International Centre as an exciting new service hub
- The support for Refugee Community Organisations moving from Capacity Building work to collaboration and partnership.

As a result of our Strategic Review, and in search of greater efficiency and best value for money, we have refocused our approach to ensure that

- 1 Services are always provided in response to community needs
 - Because of the strong connection with so many local grassroots organisations and the trust and respect built up over ten years, we are able to reach deep into communities with our consultations, identifying the gaps in services and the people who slip through these gaps
- 2 Services are provided within communities, and by community members where possible
 - We work with local community groups to develop their services, and support them to deliver, or IPC will deliver services directly when there is a wider scope or greater administration need.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

- Where possible we will seek to deliver services in partnership with other agencies, sharing skills and avoiding duplication.
- 3 IPC is well connected and networked so we can advocate for change with local and regional decision makers.
 - Rather than constantly dealing with the consequences of some structural problem, we will actively pursue our connections to elicit a change at a strategic level to try and fix the problem at source.
 - IPC have representation on many strategic boards, alongside leaders from Public Health, Police, Social Services, Housing, regional Mayors

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

ACHIEVEMENTS AND PERFORMANCE

During 2024-25 we served 967 unique service users, as well as impacting on the well-being of many more through our support and development of Refugee Community Organisations. These 26 RCOs have an active connection to over 3,000 members, as well as a gateway to up to 20,000 in the wider communities.

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

Project / funder	Description	Service users	Good progress	Satisfaction rating
REPOD - Health Education England	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition, funding for professional exams (OET/IELTS, PLAB1 and PLAB2), medical studies preparatory course tuition, travel and accommodation, license to practice registration fees as well as pastoral support throughout. Newcastle and Sunderland NHS Trusts provide clinical observership.	75	85%	92%
North Yorks CC	Ukraine support Full integration package for Ukrainian refugees, looking at language, employment, housing, and providing social integration activities.	135	95%	100%
Middlesbrough BC		120	95%	100%
Community Drop-ins - ABC	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;	358	80%	88%
RCO Resilience Partnership - Charities Aid Foundation & Peter Harrison	Building on our previous capacity building programme, we continue to offer support to RCOs whilst engaging them in partnership work for project delivery, enabling and supporting their own work with our mutual clients.	no. of RCOs: 26	92%	100%
	Working with 22 volunteers and RCO leaders we have this year delivered a volunteering programme relating to sports activities. (Swimming, football, dance, pilates, 'hike and collect', gardening); multi-agency drop-ins, and education programmes.	No of members: 3000 active / total possible reach approx. 20000		
Anti-gambling - Gamble-aware	Providing education, training and support to understand and overcome harmful gambling addictions; delivered in partnership with NECA and RCOs.	203	100%	100%
Football -	Weekly sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.	76	98%	100%

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

FINANCIAL REVIEW

The income and expenditure account on page 11 shows the financial results for the year. The organisation has been able to maintain a balance in unrestricted funds of £150,287.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2025-26 projections our current reserves target is £60,000 in free reserves
(Core o/h costs - £30,000 / 2 = £15,000 for 6 months)
(Core salary costs - £90,000 / 2 = £45,000 for 6 months)

These free reserves may :

maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2025

At March 31st 2025, our unrestricted funds are £150,287. This includes the sum of the total free reserves of £86,473 and the sum of the designated funds of £63,814 as listed below:

Core budget costs	£7,991
Managers Salary	£35,722
Redundancies	£5,000
Emergency Fund	£4,277
Football	£1,300
Befriending	£2,159
Cultural Fund	£3,450
Volunteering	£3,915

Trustees have approved further designations of £39,000 for 2025-26, reducing our free reserves to £47,473

Approved by the Committee
Jama Jama



Chair

Date 28/08/25

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2025

I report on the accounts of the charity for the year ended 31st March 2025 which are set out on pages 11 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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 report is limited to those matters set out in the statement below.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2025

(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

Mr J Gresham FCCA
14 Fountain Street
Guisborough
TS14 6HA

Gresham & Gale

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INVESTING IN PEOPLE AND CULTURE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	2,747	347,393	350,140	431,980
		<u>2,747</u>	<u>347,393</u>	<u>350,140</u>	<u>431,980</u>
Total income		<u>2,747</u>	<u>347,393</u>	<u>350,140</u>	<u>431,980</u>
EXPENDITURE					
Expenditure on charitable activities	3	42,059	299,518	341,577	394,076
		<u>42,059</u>	<u>299,518</u>	<u>341,577</u>	<u>394,076</u>
Total expenditure		<u>42,059</u>	<u>299,518</u>	<u>341,577</u>	<u>394,076</u>
Net movement in funds for the year		(39,312)	47,875	8,563	37,904
Fund balances brought forward		168,450	206,342	374,792	336,888
Transfers between funds		21,149	(21,149)	-	-
		<u>21,149</u>	<u>(21,149)</u>	<u>-</u>	<u>-</u>
FUND BALANCES CARRIED FORWARD		<u>150,287</u>	<u>233,068</u>	<u>383,355</u>	<u>374,792</u>

INVESTING IN PEOPLE AND CULTURE

BALANCE SHEET

31 MARCH 2025

	Note	£	2025	£	2024	£
CURRENT ASSETS						
Cash at Bank and in Hand		586,765			506,982	
Debtors (due within 12 months)	4	-			-	
CURRENT LIABILITIES						
Creditors & Accruals	5	(203,410)			(132,190)	
				383,355		374,792
NET ASSETS						
				383,355		374,792
FUNDS						
	6					
Unrestricted Funds						
-Trustee designated funds				63,814		112,389
- Free Reserves				86,473		56,061
Restricted Funds				233,068		206,342
				383,355		374,792

Approved by the trustees:

Ugama

**Jama Jama
Chair**

Date 28/08/25

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2025

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2025

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
-----------	-----
- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2025

2. INCOME

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Received in the year				
H.E.E.N.E REPOD 6 – 2022 Cohort	-	580	580	-
H.E.E.N.E REPOD 7 – 2023 Cohort	-	-	-	89,356
H.E.E.N.E REPOD 8 – 2024 Cohort	-	98,346	98,346	32,782
H.E.E.N.E REPOD 9 – 2025 Cohort	-	60,128	60,128	-
Mind Middlesbrough	-	-	-	3,150
ABC	-	25,000	25,000	15,000
CAF Newcastle	-	35,000	35,000	-
Caf Resilience Fund	-	500	500	-
Asylum Migration & Integration Fund	-	-	-	133,472
Middlesbrough Independent age	-	-	-	20,000
Emergency Fund	1,801	-	1,801	2,621
Peter Harrison	-	30,000	30,000	-
Gambling	-	84,040	84,040	-
Ukraine donations	-	886	886	80
NYCC Ukraine	-	12,913	12,913	37,614
Hong Kong	-	-	-	39,854
Middlesbrough Ukraine Project	-	-	-	31,050
General Funds	946	-	946	27,001
	<u>2,747</u>	<u>347,393</u>	<u>350,140</u>	<u>431,980</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2025**

3. EXPENDITURE

	Main Activities £	Governance Costs £	2025 Total £	2024 Total £
Costs directly related to charitable activities				
Venue	22,350	-	22,350	20,283
ICT	2,027	-	2,027	10,356
Catering	-	-	-	4,495
Travel expenses	-	-	-	8,497
Utilities	-	-	-	3,507
Stationery	1,104	-	1,104	2,236
Insurance	-	-	-	361
Independent Examiner's fee	-	2,160	2,160	2,419
Sessional workers	130,921	-	130,921	158,351
Volunteers' expenses	1,398	-	1,398	475
Staff	117,430	-	117,430	144,787
Cleaning	-	-	-	2,278
Professional fees	27,484	-	27,484	8,982
Participant loans	(1,500)	-	(1,500)	1,500
Training	259	-	259	-
Advertising and promotion	4,217	-	4,217	4,469
Repairs	-	-	-	-
Dues & subscriptions	-	-	-	394
Project based costs	33,727	-	33,727	20,425
Sundry purchases	-	-	-	261
	<u>339,417</u>	<u>2,160</u>	<u>341,577</u>	<u>394,076</u>

4. DEBTORS

	2025 £	2024 £
Due within 12 months	-	-
Accrued income	-	-
	<u>-</u>	<u>-</u>

5. CREDITORS

	2025 £	2024 £
Deferred income	197,128	116,346
Other creditors and accruals	6,282	15,844
	<u>203,410</u>	<u>132,190</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2025**

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2024	Income	Expenditure	Transfers	March 2025
Restricted Funds	£	£	£	£	£
H.E.E.N.E REPOD 6 – 2022 Cohort	63,669	580	(11,839)	-	52,410
H.E.E.N.E REPOD 7 – 2023 Cohort	49,004	-	(4,001)	(5,214)	39,789
H.E.E.N.E REPOD 8 – 2024 Cohort	13,811	98,346	(64,268)	4,786	52,675
H.E.E.N.E REPOD 9 – 2025 Cohort	-	60,128	(37,125)	-	23,003
Community Foundation Durham - REPOD Laptops	4,247	-	-	-	4,247
CAF Newcastle	-	35,000	(14,522)	(2,000)	18,478
CAF Resilience Fund	1,000	500	-	-	1,500
Peter Harrison	-	30,000	(17,232)	-	12,768
Gambling	-	84,040	(77,617)	(7,640)	(1,217)
The Mercers' Company	1,749	-	1,500	-	3,249
Mind Middlesbrough	8,195	-	(5,000)	-	3,195
ABC	9,725	25,000	(22,762)	-	11,963
Louise Coidan - Mental Health	4,564	-	(4,564)	-	-
Middlesbrough Ukraine Project	31,050	-	(19,895)	(4,050)	7,105
NYCC Ukraine	17,893	12,913	(21,846)	(7,031)	1,929
Ukraine donations	1,435	886	(347)	-	1,974
	_____	_____	_____	_____	_____
Total restricted funds	206,342	347,393	(299,518)	(21,149)	233,068
	_____	_____	_____	_____	_____
Unrestricted Funds					
Free Reserves	56,061	946	8,317	21,149	86,473
Core budget costs	37,458	-	(29,467)	-	7,991
Managers Salary	44,936	-	(9,214)	-	35,722
Redundancies	5,000	-	-	-	5,000
Emergency Fund	3,038	1,801	(562)	-	4,277
Football	8,820	-	(7,520)	-	1,300
Ukraine salary	793	-	(793)	-	-
Befriending	2,159	-	-	-	2,159
Cultural Fund	5,500	-	(2,050)	-	3,450
Volunteering	4,685	-	(770)	-	3,915
	_____	_____	_____	_____	_____
Total funds	374,792	350,140	(341,577)	-	383,355
	=====	=====	=====	=====	=====

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2025

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 5. (2024: 8)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	Total
	£	£	£
Net current assets	150,287	233,068	383,355
	<u>150,287</u>	<u>233,068</u>	<u>383,355</u>
	<u><u>150,287</u></u>	<u><u>233,068</u></u>	<u><u>383,355</u></u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.

INVESTING IN PEOPLE AND CULTURE

England & Wales - Charity number 1160482

Accounts

INVESTING IN PEOPLE AND CULTURE
ACCOUNTS FOR THE YEAR ENDED
31ST MARCH 2024

Charitable Incorporated Organisation

Number 1160482

Gresham & Gale
14 Fountain Street
Guisborough
TS14 6PP

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2024

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Balance sheet	12
Notes to the accounts	13

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

The International Community Centre
7 Abingdon Road
Middlesbrough, TS1 2DP.

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Jama Jama	Chair
Mark Sutcliffe	Secretary
Tanjong Tajocho	Treasurer/Trustee (Retired 6/2/24)
John Nicholson Hinman	Trustee

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is run by trustees who have the overall responsibility for the organisation. IPC's trustees bring a vast knowledge and experiences to support the organisation. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults as well as two committee members who are from refugee backgrounds and can speak four different languages spoken by service users. The trustees seek professional advice when required.

The day to day management is delegated to a professional management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the north east for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the North-East as a freelance publisher and translator.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents and carers and initiated a project in Baghdad at the Central Children's Hospital and is working on projects against Trafficking and Exploitation.

Tanjong Tajocho, a member of the Association of Chartered Certified Accountants with over 15 years' experience in accountancy, tax and business consulting, is COO at Febe Associates, based in Gateshead.

During this year we have recruited three new trustees with lived experience of the issues we are addressing, and they are undergoing training and preparation so they can join the board during the next year.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community

Social and recreational facilities and events involving the local community

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

Connections that underpin all our activities

Teesside professional network

Our work is focused on tailored support for individuals, taking time to understand the barriers they face and connecting them with people and organisations who can help remove those barriers. Sometimes this can be an individual mentor who will stand beside them, but more often we make use of our excellent connections with local organisations who can offer practical support, particularly in terms of employment opportunities and training.

We are particularly grateful for the ongoing support of Middlesbrough Environment City (MEC) who co-devise activities with us based on the needs of the beneficiaries; The Other Perspective (TOP), a non-profit organisation able to offer practical employment and training; and some local businesses who have listened to us regarding the issues affecting refugees and changed their approach to recruitment - making it much more likely that refugees will be employed.

Our Regional Manager, Bini Araia, has been instrumental in sourcing, developing and nurturing these relationships, and IPC now has an established route into employment for refugees that is unique and effective.

Our funded activities are very successful because of these connections and pathways that underpin everything we do.

Tyneside Capacity Building programme for Refugee Community Organisations. (RCOs)

Local conditions have dictated that we take a different approach in Tyneside, with a greater focus on supporting Refugee Community Organisations (RCOs) to build their services to their members and helping them toward sustainability as independent organisations. This is a long term programme for most RCOs, staying attached to IPC for many years as they experience high turnover in leadership personnel and so the training programme is ongoing. As part of this support we help develop the RCOs volunteer management policies so they can deliver more effective projects, and we also recruit and train at least one volunteer for IPC who will provide advice, guidance and information to beneficiaries within that refugee community under instruction and supervision of our Regional Manager, Sirak Hagos.

Through this process we are able to further build trust within different communities who know of IPC through our volunteers, and so we are able to recruit directly into other projects, e.g. our Sports volunteering, bypassing the usual hard to reach community barriers.

The Capacity Building programme is open to all RCOs who serve our beneficiaries and are committed to good practice.

We support them towards good governance, best practice (policy development), and sustainability. This involves a rolling programme of training for the managing committee which builds a depth of knowledge throughout the organisation.

Whilst on this programme we co-deliver activities through an IPC volunteer recruited from within the RCO.

This process widens our reach and strengthens our connection with beneficiary communities, and provides the foundation for all our project successes.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

ACHIEVEMENTS AND PERFORMANCE

During 2023-2024 we served 1,647 unique beneficiaries, as well as impacting on the well-being of many more through our capacity building programme for Refugee Community Organisations.

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

All these projects are better enabled by the connections that underpin our work, described earlier.

<u>Project</u>	<u>Description</u>
Hong Kong Housing Project	Support for Hong Kongers to navigate the housing systems in the UK
Ukraine integration project	Full integration package for Ukrainian refugees, looking at language, employment, housing, and social integration activities.
Refugee Integration	Helping refugees integrate through improved language skills and cultural awareness to improve their chances of employment .
Football Integration Project	Weekly football sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.
Advice and Guidance	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;
Sports Volunteering	Supported volunteering opportunities within sports groups; help for RCOs to establish their own sports activities.
Capacity Building for RCOs.	RCOs often act as a first point of contact, and a voice for refugees/migrants with the host community, local authorities, and other local service providers. IPC continued to build the capacities of these groups to run effectively.
RCO Resilience	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
RCO Infrastructure support	Experienced project workers from refugee background supporting RCOs to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.
Community Growing, cooking, cycling and ESOL for Life	Engaged diverse members of our community to learn and share their skills, and to improve the mental and physical health of migrant communities in Middlesbrough whilst positively contributing to the local community.

Resettlement Programme for Overseas Doctors (REPOD)	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition and pastoral support through the qualification process, North Tees and Hartlepool NHS Trust provide volunteering, one-to-one mentoring, access to appropriate professional training and clinical attachments.
Migrant Professionals Programme	Supporting skilled professionals who are Asylum-seekers or Refugees, to enter UK employment, by providing tailored, intensive, technical English language qualification (IELTS and OET) and offering initial work-placements through partner organisations.
Martial Arts	Weekly activity sessions for young people from refugee and migrant communities aged 5-18. Professional coaches train and instruct, and IPC recruits and provides support for young people to attend.
Food banks and Community pantry	We arrange collections of waste food from shops and from distributors like Fareshare, and redistribute to those in need
Women only activities	Sewing, embroidery, knitting, esol, provided in culturally appropriate setting to accommodate those who might otherwise not attend.
Community fitness class	Bringing people together at weekly sessions at various locations.
Energy cost support	Identifying and supporting elderly members of our communities who are struggling with energy efficiency and energy costs.

FINANCIAL REVIEW

The income and expenditure account on page 11 shows the financial results for the year. The organisation has been able to maintain a balance in unrestricted funds of £168,450.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2024-25 projections our current reserves target is £60,000 in free reserves
(Core o/h costs - £30,000 / 2 = £15,000 for 6 months)
(Core salary costs - £90,000 / 2 = £45,000 for 6 months)

These free reserves may :

maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

During 2023-24, our unrestricted funds have grown from £151,962 to £168,450. This includes the sum of the total free reserves of £56,061 and the sum of the designated funds of £112,389 as listed below:

Core budget costs	£37,458
Managers Salary	£44,936
Redundancies	£5,000
Emergency Fund	£3,038
Football	£8,820
Ukraine Salary	£793
Befriending	£2,159
Cultural Fund	£5,500
Volunteering	£4,685

Thus, we hold £56,061 in total free reserves and £112,389 in designated funds.

Approved by the Committee
Jama Jama



Chair

21/8/24

Date

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2024

I report on the accounts of the charity for the year ended 31st March 2024 which are set out on pages 11 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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 report is limited to those matters set out in the statement below.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2024

(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

Mr J Gresham FCCA
14 Fountain Street
Guisborough
TS14 6HA

Gresham & Gale

Jon Gresham

.....

INVESTING IN PEOPLE AND CULTURE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	29,622	402,358	431,980	438,954
		_____	_____	_____	_____
Total income		29,622	402,358	431,980	438,954
		_____	_____	_____	_____
EXPENDITURE					
Expenditure on charitable activities	3	66,126	327,950	394,076	455,677
		_____	_____	_____	_____
Total expenditure		66,126	327,950	394,076	455,677
		_____	_____	_____	_____
Net movement in funds for the year		(36,504)	74,408	37,904	-16,723
Fund balances brought forward		151,962	184,926	336,888	353,611
Transfers between funds		52,992	(52,992)	-	-
		_____	_____	_____	_____
FUND BALANCES CARRIED FORWARD		168,450	206,342	374,792	336,888
		=====	=====	=====	=====

INVESTING IN PEOPLE AND CULTURE

BALANCE SHEET

31 MARCH 2024

	Note	£	2024	£	2023	£
CURRENT ASSETS						
Cash at Bank and in Hand		506,982			430,907	
Debtors (due within 12 months)	4	-			32,776	
CURRENT LIABILITIES						
Creditors & Accruals	5	(132,190)			(126,795)	
				<u>374,792</u>		<u>336,888</u>
NET ASSETS						
				<u><u>374,792</u></u>		<u><u>336,888</u></u>
FUNDS						
	6					
Unrestricted Funds						
-Trustee designated funds				112,389		92,852
- Free Reserves				56,061		59,110
Restricted Funds				206,342		184,926
				<u>374,792</u>		<u>336,888</u>
				<u><u>374,792</u></u>		<u><u>336,888</u></u>

Approved by the trustees:



**Jama Jama
Chair**

21/8/24

Date

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2024

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2024

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
-----------	-----
- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2024

2. INCOME

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
Received in the year				
H.E.E.N.E REPOD 5 – 2021 Cohort	-	-	-	42
H.E.E.N.E REPOD 6 – 2022 Cohort	-	-	-	103,952
H.E.E.N.E REPOD 7 – 2023 Cohort	-	89,356	89,356	29,772
H.E.E.N.E REPOD 8 – 2024 Cohort	-	32,782	32,782	-
M Ind Age	-	-	-	20,000
BBC CiN	-	-	-	10,000
Mind Middlesbrough	-	3,150	3,150	5,195
ABC	-	15,000	15,000	-
N A4A 2023	-	-	-	9,980
Asylum Migration & Integration Fund	-	133,472	133,472	233,691
Middlesbrough Independent age	-	20,000	20,000	-
Emergency Fund	2,621	-	2,621	1,459
Volunteering Fund	-	-	-	3,788
Befriending	-	-	-	5,000
Ukraine donations	-	80	80	9,879
Ukraine Salary	-	-	-	4,800
NYCC Ukraine	-	37,614	37,614	-
Hong Kong	-	39,854	39,854	-
Middlesbrough Ukraine Project	-	31,050	31,050	-
General Funds	27,001	-	27,001	1,396
	<u>29,622</u>	<u>402,358</u>	<u>431,980</u>	<u>438,954</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024**

3. EXPENDITURE

	Main Activities £	Governance Costs £	2024 Total £	2023 Total £
Costs directly related to charitable activities				
Venue	20,283	-	20,283	41,285
ICT	10,356	-	10,356	7,339
Catering	4,495	-	4,495	2,295
Travel expenses	8,497	-	8,497	8,064
Utilities	3,507	-	3,507	754
Stationery	2,236	-	2,236	1,928
Insurance	361	-	361	361
Independent Examiner's fee	-	2,419	2,419	1,320
Sessional workers	158,351	-	158,351	43,492
Volunteers' expenses	475	-	475	3,516
Staff	144,787	-	144,787	204,197
Cleaning	2,278	-	2,278	3,220
Professional fees	8,982	-	8,982	48,377
Management Fees	-	-	-	8,196
Participant loans	1,500	-	1,500	-
Training	-	-	-	839
Advertising and promotion	4,469	-	4,469	3,360
Repairs	-	-	-	1,061
Dues & subscriptions	394	-	394	1,217
REPOD	20,425	-	20,425	74,648
Sundry purchases	261	-	261	208
	<u>391,657</u>	<u>2,419</u>	<u>394,076</u>	<u>455,677</u>

4. DEBTORS

	2024 £	2023 £
Due within 12 months	-	3,224
Accrued income	-	29,552
	<u>-</u>	<u>32,776</u>

5. CREDITORS

	2024 £	2023 £
Deferred income	116,346	122,356
Other creditors and accruals	15,844	4,439
	<u>132,190</u>	<u>126,795</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024**

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2023	Income	Expenditure	Transfers	March 2024
	£	£	£	£	£
Restricted Funds					
Middlesbrough Environment City	536	-	-	(536)	-
Health Education England NE REPOD 1 Grant	1,223	-	-	(1,223)	-
H.E.E.N.E REPOD 6 – 2022 Cohort	101,716	-	(32,047)	(6,000)	63,669
H.E.E.N.E REPOD 7 – 2023 Cohort	20,634	89,356	(52,986)	(8,000)	49,004
H.E.E.N.E REPOD 8 – 2024 Cohort	-	32,782	(18,971)	-	13,811
Community Foundation Durham - REPOD Laptops	4,247	-	-	-	4,247
CAF Resilience Fund	1,000	-	-	-	1,000
Sport England Small Grant	1,240	-	-	(1,240)	-
Ageing Better Middlesbrough	3,338	-	-	(3,338)	-
Teesside University	148	-	-	(148)	-
The Mercers' Company	3,249	-	(1,500)	-	1,749
Asylum Migration & Integration Fund	-	133,472	(104,403)	(29,069)	-
C Greggs	-	-	(91)	91	-
M ind Age	20,000	20,000	(39,920)	(80)	-
BBC CiN	10,000	-	(8,100)	(1,900)	-
Mind Middlesbrough	5,045	3,150	-	-	8,195
ABC	-	15,000	(5,275)	-	9,725
N A4A 2023	4,525	-	(4,650)	125	-
Louise Coidan - Mental Health	6,163	-	(1,599)	-	4,564
Middlesbrough Ukraine Project	-	31,050	-	-	31,050
NYCC Ukraine	-	37,614	(19,721)	-	17,893
Hong Kong	-	39,854	(38,180)	(1,674)	-
Ukraine donations	1,862	80	(507)	-	1,435
	<u>184,926</u>	<u>402,358</u>	<u>(327,950)</u>	<u>(52,992)</u>	<u>206,342</u>
Unrestricted Funds					
Free Reserves	132,801	27,001	(6,698)	(97,043)	56,061
Core budget costs	-	-	(28,577)	66,035	37,458
Managers Salary	-	-	(18,064)	63,000	44,936
Redundancies	-	-	-	5,000	5,000
Emergency Fund	3,163	2,621	(2,746)	-	3,038
Football	-	-	(7,180)	16,000	8,820
Ukraine salary	793	-	-	-	793
Befriending	3,409	-	(1,250)	-	2,159
Cultural Fund	7,022	-	(1,522)	-	5,500
Volunteering	4,774	-	(89)	-	4,685
	<u>336,888</u>	<u>431,980</u>	<u>(394,076)</u>	<u>-</u>	<u>374,792</u>
Total funds	<u><u>336,888</u></u>	<u><u>431,980</u></u>	<u><u>(394,076)</u></u>	<u><u>-</u></u>	<u><u>374,792</u></u>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2024

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 8. (2023: 8)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted £	Restricted £	Total £
Net current assets	168,450	206,342	374,792
	<u>168,450</u>	<u>206,342</u>	<u>374,792</u>
	<u><u>168,450</u></u>	<u><u>206,342</u></u>	<u><u>374,792</u></u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.

INVESTING IN PEOPLE AND CULTURE

England & Wales - Charity number 1160482

Accounts

INVESTING IN PEOPLE AND CULTURE
ACCOUNTS FOR THE YEAR ENDED
31ST MARCH 2023

Charitable Incorporated Organisation

Number 1160482

Gresham & Gale
14 Fountain Street
Guisborough
TS14 6PP

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2023

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Balance sheet	12
Notes to the accounts	13

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

The International Community Centre
7 Abingdon Road
Middlesbrough, TS1 2DP.

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Jama Jama	Chair
Mark Sutcliffe	Secretary
Afi Dometi	Treasurer (Retired 31/3/23)
Tanjong Tajocho	Trustee (Appointed 1/4/22)
John Nicholson Hinman	Trustee

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is run by trustees who have the overall responsibility for the organisation. IPC's trustees bring in a vast knowledge and experiences to support the organisation. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults as well as two committee members who are from refugee backgrounds and can speak four different languages spoken by service users. The trustees seek professional advice when required.

The day to day management is delegated to a professional management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the north east for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the North-East as a freelance publisher and translator.

Afi Dometi is a founding director of Africawad Recycling CIC, a social enterprise creating jobs and volunteering opportunities for women in the North east and supporting girls education in Africa. Previously providing support to the Finance Director at North of England Refugee Service, she has excellent finance skills and experience.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents and carers and initiated a project in Baghdad at the Central Children's Hospital and is working on projects against Trafficking and Exploitation.

Tanjong Tajocha, a member of the Association of Chartered Certified Accountants with over 15 years' experience in accountancy, tax and business consulting, is COO at Febe Associates, based in Gateshead.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community

Social and recreational facilities and events involving the local community

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

Connections that underpin all our activities

Teesside professional network

Our work is focused on tailored support for individuals, taking time to understand the barriers they face and connecting them with people and organisations who can help remove those barriers. Sometimes this can be an individual mentor who will stand beside them, but more often we make use of our excellent connections with local organisations who can offer practical support, particularly in terms of employment opportunities and training.

We are particularly grateful for the ongoing support of Middlesbrough Environment City (MEC) who co-devise activities with us based on the needs of the beneficiaries; The Other Perspective (TOP), a non-profit organisation able to offer practical employment and training; and some local businesses who have listened to us regarding the issues affecting refugees and changed their approach to recruitment - making it much more likely that refugees will be employed.

Our Regional Manager, Bini Araia, has been instrumental in sourcing, developing and nurturing these relationships, and IPC now has an established route into employment for refugees that is unique and effective.

Our funded activities are very successful because of these connections and pathways that underpin everything we do.

Tyneside Capacity Building programme for Refugee Community Organisations. (RCOs)

Local conditions have dictated that we take a different approach in Tyneside, with a greater focus on supporting Refugee Community Organisations (RCOs) to build their services to their members and helping them toward sustainability as independent organisations. This is a long term programme for most RCOs, staying attached to IPC for many years as they experience high turnover in leadership personnel and so the training programme is ongoing. As part of this support we help develop the RCOs volunteer management policies so they can deliver more effective projects, and we also recruit and train at least one volunteer for IPC who will provide advice, guidance and information to beneficiaries within that refugee community under instruction and supervision of our Regional Manager, Sirak Hagos.

Through this process we are able to further build trust within different communities who know of IPC through our volunteers, and so we are able to recruit directly into other projects, e.g. our Sports volunteering, bypassing the usual hard to reach community barriers.

The Capacity Building programme is open to all RCOs who serve our beneficiaries and are committed to good practice.

We support them towards good governance, best practice (policy development), and sustainability. This involves a rolling programme of training for the managing committee which builds a depth of knowledge throughout the organisation.

Whilst on this programme we co-deliver activities through an IPC volunteer recruited from within the RCO.

This process widens our reach and strengthens our connection with beneficiary communities, and provides the foundation for all our project successes.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

ACHIEVEMENTS AND PERFORMANCE

During 2022-2023 we served 1,213 unique beneficiaries, as well as impacting on the well-being of many more through our capacity building programme for Refugee Community Organisations.

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

All these projects are better enabled by the connections that underpin our work, described earlier.

<u>Project</u>	<u>Description</u>
Friends without Borders	Friends without Borders asks residents to commit to being a local host to a socially isolated refugee who may have lived here for years, but has experienced little of what the place has to offer. Helps them practise their English, explore the area and shows them how they can have new, positive experiences cheaply and often for free. Small weekly acts of kindness, generosity and hospitality can transform lives.
Refugee Integration	Helping refugees integrate through improved language skills and cultural awareness to improve their chances of employment .
Football Integration Project	Weekly football sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.
Advice and Guidance	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;
Sports Volunteering	Supported volunteering opportunities within sports groups; help for RCOs to establish their own sports activities.
Capacity Building for RCOs.	RCOs often act as a first point of contact, and a voice for refugees/migrants with the host community, local authorities, and other local service providers. IPC continued to build the capacities of these groups to run effectively.
RCO Resilience	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
RCO Infrastructure support	Experienced project workers from refugee background supporting RCOs to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.

Community Growing, cooking, cycling and ESOL for Life	Engaged diverse members of our community to learn and share their skills, and to improve the mental and physical health of migrant communities in Middlesbrough whilst positively contributing to the local community.
Resettlement Programme for Overseas Doctors (REPOD)	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition and pastoral support through the qualification process, North Tees and Hartlepool NHS Trust provide volunteering, one-to-one mentoring, access to appropriate professional training and clinical attachments.
Migrant Professionals Programme	Supporting skilled professionals who are Asylum-seekers or Refugees, to enter UK employment, by providing tailored, intensive, technical English language qualification (IELTS and OET) and offering initial work-placements through partner organisations.
Martial Arts	Weekly activity sessions for young people from refugee and migrant communities aged 5-18. Professional coaches train and instruct, and IPC recruits and provides support for young people to attend.
Zumba	Weekly sessions for around 30 women.
Energy cost support	Identifying and supporting elderly members of our communities who are struggling with energy efficiency and energy costs.

FINANCIAL REVIEW

The income and expenditure account on page 11 shows the financial results for the year. The organisation has been able to maintain a balance in free reserves of £151,962.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2023-24 projections our current reserves target is £50,000 in free reserves
(Core o/h costs - £30,000 / 2 = £15,000 for 6 months)
(Core salary costs - £70,000 / 2 = £35,000 for 6 months)

These free reserves may :

maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

During 2022-23, our free reserves have grown from £114,941 to £151,962. This includes the sum of the total free reserves of £132,801 and the sum of the designated funds of £19,161 as listed below:

Emergency Fund	£3,163
Ukraine Salary	£793
Volunteering	£4,774
Befriending	£3,409
Cultural Fund	£7,022

Further to the designated funds above, for 2023-24 the Trustees have designated the following.

Management salary costs	£35,000
Staff redundancies	£5,000
Core cost budget	£30,000
Football project	£3,691

Thus we hold £59,110 in total free reserves and £92,852 in designated funds.

Approved by the Committee

Jama Jama



Chair

20/09/2023

Date

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2023

I report on the accounts of the charity for the year ended 31st March 2023 which are set out on pages 11 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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 report is limited to those matters set out in the statement below.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2023

(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

Mr J Gresham FCCA
14 Fountain Street
Guisborough
TS14 6HA

Gresham & Gale



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INVESTING IN PEOPLE AND CULTURE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	16,443	422,511	438,954	347,472
		_____	_____	_____	_____
Total income		16,443	422,511	438,954	347,472
		_____	_____	_____	_____
EXPENDITURE					
Expenditure on charitable activities	3	75,963	379,714	455,677	273,877
		_____	_____	_____	_____
Total expenditure		75,963	379,714	455,677	273,877
		_____	_____	_____	_____
Net movement in funds for the year		(59,520)	42,797	-16,723	73,585
Fund balances brought forward		114,941	238,670	353,611	280,026
Transfers between funds		96,541	(96,541)	-	-
		_____	_____	_____	_____
FUND BALANCES CARRIED FORWARD		151,962	184,926	336,888	353,611
		=====	=====	=====	=====

INVESTING IN PEOPLE AND CULTURE

BALANCE SHEET

31 MARCH 2023

	Note	£	2023	£	2022	£
CURRENT ASSETS						
Cash at Bank and in Hand		430,907			426,024	
Debtors (due within 12 months)	4	32,776			40,171	
CURRENT LIABILITIES						
Creditors & Accruals	5	(126,795)			(112,584)	
				336,888		353,611
NET ASSETS						
				336,888		353,611
FUNDS						
	6					
Unrestricted Funds						
-General Funds				151,962		114,941
Restricted Funds				184,926		238,670
				336,888		353,611

Approved by the trustees:



Jama Jama
Chair

20/09/2023
Date

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
-----------	-----
- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

2. INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Received in the year				
H.E.E.N.E REPOD 3 – 2019 Cohort	-	-	-	-
H.E.E.N.E REPOD 4 – 2020 Cohort	-	-	-	-
H.E.E.N.E REPOD 5 – 2021 Cohort	-	42	42	80,463
H.E.E.N.E REPOD 6 – 2022 Cohort	-	103,952	103,952	31,237
H.E.E.N.E REPOD 7 – 2023 Cohort	-	29,772	29,772	-
DWP Doctors	-	-	-	-
M Ind Age	-	20,000	20,000	-
BBC CiN	-	10,000	10,000	-
Mind Middlesbrough	-	5,195	5,195	-
ABC	-	-	-	-
N A4A 2023	-	9,980	9,980	-
Sport England Small Grant	-	-	-	6,180
Rothley Trust	-	-	-	900
Asylum Migration & Integration Fund	-	233,691	233,691	148,121
Ageing Better Middlesbrough	-	-	-	46,478
CAF Resilience Fund	-	-	-	1,000
Louise Coidan - Mental Health	-	-	-	860
Emergency Fund	1,459	-	1,459	1,866
Volunteering Fund	3,788	-	3,788	2,870
Befriending	5,000	-	5,000	500
Ukraine donations	-	9,879	9,879	5,520
Ukraine Salary	4,800	-	4,800	-
Sale of Minibus	-	-	-	16,000
General Funds	1,396	-	1,396	5,477
	<u>16,443</u>	<u>422,511</u>	<u>438,954</u>	<u>347,472</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2023**

3. EXPENDITURE

	Main Activities £	Governance Costs £	2023 Total £	2022 Total £
Costs directly related to charitable activities				
Venue	41,285	-	41,285	11,425
ICT	7,339	-	7,339	2,676
Catering	2,295	-	2,295	2,012
Travel expenses	8,064	-	8,064	2,250
Utilities	754	-	754	1,178
Stationery	1,928	-	1,928	2,042
Insurance	361	-	361	1,273
Independent Examiner's fee	-	1,320	1,320	1,386
Sessional workers	43,492	-	43,492	32,925
Volunteers' expenses	3,516	-	3,516	868
Staff	204,197	-	204,197	175,372
Cleaning	3,220	-	3,220	2,185
Professional fees	48,377	-	48,377	5,218
Management Fees	8,196	-	8,196	3,780
Participant loans written off	-	-	-	612
Training	839	-	839	1,920
Advertising and promotion	3,360	-	3,360	-
Repairs	1,061	-	1,061	782
Dues & subscriptions	1,217	-	1,217	1,242
REPOD	74,648	-	74,648	22,707
Sundry purchases	208	-	208	134
Funds repaid	-	-	-	1,900
	<u>454,357</u>	<u>1,320</u>	<u>455,677</u>	<u>273,887</u>

4. DEBTORS

	2023 £	2022 £
Due within 12 months	3,224	1,835
Accrued income	29,552	38,336
	<u>32,776</u>	<u>40,171</u>

5. CREDITORS

	2023 £	2022 £
Deferred income	122,356	110,565
Other creditors and accruals	4,439	2,019
	<u>126,795</u>	<u>112,584</u>

**INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2023**

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2022	Income	Expenditure	Transfers	March 2023
	£	£	£	£	£
Restricted Funds					
Middlesbrough Environment City	536	-	-	-	536
Health Education England NE REPOD 1 Grant	1,223	-	-	-	1,223
H.E.E.N.E REPOD 1 – 2017 Cohort	-	-	(462)	462	-
H.E.E.N.E REPOD 2 – 2018 Cohort	5,280	-	(595)	(4,685)	-
H.E.E.N.E REPOD 3 – 2019 Cohort	42,476	-	(586)	(41,890)	-
H.E.E.N.E REPOD 4 – 2020 Cohort	40,303	-	(25,572)	(14,731)	-
H.E.E.N.E REPOD 5 – 2021 Cohort	48,975	42	(43,605)	(5,412)	-
H.E.E.N.E REPOD 6 – 2022 Cohort	23,933	103,952	(89,830)	63,661	101,716
H.E.E.N.E REPOD 7 – 2023 Cohort	-	29,772	(9,138)	-	20,634
Community Foundation Durham - REPOD Laptops	4,247	-	-	-	4,247
CAF Resilience Fund	1,000	-	-	-	1,000
Sport England Small Grant	1,240	-	-	-	1,240
Ageing Better Middlesbrough	3,338	-	-	-	3,338
Teesside University	148	-	-	-	148
The Mercers' Company	3,249	-	-	-	3,249
Asylum Migration & Integration Fund	54,369	233,691	(194,114)	(93,946)	-
M ind Age	-	20,000	-	-	20,000
BBC CiN	-	10,000	-	-	10,000
Mind Middlesbrough	-	5,195	(150)	-	5,045
N A4A 2023	-	9,980	(5,455)	-	4,525
Louise Coidan - Mental Health	6,613	-	(450)	-	6,163
Ukraine donations	1,740	9,879	(9,757)	-	1,862
	-----	-----	-----	-----	-----
Total restricted funds	238,670	422,511	(379,714)	(96,541)	184,926
Unrestricted Funds					
Free Reserves	80,549	1,396	(12,353)	63,209	132,801
Core budget costs	12,443	-	(28,029)	15,586	-
Emergency Fund	2,263	1,459	(559)	-	3,163
Football	63	-	(11,309)	11,246	-
Ukraine salary	-	4,800	(4,007)	-	793
Befriending	2,000	5,000	(10,091)	6,500	3,409
Cultural Fund	15,737	-	(8,715)	-	7,022
Volunteering	1,886	3,788	(900)	-	4,774
	-----	-----	-----	-----	-----
Total funds	353,611	438,954	(455,677)	-	336,888
	=====	=====	=====	=====	=====

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 8. (2022: 8)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted £	Restricted £	Total £
Net current assets	151,962	194,926	336,888
	<u>151,962</u>	<u>194,626</u>	<u>336,888</u>
	<u><u>151,962</u></u>	<u><u>194,626</u></u>	<u><u>336,888</u></u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.

INVESTING IN PEOPLE AND CULTURE

England & Wales - Charity number 1160482

Accounts

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS FOR THE YEAR ENDED

31ST MARCH 2022

Charitable Incorporated Organisation

Number 1160482

**AZETS
NEW GARTH HOUSE
UPPER GARTH GARDENS
GUISBOROUGH
TS14 6HA**

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2022

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Statement of Financial Activities	12
Balance sheet	13
Notes to the accounts	14

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

The International Community Centre
7 Abingdon Road
Middlesbrough, TS1 2DP.

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Jama Jama	Chair
Mark Sutcliffe	Secretary
Afi Dometi	Treasurer
Karen Wilkinson-Bell	Trustee
John Nicholson Hinman	Trustee

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is run by trustees who have the overall responsibility for the organisation. IPC's trustees bring in a vast knowledge and experiences to support the organisation. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults as well as two committee members who are from refugee backgrounds and can speak four different languages spoken by service users. The trustees seek professional advice when required.

The day to day management is delegated to a professional management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the north east for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the North-East as a freelance publisher and translator.

Afi Dometi is a founding director of Africawad Recycling CIC, a social enterprise creating jobs and volunteering opportunities for women in the North east and supporting girls education in Africa. Previously providing support to the Finance Director at North of England Refugee Service, she has excellent finance skills and experience.

Karen Wilkinson-Bell's career has spanned the commercial and not-for-profit sectors; she has held a range of senior leadership positions in business, charities, health and social housing, as well as working as an independent management consultant. Previous roles have included: Regional Director of Business in the Community, Chief Executive of Middlesbrough Football Club Foundation, and Chief Executive of Relate North East.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents and carers and initiated a project in Baghdad at the Central Children's Hospital and is working on projects against Trafficking and Exploitation.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community

Social and recreational facilities and events involving the local community

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

Connections that underpin all our activities

Teesside professional network

Our work is focused on tailored support for individuals, taking time to understand the barriers they face and connecting them with people and organisations who can help remove those barriers. Sometimes this can be an individual mentor who will stand beside them, but more often we make use of our excellent connections with local organisations who can offer practical support, particularly in terms of employment opportunities and training.

We are particularly grateful for the ongoing support of Middlesbrough Environment City (MEC) who co-devise activities with us based on the needs of the beneficiaries; The Other Perspective (TOP), a non-profit organisation able to offer practical employment and training; and some local businesses who have listened to us regarding the issues affecting refugees and changed their approach to recruitment - making it much more likely that refugees will be employed.

Our Regional Manager, Bini Araia, has been instrumental in sourcing, developing and nurturing these relationships, and IPC now has an established route into employment for refugees that is unique and effective.

Our funded activities are very successful because of these connections and pathways that underpin everything we do.

Tyneside Capacity Building programme for Refugee Community Organisations. (RCOs)

Local conditions have dictated that we take a different approach in Tyneside, with a greater focus on supporting Refugee Community Organisations (RCOs) to build their services to their members and helping them toward sustainability as independent organisations. This is a long term programme for most RCOs, staying attached to IPC for many years as they experience high turnover in leadership personnel and so the training programme is ongoing. As part of this support we help develop the RCOs volunteer management policies so they can deliver more effective projects, and we also recruit and train at least one volunteer for IPC who will provide advice, guidance and information to beneficiaries within that refugee community under instruction and supervision of our Regional Manager, Sirak Hagos.

Through this process we are able to further build trust within different communities who know of IPC through our volunteers, and so we are able to recruit directly into other projects, e.g. our Sports volunteering, bypassing the usual hard to reach community barriers.

The Capacity Building programme is open to all RCOs who serve our beneficiaries and are committed to good practice.

We support them towards good governance, best practice (policy development), and sustainability. This involves a rolling programme of training for the managing committee which builds a depth of knowledge throughout the organisation.

Whilst on this programme we co-deliver activities through an IPC volunteer recruited from within the RCO.

This process widens our reach and strengthens our connection with beneficiary communities, and provides the foundation for all our project successes.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

ACHIEVEMENTS AND PERFORMANCE

During 2021-2022 we served 1,427 unique beneficiaries, as well as impacting on the well-being of many more through our capacity building programme for Refugee Community Organisations.

Added social value

We calculate the added social value of our interventions, to further demonstrate the value of our services. We have employed the HACT Social Value Calculator (<https://www.hact.org.uk/value-calculator>) and adhered strictly to the guidance.

Overall we have identified a social value for 2021-22 of **£1,632,882** for an investment of £386,500 (including partner costs), a Social Return on Investment of 4.2:1 - every pound invested in IPC's early intervention projects results in **added social value of £4.20**, saving the government and statutory services this expenditure further down the line.

This is in line with previous years, and a 3 year SRI of 4.8:1.

Outcomes included in SV calculation

There are many varied outcomes included in the calculation, with people starting employment or volunteering making up nearly 60% of the value; the balance is made of people widening their social connections, joining groups and taking part in healthier activities

Notes on social value

Source reference and attribution:

Title: Community investment values from the Social Value Bank; Authors: HACT and Daniel Fujiwara (www.hact.org.uk / www.simetrica.co.uk); Source: www.socialvaluebank.org; License: Creative Commons Attribution-NonCommercial-NoDerivatives license (http://creativecommons.org/licenses/by-nc-nd/4.0/deed.en_GB)

In keeping with the HACT guidelines:

We only include outcomes that are new to the client, reflecting a change of behaviour or situation.

We only include outcomes that are sustained for a full year, or the value is reduced proportionally.

When outcomes are achieved through partnership work, we include the costs of the partner input to the project

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

All these projects are better enabled by the connections that underpin our work, described earlier.

Project	Description
Friends without Borders	In partnership with HostNation, Friends without Borders asks residents to commit to being a local host to a socially isolated refugee who may have lived here for years, but has experienced little of what the place has to offer. helps them practise their English, explore the area and shows them how they can have new, positive experiences cheaply and often for free. Small weekly acts of kindness, generosity and hospitality can transform lives.
Refugee Integration	helping refugees integrate through improved language skills and cultural awareness to improve their chances of employment .
Football Integration Project	Weekly football sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.
Advice and Guidance	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;
Sports Volunteering	supported volunteering opportunities within sports groups; help for RCOs to establish their own sports activities.
Capacity Building for RCOs.	RCOs often act as a first point of contact, and a voice for refugees/migrants with the host community, local authorities, and other local service providers. IPC continued to build the capacities of these groups to run effectively.
RCO Resilience	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
RCO Infrastructure support	Experienced project workers from refugee background supporting RCOs to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.
Community Growing, cooking, cycling and ESOL for Life	Engaged diverse members of our community to learn and share their skills, and to improve the mental and physical health of migrant communities in Middlesbrough whilst positively contributing to the local community.
Resettlement Programme for Overseas Doctors (REPOD)	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition and pastoral support through the qualification process, North Tees and Hartlepool NHS Trust provide volunteering, one-to-one mentoring, access to appropriate professional training and clinical attachments.
Migrant Professionals Programme	Supporting skilled professionals who are Asylum-seekers or Refugees, to enter UK employment, by providing tailored, intensive, technical English language qualification (IELTS and OET) and offering initial work-placements through partner organisations.

Martial Arts	Weekly activity sessions for young people from refugee and migrant communities aged 5-18. Professional coaches train and instruct, and IPC recruits and provides support for young people to attend.
Zumba	Weekly sessions for around 30 women.
Organ donation	Professionals from NHS Blood and Transplantation department and qualified individuals from the community train community champions/leaders from various black community groups.
Independent Ageing	Support for the many older people in refugee communities who are not engaging in physical exercise, or maintaining social contacts, with damaging effects on physical and mental well-being.
Vulnerable people	Information, Advice & Guidance service, directed specifically towards the needs of Refugees & Asylum Seekers, providing practical support, sign-posting, latest health info to community leaders for dissemination, along with individual one to one support with benefits, housing issues.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2022

FINANCIAL REVIEW

The income and expenditure account on page 12 shows the financial results for the year. The organisation has been able to maintain a balance in free reserves of £114,941.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2021-22 financial year, our reserves target is £104,960 in free reserves

(Core costs - £36,548 / 2 = £18,274)

(Salary costs - £175,372 / 2 = £86,686)

These free reserves may :

maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

During 2021-22, our free reserves have grown from £107,317 to £114,941. This includes the sum of the total free reserves of £80,549 and the sum of the designated funds of £34,392 as listed below:

Core budget costs	£12,443
Emergency Fund	£2,263
Football	£63
Volunteering	£1,886
Befriending	£2,000
Cultural Fund	£15,737

Approved by the Committee

Jama Jama



Chair

Date

21/10/2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2022

I report on the accounts of the charity for the year ended 31st March 2022 which are set out on pages 12 to 19.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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 report is limited to those matters set out in the statement below.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2022

(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

Mr J Gresham FCCA
New Garth House
Upper Garth Gardens
Guisborough
TS14 6HA

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INVESTING IN PEOPLE AND CULTURE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	26,713	320,759	347,472	413,107
		<u>26,713</u>	<u>320,759</u>	<u>347,472</u>	<u>413,107</u>
EXPENDITURE					
Expenditure on charitable activities	3	36,548	237,339	273,887	310,277
		<u>36,548</u>	<u>237,339</u>	<u>273,887</u>	<u>310,277</u>
Net movement in funds for the year		(9,835)	83,420	73,585	102,830
Fund balances brought forward		107,317	172,709	280,026	177,196
Transfers between funds		<u>17,459</u>	<u>(17,459)</u>	<u>-</u>	<u>-</u>
FUND BALANCES CARRIED FORWARD		<u><u>114,941</u></u>	<u><u>238,670</u></u>	<u><u>353,611</u></u>	<u><u>280,026</u></u>

INVESTING IN PEOPLE AND CULTURE

BALANCE SHEET

31 MARCH 2022

	Note	£	2022	£	2021	£
CURRENT ASSETS						
Cash at Bank and in Hand			426,024		379,997	
Debtors (due within 12 months)	4		40,171		30,721	
CURRENT LIABILITIES						
Creditors & Accruals	5		(112,584)		(130,692)	
				<u>353,611</u>		<u>280,026</u>
NET ASSETS						
				<u>353,611</u>		<u>280,026</u>
FUNDS						
Unrestricted Funds	6					
-General Funds				114,941		107,317
Restricted Funds				238,670		172,709
				<u>353,611</u>		<u>280,026</u>

Approved by the trustees:



**Jama Jama
Chair**

Date 17/10/2022

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
-----------	-----
- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

2. INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Received in the year				
H.E.E.N.E REPOD 3 – 2019 Cohort	-	-	-	17,000
H.E.E.N.E REPOD 4 – 2020 Cohort	-	-	-	40,640
H.E.E.N.E REPOD 5 – 2021 Cohort	-	80,463	80,463	26,487
H.E.E.N.E REPOD 6 – 2022 Cohort	-	31,237	31,237	-
Community Foundation Durham - REPOD Laptops	-	-	-	10,000
Middlesbrough Mind	-	-	-	20,000
Sport England Volunteering	-	-	-	18,732
The Mercers' Company	-	-	-	30,000
Sport England Small Grant	-	6,180	6,180	-
Rothley Trust	-	900	900	-
Asylum Migration & Integration Fund	-	148,121	148,121	132,841
Ageing Better Middlesbrough	-	46,478	46,478	11,619
The National Lottery Community Fund	-	-	-	28,158
CAF Resilience Fund	-	1,000	1,000	31,500
UK Community Foundation - BAME Infrastructure	-	-	-	15,000
Independent Ageing	-	-	-	7,500
LA Rents	-	-	-	10,000
Louise Coidan - Mental Health	-	860	860	-
Emergency Fund	1,866	-	1,866	1,401
Volunteering Fund	2,870	-	2,870	-
Befriending	500	-	500	-
Ukraine donations	-	5,520	5,520	-
Covid19 Emergency	-	-	-	1,250
Sale of Minibus	16,000	-	16,000	-
General Funds	5,477	-	5,477	10,979
	<u>26,713</u>	<u>320,759</u>	<u>347,472</u>	<u>413,107</u>

INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2022

3. EXPENDITURE

	Main Activities £	Governance Costs £	2022 Total £	2021 Total £
Costs directly related to charitable activities				
Venue	11,425	-	11,425	26,188
ICT	2,676	-	2,676	8,908
Catering	2,012	-	2,012	2,435
Travel expenses	2,250	-	2,250	1,750
Utilities	1,178	-	1,178	1,312
Stationery	2,042	-	2,042	1,598
Insurance	1,273	-	1,273	1,568
Independent Examiner's fee	-	1,386	1,386	672
Sessional workers	32,925	-	32,925	55,847
Volunteers' expenses	868	-	868	60
Staff	175,372	-	175,372	173,159
Cleaning	2,185	-	2,185	450
Professional fees	5,218	-	5,218	1,975
Management Fees	3,780	-	3,780	-
Participant loans written off	612	-	612	-
Training	1,920	-	1,920	6,332
Repairs	782	-	782	613
Dues & subscriptions	1,242	-	1,242	1,151
REPOD	22,707	-	22,707	19,385
Purchases	134	-	134	702
Covid Emergency Fund	-	-	-	6,172
Funds repaid	1,900	-	1,900	-
	<u>272,501</u>	<u>1,386</u>	<u>273,887</u>	<u>310,277</u>

4. DEBTORS

	2022 £	2021 £
Due within 12 months	1,835	2,346
Accrued income	38,336	28,375
	<u>40,171</u>	<u>30,721</u>

5. CREDITORS

	2022 £	2021 £
Deferred income	110,565	130,020
Other creditors and accruals	2,019	672
	<u>112,584</u>	<u>130,692</u>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2021	Income	Expenditure	Transfers	March 2022
	£	£	£	£	£
Restricted Funds					
Middlesbrough Environment City	815	-	(279)	-	536
Health Education England NE REPOD 1 Grant	2,070	-	(847)	-	1,223
H.E.E.N.E REPOD 2 – 2018 Cohort	6,817	-	(1,537)	-	5,280
H.E.E.N.E REPOD 3 – 2019 Cohort	46,437	-	(3,961)	-	42,476
H.E.E.N.E REPOD 4 – 2020 Cohort	44,515	-	(4,212)	-	40,303
H.E.E.N.E REPOD 5 – 2021 Cohort	8,296	80,462	(37,188)	(2,595)	48,975
H.E.E.N.E REPOD 6 – 2022 Cohort	-	31,237	(7,304)	-	23,933
Community Foundation Durham - REPOD Laptops	4,247	-	-	-	4,247
CAF Resilience Fund	-	1,000	-	-	1,000
Middlesbrough Mind	7,448	-	(4,448)	(3,000)	-
Sport England Small Grant	-	6,180	(4,940)	-	1,240
Rothley Trust	-	900	(900)	-	-
Ageing Better Middlesbrough	2,872	46,478	(33,954)	(12,058)	3,338
Teesside University	2,218	-	(2,070)	-	148
The Mercers' Company	12,636	-	(9,387)	-	3,249
Children In Need	1,001	-	(1,195)	194	-
Asylum Migration & Integration Fund	27,501	148,121	(121,253)	-	54,369
Louise Coidan - Mental Health	5,836	860	(83)	-	6,613
Ukraine donations	-	5,520	(3,780)	-	1,740
	<u>172,709</u>	<u>320,758</u>	<u>(237,338)</u>	<u>(17,459)</u>	<u>238,670</u>
Unrestricted Funds					
Free Reserves	99,417	5,477	(9,737)	(14,608)	80,549
Core budget costs	-	-	(12,357)	24,800	12,443
Emergency Fund	1,069	1,867	(1,173)	500	2,263
Football	2,751	-	(6,937)	4,249	63
Minibus	3,747	-	-	(3,747)	-
Befriending	-	500	(4,765)	6,265	2,000
Cultural Fund	-	16,000	(263)	-	15,737
Volunteering	333	2,870	(1,317)	-	1,886
	<u>280,026</u>	<u>347,472</u>	<u>(273,887)</u>	<u>-</u>	<u>353,611</u>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 8. (2021: 8)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted £	Restricted £	Total £
Net current assets	114,941	238,670	353,611
	<u>114,941</u>	<u>238,670</u>	<u>353,611</u>
	<u><u>114,941</u></u>	<u><u>238,670</u></u>	<u><u>353,611</u></u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.

INVESTING IN PEOPLE AND CULTURE

England & Wales - Charity number 1160482

Accounts

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS FOR THE YEAR ENDED

31ST MARCH 2021

Charitable Incorporated Organisation

Number 1160482

**AZETS
NEW GARTH HOUSE
UPPER GARTH GARDENS
GUISBOROUGH
TS14 6HA**

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2021

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Independent examiner's report	12
Statement of Financial Activities	14
Balance sheet	15
Notes to the accounts	16

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

Vanguard Suite, Broadcasting House
Newport Road
Middlesbrough
TS1 5JA

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Jama Jama	Chair
Mark Sutcliffe	Secretary
Afi Dometi	Treasurer
Karen Wilkinson-Bell	Trustee
John Nicholson Hinman	Trustee

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is run by trustees who have the overall responsibility for the organisation. IPC's trustees bring in a vast knowledge and experiences to support the organisation. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults as well as two committee members who are from refugee backgrounds and can speak four different languages spoken by service users. The trustees seek professional advice when required.

The day to day management is delegated to a professional management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the north east for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the North-East as a freelance publisher and translator.

Afi Dometi is a founding director of Africawad Recycling CIC, a social enterprise creating jobs and volunteering opportunities for women in the North east and supporting girls education in Africa. Previously providing support to the Finance Director at North of England Refugee Service, she has excellent finance skills and experience.

Karen Wilkinson-Bell's career has spanned the commercial and not-for-profit sectors; she has held a range of senior leadership positions in business, charities, health and social housing, as well as working as an independent management consultant. Previous roles have included: Regional Director of Business in the Community, Chief Executive of Middlesbrough Football Club Foundation, and Chief Executive of Relate North East.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents and carers and initiated a project in Baghdad at the Central Children's Hospital and is working on projects against Trafficking and Exploitation.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community

Social and recreational facilities and events involving the local community

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021

Connections that underpin all our activities

Teesside professional network

Our work is focused on tailored support for individuals, taking time to understand the barriers they face and connecting them with people and organisations who can help remove those barriers. Sometimes this can be an individual mentor who will stand beside them, but more often we make use of our excellent connections with local organisations who can offer practical support, particularly in terms of employment opportunities and training.

We are particularly grateful for the ongoing support of Middlesbrough Environment City (MEC) who co-devise activities with us based on the needs of the beneficiaries; The Other Perspective (TOP), a non-profit organisation able to offer practical employment and training; and some local businesses who have listened to us regarding the issues affecting refugees and changed their approach to recruitment - making it much more likely that refugees will be employed.

Our Regional Manager, Bini Araia, has been instrumental in sourcing, developing and nurturing these relationships, and IPC now has an established route into employment for refugees that is unique and effective.

Our funded activities are very successful because of these connections and pathways that underpin everything we do.

Tyneside Capacity Building programme for Refugee Community Organisations. (RCOs)

Local conditions have dictated that we take a different approach in Tyneside, with a greater focus on supporting RCOs to build their services to their members and helping them toward sustainability as independent organisations. This is a long term programme for most RCOs, staying attached to IPC for many years as they experience high turnover in leadership personnel and so the training programme is ongoing. As part of this support we help develop the RCOs volunteer management policies so they can deliver more effective projects, and we also recruit and train at least one volunteer for IPC who will provide advice, guidance and information to beneficiaries within that refugee community under instruction and supervision of our Regional Manager, Sirak Hagos.

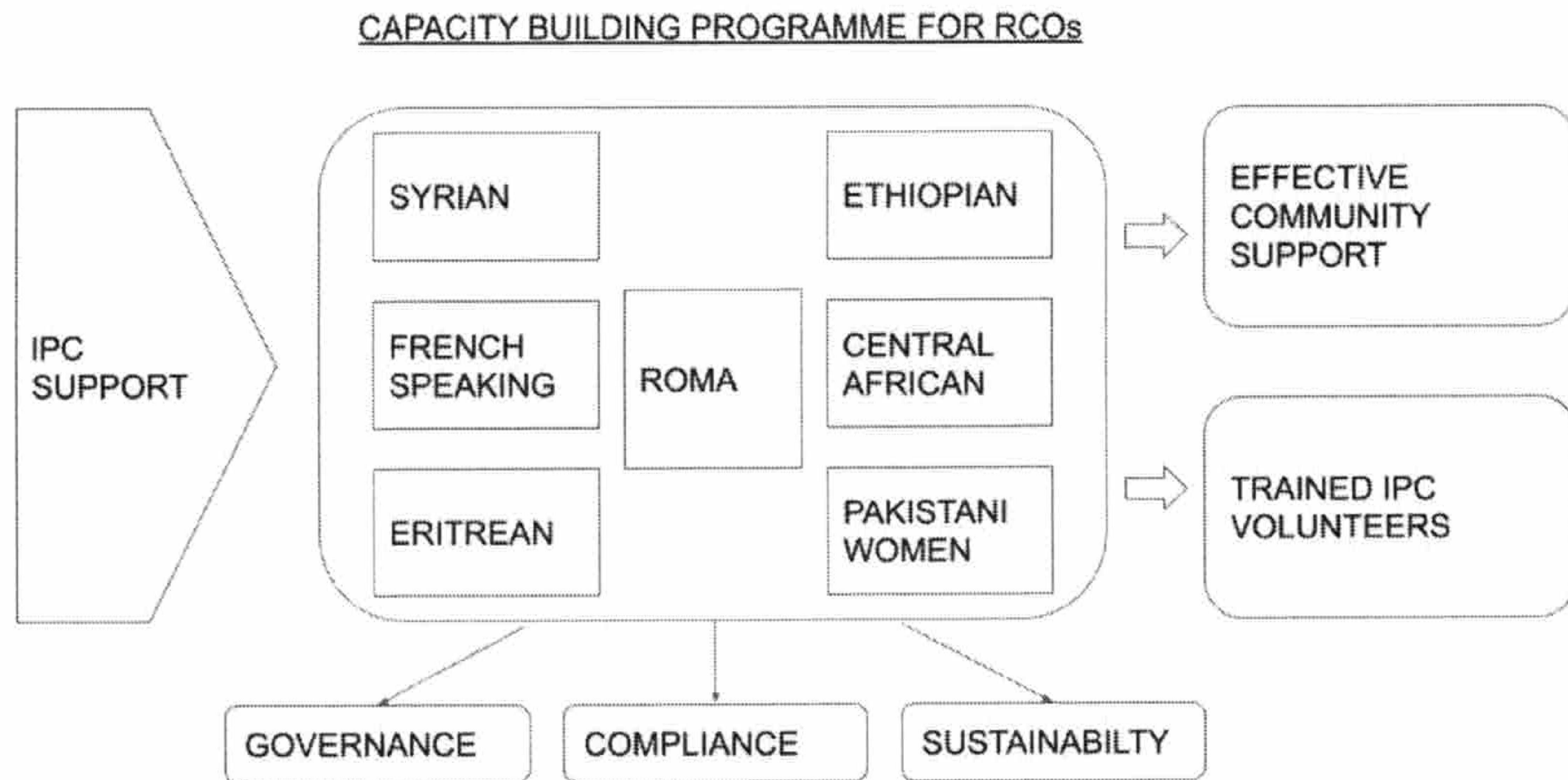
Through this process we are able to further build trust within different communities who know of IPC through our volunteers, and so we are able to recruit directly into other projects, e.g. our Sports volunteering, bypassing the usual hard to reach community barriers.

The Capacity Building programme is open to all RCOs who serve our beneficiaries and are committed to good practice.

We support them towards good governance, best practice (policy development), and sustainability. This involves a rolling programme of training for the managing committee which builds a depth of knowledge throughout the organisation.

Whilst on this programme we co-deliver activities through an IPC volunteer recruited from within the RCO.

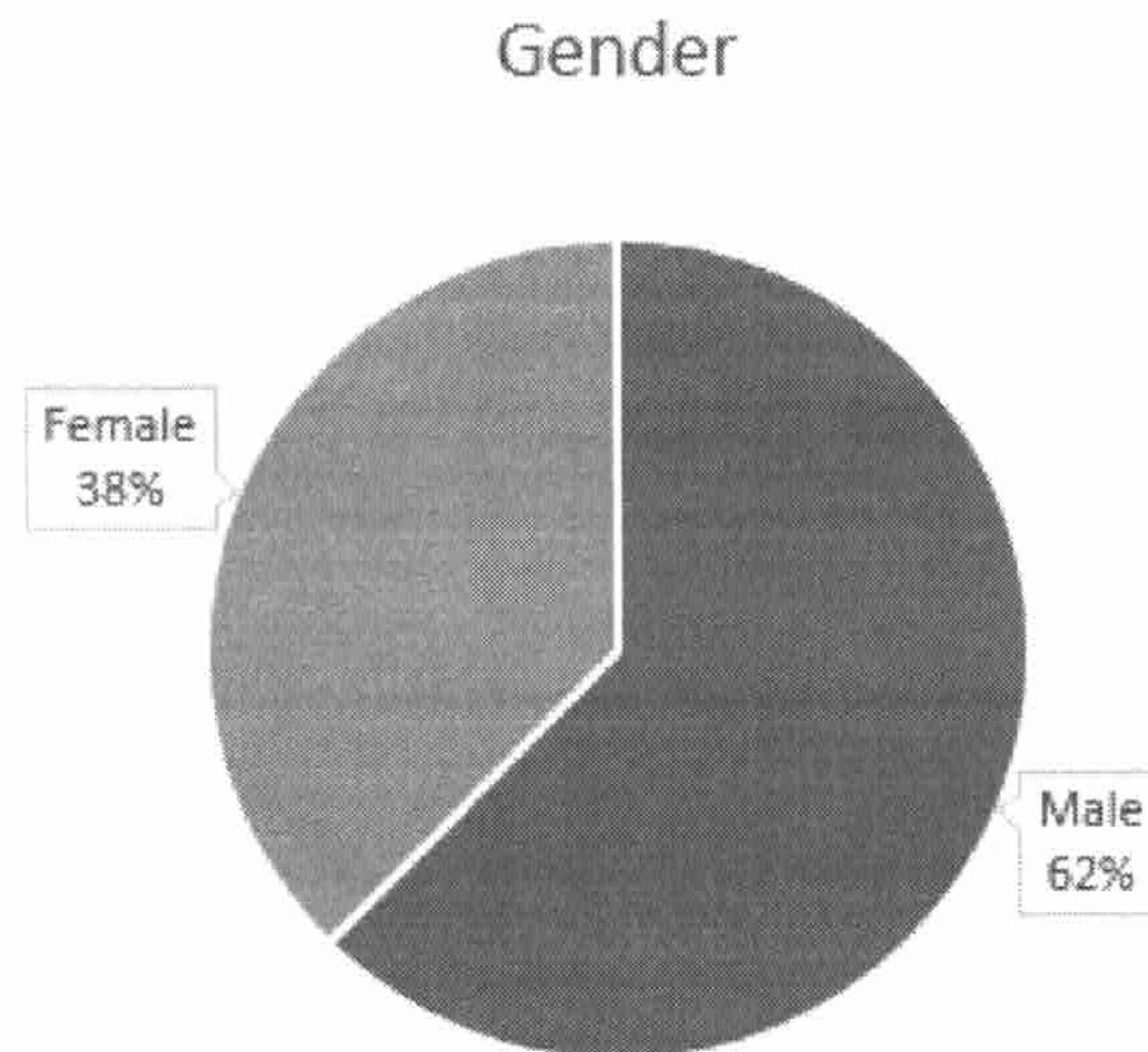
This process widens our reach and strengthens our connection with beneficiary communities, and provides the foundation for all our project successes.

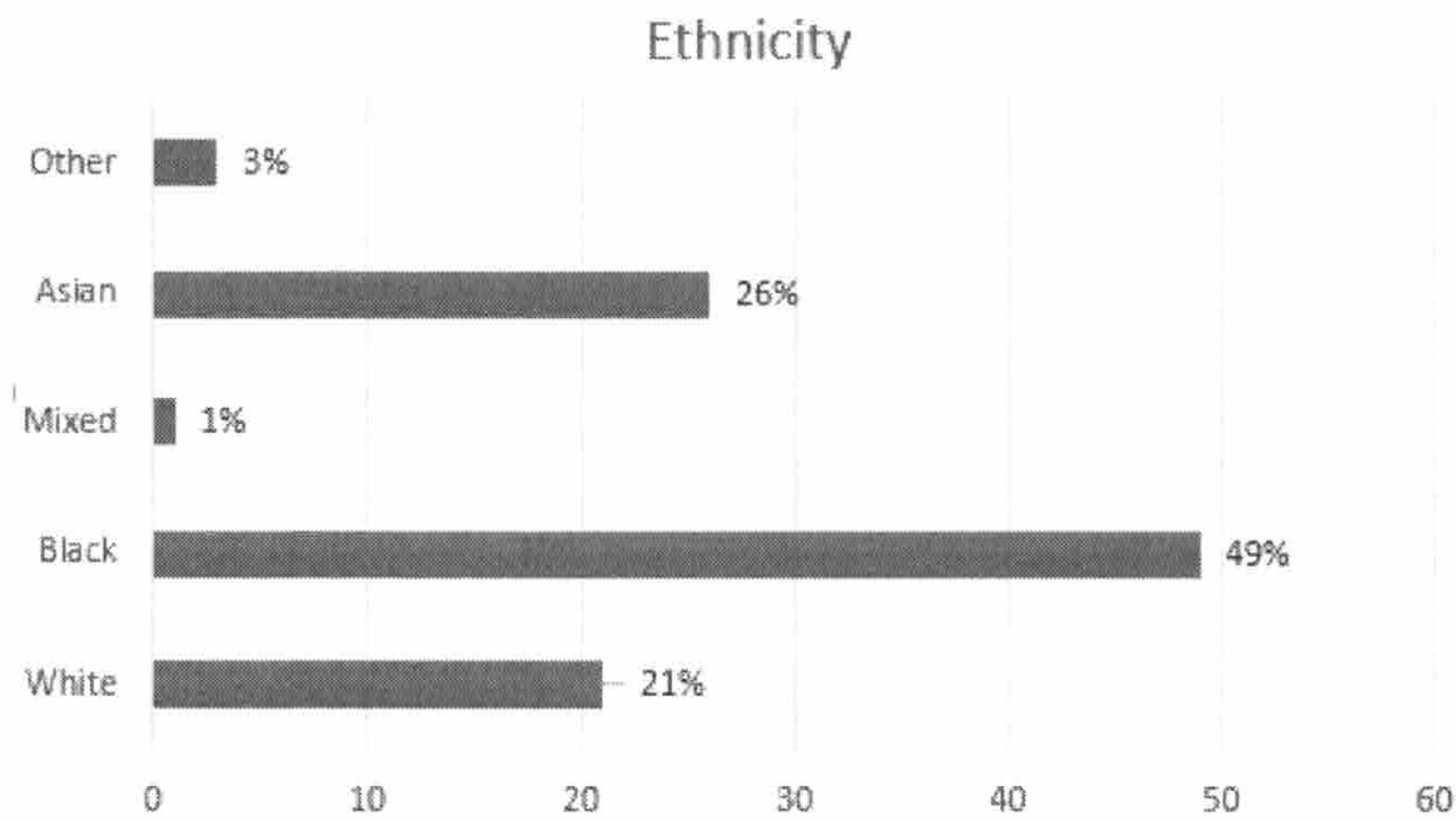
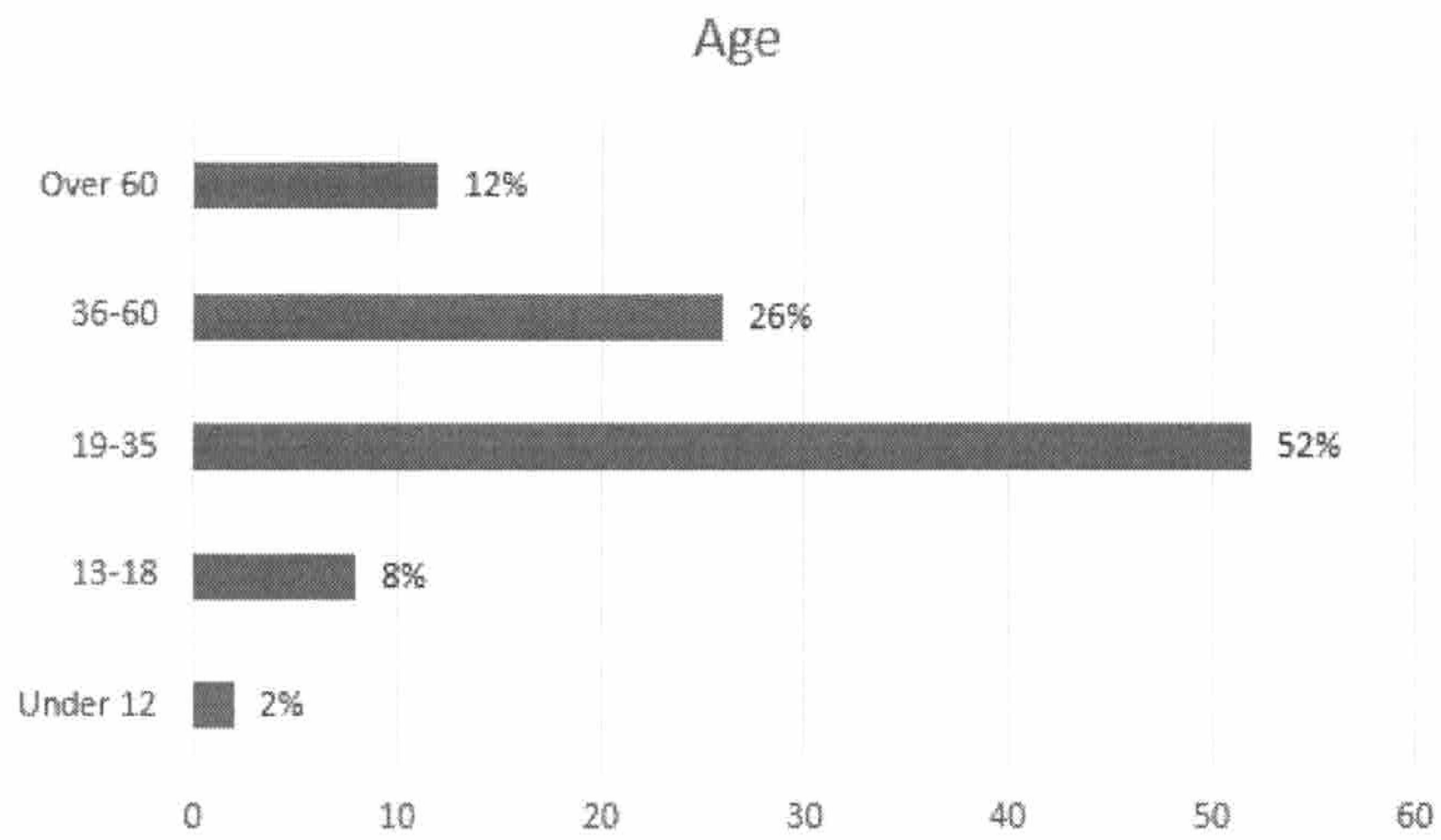


ACHIEVEMENTS AND PERFORMANCE

During 2020-2021 we served 898 unique beneficiaries (1,348 in 2019-20), as well as impacting on the well-being of many more through our capacity building programme for Refugee Community Organisations.

The Gender, Age and Ethnicity profiles are consistent with the target population of refugees and asylum seekers in the north east of England.





Added social value

We calculate the added social value of our interventions, to further demonstrate the value of our services. We have employed the HACT Social Value Calculator (<https://www.hact.org.uk/value-calculator>) and adhered strictly to the guidance.

Overall we have identified a social value of **£1,777,735** for an investment of £363,424 (including partner costs), a Social Return on Investment of 4.9:1 - every pound invested in IPC's early intervention projects results in **added social value of £4.90**, saving the government and statutory services this expenditure further down the line.

Outcomes included in SV calculation

	NO. NEW	UNIT OF	GROSS
ACTIVITY OR CHANGE	PARTICIPANTS	SOCIAL VALUE	SOCIAL VALUE
Moving from unemployment to full-time employment	26	£14,433	375,258
Moving from unemployment to self-employment	7	£11,588	81,114
Moving from unemployment to a part-time job	28	£1,229	34,403
Volunteers at least once per month for at least two months	97	£3,249	315,135
Attends local and voluntary groups at least once per month for at least two months	129	£1,773	228,683
Employment training at employment or job centre	17	£807	13,721
Into employment, and has children aged 11-15?	12	£1,700	20,399
SOCIAL GROUP- at least once a week for at least two months	136	£1,850	251,548
Active in a TENNANTS GROUP	0	£8,116	0
FOOTBALL, Regular participation (at least once a week) for at least two months	46	£3,101	142,625
KEEP FIT , at least once per week	20	£1,670	33,398
WALKING, at least 1 p.w.	5	£5,281	26,406
DANCE, at least 1 p.w.	15	£3,052	45,774
Frequent MODERATE EXERCISE	40	£4,179	167,150
Frequent MILD EXERCISE	50	£3,537	176,856
GARDENING- Regular participation (at least once a week) for at least two months	12	£1,411	16,934
HOBBIES- Regular rehearsed/performed dance, singing, painting/drawing/sculpting, photography, crafts, book club or similar, at least once a week for at least two months	0	£1,515	0
Sub total =			2,037,713
subtract partner costs			-259,978
TOTAL ADDED VALUE 2020-2021			1,777,735

Notes on social value

Source reference and attribution:

Title: Community investment values from the Social Value Bank; Authors: HACT and Daniel Fujiwara (www.hact.org.uk/ / www.simetrica.co.uk/); Source: www.socialvaluebank.org/; License: Creative Commons Attribution-NonCommercial-NoDerivatives license (http://creativecommons.org/licenses/by-nc-nd/4.0/deed.en_GB)

In keeping with the HACT guidelines:

We only include outcomes that are new to the client, reflecting a change of behaviour or situation.

We only include outcomes that are sustained for a full year, or the value is reduced proportionally.

When outcomes are achieved through partnership work, we include the costs of the partner input to the project

Covid-19 response

During lockdowns services have been significantly affected, offices remained closed to the public throughout this financial year. Services that were able to continue were moved to remote delivery for the lockdown period, with some activities able to restart at venues towards the end of the year.

Although funders remained supportive, target numbers were inevitably affected particularly the last quarters of our Sport England and BCF lottery funded programs.

To meet the immediate need of our beneficiaries who were worst affected, trustees agreed to release reserves to fund emergency relief for asylum seekers who were shielding and unable to collect food and medical supplies. During the early stages we assisted 19 families in Teesside who otherwise would have been left without any support.

In Tyneside our capacity building programs and links with RCOs helped us to identify needs in order to support people, and we assisted RCOs to complete applications for Covid relief funding to address their community needs directly.

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

All these projects are better enabled by the connections that underpin our work, described earlier.

<u>Project</u>	<u>Funder</u>	<u>Description</u>
Refugee Integration	Asylum, Migration and Integration Fund	helping refugees integrate through improved language skills and cultural awareness to improve their chances of employment .
Football Integration Project	Big Lottery Building Connections Fund	Weekly football sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.
Advice and Guidance	Big Lottery Building Connections Fund	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;
Sports Volunteering	Sport England	supported volunteering opportunities within sports groups; help for RCOs to establish their own sports activities.
Capacity Building for RCOs.	IPC reserves	RCOs often act as a first point of contact, and a voice for refugees/migrants with the host community, local authorities, and other local service providers. IPC continued to build the capacities of these groups to run effectively.
RCO Resilience	Charities Aid Foundation	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
RCO Infrastructure support	UK community foundations	Experienced project workers from refugee background supporting RCOs to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.
Community Growing, cooking, cycling and ESOL for Life	Middlesbrough Environment City	Engaged diverse members of our community to learn and share their skills, and to improve the mental and physical health of migrant communities in Middlesbrough whilst positively contributing to the local community.

Resettlement Programme for Overseas Doctors (REPOD)	Health Education England - North East	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition and pastoral support through the qualification process, North Tees and Hartlepool NHS Trust provide volunteering, one-to-one mentoring, access to appropriate professional training and clinical attachments.
Laptops for doctors	Community Foundation Durham	purchase a supply of laptops to enable the REPOD trainees each year to access the online classes.
Migrant Professionals Programme	The Mercers' Company	Supporting skilled professionals who are Asylum-seekers or Refugees, to enter UK employment, by providing tailored, intensive, technical English language qualification (IELTS and OET) and offering initial work-placements through partner organisations.
Martial Arts	Children in Need and Teesside University	Weekly activity sessions for young people from refugee and migrant communities aged 5-18. Professional coaches train and instruct, and IPC recruits and provides support for young people to attend.
Zumba	National Lottery Community Fund	Weekly sessions for around 30 women, delivered remotely during lockdown.
Organ donation	NHS	Professionals from NHS Blood and Transplantation department and qualified individuals from the community train community champions/leaders from various black community groups.
Isolated people	Ageing Better Middlesbrough	Covid provided an opportunity to have a conversation with more older people regarding their online access; We are connecting older people to affordable and appropriate digital technology.
Resilience Fund	Charities Aid Foundation	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
BAME Infrastructure Support	UK community foundations	We want to re-engage 4 experienced sessional project workers from refugee background. So some of the work we want to do with this grant will be to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.
Independent Ageing	Independent Ageing	Support for the many older people in refugee communities who are not engaging in physical exercise, or maintaining social contacts, with damaging effects on physical and mental well-being.
Vulnerable people	MIND	Information, Advice & Guidance service, directed specifically towards the needs of Refugees & Asylum Seekers, providing practical support, sign-posting, latest health info to community leaders for dissemination, along with individual one to one support with benefits, housing issues.

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021

FINANCIAL REVIEW

The income and expenditure account on page 14 shows the financial results for the year. The organisation has been able to maintain a balance in free reserves of £107,317.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2020-21 financial year, our reserves target is £99,063 in free reserves

(Core costs - £24,967 / 2 = £12,483)

(Salary costs - £173,159 / 2 = £86,580)

These free reserves may :

maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

During 2020-21, our free reserves have grown from £48,891 to £107,317. This includes the sum of the total free reserves of £99,417 and the sum of the designated funds of £7,900 as listed below:

Emergency Fund	1069
Football	2751
Minibus	3747
Volunteering	333

Approved by the Committee

Jama Jama

Chair

Date

Jama
03/09/21

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2021

I report on the accounts of the charity for the year ended 31st March 2021 which are set out on pages 14 to 21.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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 report is limited to those matters set out in the statement below.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2021


(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 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.

Mr J Gresham FCCA
New Garth House
Upper Garth Gardens
Guisborough
TS14 6HA

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INVESTING IN PEOPLE AND CULTURE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	13630	399477	413107	314907
		<u>13630</u>	<u>399477</u>	<u>413107</u>	<u>314907</u>
EXPENDITURE					
Expenditure on charitable activities	3	21187	289090	310277	213736
		<u>21187</u>	<u>289090</u>	<u>310277</u>	<u>213736</u>
Net movement in funds for the year		(7557)	110387	102830	101171
Fund balances brought forward		48891	128305	177196	76025
Transfers between funds		65983	(65983)	-	-
		<u>65983</u>	<u>(65983)</u>	<u>-</u>	<u>-</u>
FUND BALANCES CARRIED FORWARD		<u>107317</u>	<u>172709</u>	<u>280026</u>	<u>177196</u>

INVESTING IN PEOPLE AND CULTURE

BALANCE SHEET

31 MARCH 2021

	Note	£	2021	£	2020	£
CURRENT ASSETS						
Cash at Bank and in Hand		379997			264966	
Debtors (due within 12 months)	4	30721			27543	
CURRENT LIABILITIES						
Creditors & Accruals	5	(130692)			(115313)	
				280026		177196
NET ASSETS				<u>280026</u>		<u>177196</u>
FUNDS						
Unrestricted Funds	6					
-General Funds				107317		48891
Restricted Funds				172709		128305
				<u>280026</u>		<u>177196</u>

Approved by the trustees:



**Jama Jama
Chair**

Date 03/09/21

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
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- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

2. INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Received in the year				
H.E.E.N.E REPOD 3 – 2019 Cohort	-	17000	17000	44770
H.E.E.N.E REPOD 4 – 2020 Cohort	-	40640	40640	49950
H.E.E.N.E REPOD 5 – 2021 Cohort	-	26487	26487	-
Community Foundation Durham - REPOD Laptops	-	10000	10000	-
Awards for All	-	-	-	9592
University of Teesside	-	-	-	1000
Middlesbrough Mind	-	20000	20000	-
Sport England Volunteering	-	18732	18732	85908
The Mercers' Company	-	30000	30000	-
Sport England Small Grant	-	-	-	9860
Wise Group	-	-	-	167
Asylum Migration & Integration Fund	-	132841	132841	26204
NHS Transplants	-	-	-	9912
Ageing Better Middlesbrough	-	11619	11619	-
The National Lottery Community Fund	-	28158	28158	50078
CAF Resilience Fund	-	31500	31500	-
UK Community Foundation - BAME Infrastructure	-	15000	15000	-
Children In Need	-	-	-	10000
Independent Ageing	-	7500	7500	-
LA Rents	-	10000	10000	-
Louise Coidan - Mental Health	-	-	-	6037
Emergency Fund	1401	-	1401	823
Localgiving.com	-	-	-	606
Greggs Foundation	-	-	-	9500
Covid19 Emergency	1250	-	1250	500
General Funds	10979	-	10979	-
	<u>13630</u>	<u>399477</u>	<u>413107</u>	<u>314907</u>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

3. EXPENDITURE

	Main Activities £	Governance Costs £	2021 Total £	2020 Total £
Costs directly related to charitable activities				
Venue	26188	-	26188	22078
ICT	8908	-	8908	1119
Catering	2435	-	2435	4302
Travel expenses	1750	-	1750	1929
Utilities	1312	-	1312	617
Stationery	1598	-	1598	2517
Insurance	1568	-	1568	1688
Independent Examiner's fee	-	672	672	654
Sessional workers	55847	-	55847	17467
Volunteers' expenses	60	-	60	975
Childcare	-	-	-	492
Staff	173159	-	173159	111829
Cleaning	450	-	450	1773
Professional fees	1975	-	1975	18871
Training	6332	-	6332	-
Advertising	-	-	-	150
Repairs	613	-	613	1306
Dues & subscriptions	1151	-	1151	774
REPOD	19385	-	19385	25136
Purchases	702	-	702	59
Covid Emergency Fund	6172	-	6172	-
	<u>309605</u>	<u>672</u>	<u>310277</u>	<u>213736</u>

4. DEBTORS

	2021 £	2020 £
Due within 12 months	2346	1338
Accrued income	28375	26205
	<u>30721</u>	<u>27543</u>

5. CREDITORS

	2021 £	2020 £
Deferred income	130020	114813
Other creditors and accruals	672	500
	<u>130692</u>	<u>115313</u>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2020	Income	Expenditure	Transfers	March 2021
Restricted Funds	£	£	£	£	£
Middlesbrough Environment City	815	-	-	-	815
LA Rents	-	10000	(8500)	(1500)	-
The National Lottery Community Fund	3803	28158	(31750)	(211)	-
Health Education England NE REPOD 1 Grant	2508	-	(438)	-	2070
H.E.E.N.E REPOD 2 – 2018 Cohort	6935	-	(118)	-	6817
H.E.E.N.E REPOD 3 – 2019 Cohort	35265	17000	(5828)	-	46437
H.E.E.N.E REPOD 4 – 2020 Cohort	33393	40640	(29518)	-	44515
H.E.E.N.E REPOD 5 – 2021 Cohort	-	26487	(18191)	-	8296
Community Foundation Durham - REPOD Laptops	-	10000	(5753)	-	4247
CAF Resilience Fund	-	31500	(30985)	(515)	-
Middlesbrough Mind	-	20000	(12552)	-	7448
NHS Transplants	3285	-	(4127)	842	-
Greggs Foundation	5864	-	(5536)	(328)	-
Sport England Volunteering	16386	18732	(35118)	-	-
Sport England Small Grant	6980	-	(6639)	(341)	-
Independent Ageing	-	7500	(7363)	(137)	-
UK Community Foundation - BAME Infrastructure	-	15000	(12492)	(2508)	-
Ageing Better Middlesbrough	-	11619	(8747)	-	2872
Teesside University	2218	-	-	-	2218
The Mercers' Company	-	30000	(17364)	-	12636
Children In Need	4947	-	(3946)	-	1001
Asylum Migration & Integration Fund	-	132841	(44055)	(61285)	27501
Louise Coidan - Mental Health	5906	-	(70)	-	5836
Total restricted funds	128305	399477	(289090)	(65983)	172709

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2021

Unrestricted Funds

Free Reserves	28452	10979	(9652)	69638	99417
Salary Match	18655	-	-	(18655)	-
Emergency Fund	1005	1401	(1337)	-	1069
Covid19 Emergency	446	1250	(6696)	5000	-
Football	-	-	(2249)	5000	2751
Minibus	-	-	(1253)	5000	3747
Volunteering	333	-	-	-	333
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total funds	177196	413107	(310277)	-	280026
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 8. (2020: 4)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	Total
	£	£	£
Net current assets	107317	172709	280026
	<u> </u>	<u> </u>	<u> </u>
	111693	168333	280026
	<u> </u>	<u> </u>	<u> </u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.