

# EUROPIA

England & Wales · Charity number 1161453

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2015-04-28

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Europa  
St. Thomas Centre  
Ardwick Green North  
Manchester  
M12 6FZ

**Phone** 03333058570

**Email** [hello@europa.org.uk](mailto:hello@europa.org.uk)

**Website** [www.europa.org.uk](http://www.europa.org.uk)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS:TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY. FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PART OF SOCIETY, AS A RESULT OF BEING A MEMBER OF A SOCIALLY AND ECONOMICALLY DEPRIVED COMMUNITY, IN PARTICULAR BUT NOT EXCLUSIVELY MEMBERS OF THE CENTRAL AND EASTERN EUROPEAN MIGRANT COMMUNITIES IN THE NORTH WEST OF ENGLAND.

**Activities:** Where we work Salford, Tameside, Manchester including Wythenshawe, Stockport & Oldham  
What we do \* ESOL classes \* cultural activities \* Family events \* Advice & guidance on benefits , housing, etc. \* Mum and Children sessions \* training \*wellbeing projects (mental health) \* Employability \* Volunteering

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

## Geography

- **Area of benefit:** LOCAL
- Lancashire
- Manchester City
- Oldham
- Salford City
- Stockport
- Tameside

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£328,252	£327,768	-	-
2024-03-31	£528,161	£539,852	£97,779	15
2023-03-31	£356,189	£395,569	-	-
2022-03-31	£317,750	£220,787	-	-
2021-03-31	£276,766	£234,988	-	-

## Trustees

Name	Role	Appointed
David Felton		2025-11-24
Dzidra Noor		2024-10-21
George Wright		2023-02-07
Paul Lajszczak		2017-12-01
Richard Harvey		2023-11-01
Sriharsha Nagaraj		2023-02-02

**EUROPIA**

England & Wales - Charity number 1161453

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# Accounts

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# ANNUAL REPORT

2024 - 25



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## About US

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Our mission is to support, empower and connect European Nationals to navigate life in the UK, promote cultural diversity and inclusivity, and inspire community cohesion.



[facebook.com/EuropiaMcr/](https://facebook.com/EuropiaMcr/)



[linkedin.com/company/europia](https://linkedin.com/company/europia)



[instagram.com/europiamcr/](https://instagram.com/europiamcr/)



[youtube.com/@europiamcr](https://youtube.com/@europiamcr)

St Thomas Centre, Ardwick Green  
North, Manchester, M12 6FZT  
Telephone: 0333 305 8570  
Email: [support@europia.org.uk](mailto:support@europia.org.uk)

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Europia Registered Charity No. **1161453**  
OISC Registered Immigration Advisors  
No. **F202100409**

# Our VISION

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- Be the leading charity providing support to Europeans in Greater Manchester.
  - Be a champion of equality and celebrating diversity, challenging discrimination in all its forms wherever it is seen.
  - Have strong links across Greater Manchester's communities.
  - Have a leadership role representing European communities.
  - Be self-sustainable, leading on receiving funds for European causes, with diverse income streams and supporting other, smaller groups.
  - Be trusted and embedded in the community.
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# Our MISSION

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Reach out, support and empower European nationals to navigate life in the UK; improve wellbeing; promote cultural diversity and enhance & inspire communities.

## EUROPEANS WILL:

- 01** Feel included, connected and have a sense of belonging in Greater Manchester.
  - 02** Keep, cherish, celebrate and share their identity and values.
  - 03** Be empowered to contribute to shaping an inclusive, multicultural and equitable society.
  - 04** Have access to quality employment and educational opportunities.
  - 05** Have improved life chances, being financially secure and prospering.
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# Our VALUES

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## **01 - Person-centred**

Helping people adapt to life in the UK with empathetic, proactive and open-minded support to increase awareness, and take-up, of opportunities.

## **02 - Valuing difference**

Championing equality, inclusion and diversity, and undertaking work to make society more equitable for Europeans in the UK. Valuing the diverse background of people in communities and cherishing their heritage, enabling access to quality activities and services that meet their needs.

## **03 - Respectful**

Treat everyone with respect, ensuring everyone feels welcome and able to participate.

## **04 - Community-led**

Making sure that we engage all parts of our community, from the youngest to the oldest, and give them every chance to have their voice heard, influence decision-making and get involved in planning and delivering services.

## **05 - Accountable**

Communicate clearly and openly about our decisions and actions and the reasons for them in a professional, responsive and approachable manner.

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## A note from our **CHAIR**

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I'm proud to have played a part in steering Europia throughout 2024–25.

Like so many community and third-sector organisations, Europia has had to be resilient and flexible in the face of change and challenge. This annual report serves to show that it does this with a deep care and focus on the communities it serves and the people who work and volunteer for the organisation.

Europia has not just survived, but thrived this year, continuing to find new ways to work with and support central and eastern European citizens across Manchester and beyond. From the new Evisa project to providing drop-in and urgent support for Ukrainian refugees, Europia's place in the world has never been more vital.

The role of the board of Trustees in this work is vital, as we look to guide, support and challenge Europia's leaders to stabilise, consolidate and then seek to grow. The coming year will see more change and more challenge, and I believe that Europia is well placed to meet everything that comes its way.

The world, and the UK in particular, is an increasingly tough place for migrant communities, and it's with great pride that I see Europia as a key part of the network of organisations that will provide a safety net of support in this period.



## A message from our **CEO**

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2024–25 has been a year of deep learning and consolidation for Europa. We undertook a restructure to ensure staff roles are more closely aligned with the skills and experience needed to meet the evolving needs of our communities. Central to this has been our focus on nurturing a client-first culture, where services and roles are shaped by the insight of our frontline staff, ensuring support that is both effective and culturally responsive.

Our EU Settlement Scheme (EUSS) work has continued, and this year we also launched a new Evisa project, both funded by the Home Office. These projects reflect the trust placed in us and highlight the value of our specialist expertise in supporting European communities.

Despite changes in funding, our work with the Ukrainian community has remained steady. We are especially proud that our drop-in sessions at Manchester Central Library, first launched in Summer 2022, continue to provide a welcoming space where people can access vital advice and support when they need it most.

Building on last year's transformation, this year has been about consolidation and resilience. These foundations place us in a stronger position to diversify our income, strengthen our infrastructure, and plan confidently for future growth.

# Report of the **TRUSTEES**

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The trustees, who are the only members of the charity, present their report with the financial statements of the charity for the year ending 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

## Purpose of the charity:

Europaia empowers and supports European nationals in Greater Manchester to improve their wellbeing, access opportunities, and celebrate their cultural identity. Through advocacy, practical support, and community-led initiatives, we promote inclusion, equality, and social cohesion, helping individuals thrive and actively contribute to an equitable, multicultural society.

## Structure, governance and management

### Governing document

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

The Trustee board is derived from the larger community, including friends and supporters of Europaia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europaia has a robust trustee application process with a clear audit trail.

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## Policies:

Europaia has clear policies and procedures to ensure a professional and safe working environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europaia Child Safeguarding Policy
- Europaia Code of Conduct
- Europaia Volunteer Handbook
- Europaia Constitution
- Europaia Diversity and Equal Opportunities Policy
- Europaia Health, Safety and Welfare Procedures Manual
- Europaia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europaia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europaia Safeguarding Policy for Children and Vulnerable Adults
- Europaia Travel and Expenses Claim Rates
- Europaia Complaints Policy

## Wider networks:

Europaia has significantly expanded its networks both within the UK and internationally. Regionally and nationally, we've strengthened relationships with key partners like The3Million and the EU Delegation to the UK, ensuring the voices of Central and Eastern European communities are heard at critical levels.

On an international scale, we are building strategic partnerships with leading European organisations such as the European Network Against Racism, the European Roma Grassroots Organisations Network, and the Council of Europe. These alliances amplify our work and position Europaia as an important advocate in the European movement for human rights, inclusion, and social justice.

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### Reference and administrative details:

Registered Charity number: **1161453**

Registered office: St Thomas Centre, Ardwick Green  
North, Manchester, M12 6FZ

### Trustees

Paul Lajszczak,  
Sriharsha Nagaraj,  
George Wright,  
Richard Harvey and  
Dzidra Noor  
Emma Clay

### Independent Examiner:

C Williamson & Croft Audit Limited, York House, 20  
York Street, Manchester, M2 3BB

# The Europaia TEAM

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**Kush Chottera** - CEO

**Danail Georgiev** - Operations Manager.

**Iryna Oliynyk** - Advocacy Worker and Office Coordinator.

**Jwana Faraj** - Immigration Advisor.

**Liliana Willdocks** - Community Engagement and Advocacy Worker.

**Raju Sarkar** - Fundraising and Communications worker.

**Cristina Leonte-Racu** - Service Manager

**Lizzie Wilkinson** - Immigration Advisor

**Karol Kochanowski** - Finance Officer

**Ellie Chiviyska** - Health and Wellbeing Coordinator

**Dima Kulyk** - Development and Engagement Lead

**Honor Johnstone** - Fundraising Coordinator Apprentice

## External consultants/contractors and freelancers :

**Magdalena Kij** - Community Connector.

**Vivian Kotopouli** - Volunteer Coordinator and Immigration Worker.

**Hanna Zamostna** - E-visa Support Consultant.

**Rozalie Kolinova** - Communications and Marketing

**Tamara Buliga** - Health and Well Being Support Worker

**Diana Briviece** - Caseworker Support

**Jo Lake** - HR Consultant

**Ruth Mullen** - Senior Immigration Advisor

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# Volunteers

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**Volunteers** play a vital role in helping Europa achieve its mission. We are committed to engaging them in a safe, respectful, and effective manner, while recognising and celebrating the value they bring to our work.

Our goal is to attract a diverse range of volunteers and interns and offer meaningful roles that meet both organisational priorities and individual aspirations. We strive to create opportunities that support the exchange and development of a wide array of skills, knowledge, and experiences.

## Our focus for includes:

- **Streamlining:** Improving and refining processes to enhance the volunteer journey.
- **Innovation:** Embracing digital tools and creative approaches to make volunteering more accessible and dynamic.
- **Retention:** Ensuring volunteers and interns feel valued, motivated, and inspired to maintain long-term involvement with Europa.
- **Expansion:** Building a clear strategy and action plan for the future growth of our volunteer programme

We have 8 active volunteers and 22 on-demand volunteers.



## Volunteer Motivation and Engagement

Our volunteers play a crucial role in advancing Europaia's mission, driven by two primary motivations:

- **Gaining Experience for Employment:** Many volunteers seek meaningful opportunities to develop skills and experiences that prepare them for real-world employment.
- **Supporting Their Communities:** Over 60% of our volunteers are Eastern European, and they are often deeply committed to giving back to their communities. They empathize with the challenges faced by others and are inspired to help those navigating similar obstacles they or their families have encountered.

## Connection to Europaia's Mission

Volunteers are drawn to Europaia not only for practical experience but also because of their alignment with our mission and values. They are passionate about creating an inclusive, welcoming, and empowering environment. For some, this passion extends to broader issues such as:

- **Social Justice**
- **Migration**
- **Promoting Inclusion**

Through their dedication, our volunteers contribute significantly to creating a positive impact in the lives of others and in the communities we serve.

## The Positive Impact of Volunteering with Europia

Volunteering with Europia has profoundly impacted the lives of our volunteers, providing them with:

- **A Sense of Purpose and Belonging:** Volunteers often express feeling more connected to their community and motivated by their contributions.
  - **Personal Growth:** Many report increased confidence, enhanced communication skills, and a deeper understanding of the nonprofit and public service sectors.
  - **Supportive Networks:** Volunteers frequently highlight the friendships and support systems they've built during their time with Europia.
  - **Career Development:** For many, volunteering has served as a stepping stone into employment, higher education, or new career paths.
  - **Tangible Rewards:** The satisfaction of witnessing the direct impact of their efforts on individuals and communities has been a major source of fulfillment.
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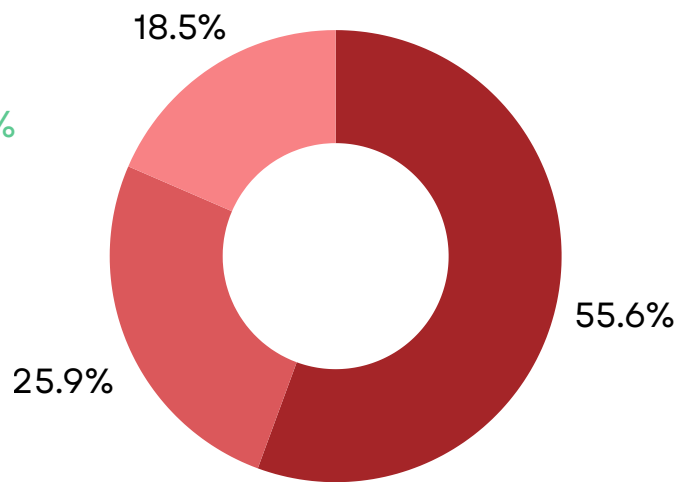
# Where are our **COMMUNITIES**

## Roma households:

Levenshulme: 55.6%

Longsight: 25.9%

Gorton & Abbey: 18.5%



## Ukrainian households:

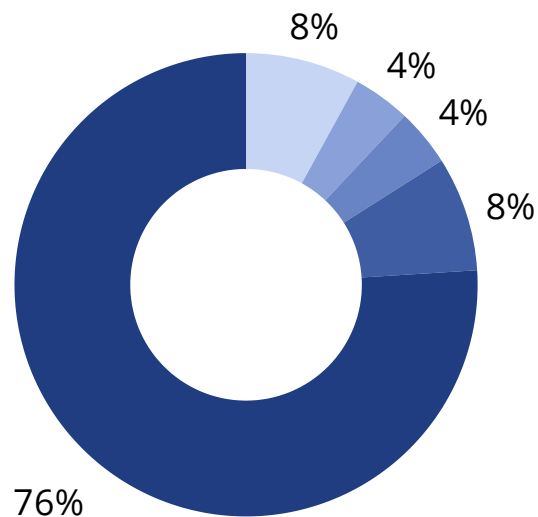
Cheetham: 8%

Hulme: 4%

Ardwick: 4%

Ancoats & Beswick: 8%

Crumpsall: 76%



## GET TO KNOW MANCHESTER WALKING TOURS

Walking tours for Ukrainian and Roma community groups  
between March-April-May 2024

11

SESSIONS/WALKS  
DELIVERED

56

PEOPLE BENEFITTED  
FROM THE PROJECT

Europaia organized 11 thematic walks across Greater Manchester for Ukrainian and Roma community groups, engaging 56 participants. These included practical walks to locate essential services in their neighbourhoods (Salford, Oldham, Bury, Stockport in Jan/Feb), learning walks to Manchester's cultural landmarks (Oldham Gallery, John Rylands Library, National History Museum in April/May, involving 35 people), wellbeing walks in parks and along canals (Alexandra Park, Heaton Park, Ashton Canal in April/May), and celebratory walks for International Women's Day and Ukrainian Vyshyvanka Day. The walks facilitated integration, language practice, cultural exchange, and provided insights into community needs.



## COMMUNITY WORK FOOD BANK

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During the period from April 2024 to March 2025, the charity provided essential support to its most vulnerable service users by distributing 23 food vouchers.

## COMMUNITY WORK E-VISA SUPPORT

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During the period from September 2024 to March 2025, Europaia supported 151 people with creating UKVI accounts and linking their e-visas.

## COMMUNITY WORK UKRAINE PERMISSION EXTENSION SCHEME

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Since the launch of the Ukraine Permission Extension scheme on 4th February 2025, Europaia has supported, guided and assisted more than 35 Ukrainian citizens in the application process.

# Europa Advice & **ADVOCACY**

## DROP-IN SESSIONS FOR UKRAINIAN COMMUNITIES DURING 2024-2025

Drop-in sessions are specialized support meetings tailored to address the unique needs of Ukrainian nationals and the Roma community. These sessions serve as a vital resource, providing direct assistance, guidance, and representation to individuals dealing with various challenges, including welfare, benefits, housing, immigration, and more.

### Key Achievements in Supporting Ukrainian Nationals

**45**

**DEDICATED DROP-IN SESSIONS**

**270**

**UKRAINIAN SUPPORTED**

### Key Achievements in Supporting Ukrainian Nationals

- Guidance on Universal Credit and other benefits.
- Essential calls made on behalf of clients to resolve critical issues.
- Assistance with GP registration and accessing healthcare.
- Professional interpreting services to overcome language barriers.
- Support with complex immigration matters, including e-visas and UKVI account management.
- Help in assessing benefit eligibility and initiating PIP claims.

### Case Study: Nichola's Journey

Nichola, (name changed) a 62-year-old man, turned to Europia after a life-changing car accident left him with cognitive impairments. Struggling to navigate daily tasks, he found comfort in Europia's drop-in centre, the only service offering support in his mother tongue.

Our advocacy worker provided essential help, from interpreting letters and managing bills to applying for Personal Independence Payment (PIP). Beyond practical assistance, the drop-in sessions became a source of social connection, reducing Nichola's isolation and fostering a sense of belonging.

Through Europia's holistic support, Nichola regained independence, accessed vital services, and rediscovered hope, demonstrating the transformative impact of tailored, compassionate care.



Before the accident, I was a strong, independent man. I never thought I'd need help. But now, things are different. I struggle with the simplest tasks. I forget things, I can't understand letters, and I'm afraid to go out on my own. Europia has been a lifeline for me. They've helped me with everything, from reading letters to paying bills.

But it's not just about the practical help. The charity is a place where I feel safe and understood. I can talk to the staff and volunteers about anything. They're always there to listen and offer support.

Though my speech is often incomprehensible, they are so patient with me. The charity has given me back my dignity and my independence. I'm so grateful for everything they've done for me.

## DROP-IN SESSIONS FOR ROMA COMMUNITY DURING 2024-2025

From October 2024 to March 2025, Europaia provided support to 39 Roma community members, addressing a range of issues. The assistance provided included:

### Key Areas of Support

- **Benefits:**
  - Assistance with understanding and applying for entitlements.
- **Housing:**
  - Support with securing housing and resolving related challenges.
- **Assessment Services:**
  - Help with needs assessments to access appropriate services.
- **Translation Services:**
  - Translation of letters, documents, and other critical correspondence.
- **National Insurance (NI) Numbers:**
  - Help with applications for NI Numbers to facilitate employment and access to benefits.
- **Financial Advice:**
  - Guidance on managing debts, setting up direct debits, and creating bank accounts.

This focused and practical support has empowered Roma community members to overcome barriers, improve their living conditions, and achieve greater financial and social stability.

# ROMA HERITAGE PROGRAM

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The Roma Heritage Program, launched in October 2024, celebrates the rich culture and traditions of the Roma community through engaging activities and storytelling.

The program fosters a deeper understanding of Roma culture while creating opportunities for community bonding and preserving traditions for future generations.



## Program Highlights

### Cooking Sessions:

- Three sessions held from October to December 2024, attended by approximately 35 participants.
- Featured traditional Roma dishes, including cabbage with pork, chicken and vegetable soup, and an array of Eastern European delicacies.
- The December session was the most popular, including an interactive activity of decorating mini sponge cakes.
- Participants sampled authentic Roma desserts, including cakes from the Roma Patisserie shop in Oldham.

## Storytelling and History Collection:

- Began gathering stories and historical accounts from the Roma community to document their experiences and heritage in the UK.



# COMMUNITY HEALTH EQUITY MANCHESTER (CHEM) ONE-OFF GIFT PAYMENTS

Community Health Equity Manchester (CHEM) Cost of Living  
Fund  
Between October-December 2024

£8,700

**WAS DELIVERED TO 12 ROMA AND 17  
UKRAINIAN HOUSEHOLDS**

Europia was offered to support the Community Health Equity Manchester (CHEM) fund with distributing £300 one-off payments among Roma and Ukrainian people living in certain wards in the city of Manchester.

CHEM aims to help households within specific “health inclusion” groupings that are coping with disproportionate inequalities and likely to be affected the most by the cost of living crisis.

Europia’s responsibility was to spread the information about grants by word of mouth, check the addresses of potential beneficiaries, collect beneficiaries’ details, submit referrals, receive grants and transfer the payments.



*For someone, £300 might not seem like much, but that charity grant came at the perfect time for me. It meant I could finally fix the washing machine and still have some left over to make my new home a comfortable place – thank you, Europia, for thinking of me!*

# HATE CRIME AWARENESS SALFORD

## Overview of the Project

Europia organized a Hate Crime Awareness Event at The Working Class Library, themed "Spread Kindness". The event aimed to raise awareness about hate crimes while fostering community connections.

## Activities Conducted:

### Presentation on Hate Crimes:

- Covered the definition of hate crime, victim experiences, and available support.
- Shared statistics from Manchester Police and provided information on hate crime reporting centers.
- Highlighted cultural barriers in understanding the term "hate crime" among Bulgarian and Lithuanian participants.

### Art Workshops:

- Participants painted handprints symbolizing unity and hope, which will be used in a final exhibition piece.

## Impact and Reach

11

Total attendees

5

New participants

### Increased Awareness:

- Participants reported a better understanding of hate crimes and confidence in using reporting centers.
- One attendee shared a personal story, highlighting the importance of alternative reporting channels.



*"Thank you so much, more of these events!"*

*"I love the art workshops, it's so good that food is here also."*

*It's an important topic. How can the community help each other? Reporting to the police doesn't feel like the solution."*



# Health and **WELLBEING**

Europaia has been actively engaging with the Roma community through various health and wellbeing projects to address critical issues, promote awareness, and understand community needs.

## **Women's Health HUB Survey; Conducted by: Europaia for the NHS**

The survey engaged 10 women from the Roma community, including five under the age of 25, four between 45 and 54 years old, and one between 55 and 64 years old. Despite some participants being related, their opinions on health awareness and decision-making varied significantly. All attendees identified as Christians and were active churchgoers, highlighting the role of faith and community in shaping their perspectives.

## **The Menopause Project**

The Menopause Project took place in January and February 2025, engaging eight women from the Roma community aged 23 to 55 years. The sessions focused on raising awareness and providing education about menopause-related health issues. However, attendance was impacted by a tragic event in the community—a young man's passing—which shifted the community's focus toward supporting the grieving family during this difficult time.



## **WSA Interviews Project: The Impact of Covid-19**

From January to March 2025, six individuals from the Roma community—four women and two men—participated in interviews as part of the WSA Project. The objective was to document their experiences during the Covid-19 lockdown. Participants openly shared their challenges and coping mechanisms, offering valuable insights into how the pandemic affected their lives and highlighting the resilience and adaptability within the community.

# EUROPIA'S KEY PROJECTS AND SERVICES

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## EUSS Project

Europaia received funding from the Home Office to assist with complex EUSS cases (Level 2 and above) in 2023. Since then the project has reached vulnerable Central and Eastern European immigrants and supported them in securing their EUSS applications.

In 2024-2025 with the help of this funding Europaia has successfully achieved the following milestones:

Applications Submitted

Supported Applications

Combined Submissions

Client Engagements

## Key Outcomes

- Assisted clients with criminal backgrounds, ensuring timely status grants.
- Supported victims of domestic violence, homeless individuals, and elderly clients to secure residency.

## Client Demographics

### Communities



European



Ukraine



Czech



Roma



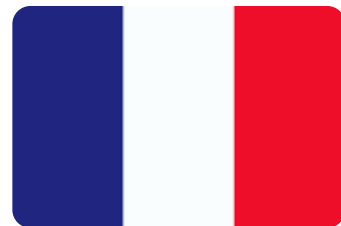
Bulgarian



Romanian



Polish



French



Italian



Slovakian



Hungarian



Portuguese



Spanish



Greek

## Europaia Immigration Service

Europaia Immigration Service was launched in November 2023 with an aim to expand our service to ensure we have the department continue to work in a situation where no funding is available to rely on our earnings completely.

### We support with:

- Work Skilled Visa.
- Spouse Visa.
- Sponsor Licence .
- Family Permits .
- Naturalization.
- Human Rights Final Submission Applications.
- Document Checks.

75

Private clients

ff

*I would like to thank Jwana Hama Faraj and Europaia for providing great help for me and my family regarding asylum and private life application. Our case was very complex and she guided us with all the things I needed to do and everything went seamlessly and we are granted right to remain in the UK. I appreciate all your efforts and I'd highly recommend your service to others.*

*Thank you*

*I had a really complicated case and struggled to get my settlement status accepted, but then I was lucky enough to receive an email back from Jwana who took on my case, provided me with all the information and support. She guided me through the whole process which helped me receive my settlement status.*

*Amazing team with great communication, detailed instructions and fast on the case.*

*I'm really happy and thankful for their help.*

## Europa Roma Awareness Training (ECHO)

### Overview:

For over a year, Europa's Roma Awareness Training Program has been fostering cultural understanding and appreciation among the local community and professionals seeking to enhance workplace diversity and inclusivity. This program provides participants with an in-depth understanding of the Roma community's history, culture, and the challenges they face in today's world.

### Key Objectives:

- Highlight the Roma community's resilience and contributions to society.
- Address misconceptions and barriers faced by the Roma population.
- Promote inclusivity and respect for cultural diversity.

### Unique Perspective:

This training program stands out due to its authentic and nuanced approach, developed by Tia Salanki, a former Europa employee with Roma heritage. Initially created for internal purposes, the training's success has led to its delivery to external organizations and community groups.

### Impact and Reach:

2

Training delivered

30

Participants Trained to date



*A comprehensive session covering many aspects of Romani culture and history. I learned so much, including the diversity of dialects and understanding cultural taboos, which will help in my work.*

*A great mix of information—films, presentations, and time for questions made it very engaging.*

# Europa in **COLLABORATION**

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## **Anti-trafficking and Anti-slavery Europa - BASNET/Afruca Project, March 2025**

We took the opportunity to create two informative videos—one in Romanian and one in Romani—to provide valuable support and resources to the community. These videos will be shared on our social media platforms, ensuring that the information reaches a wider audience and continues to benefit those in need.

## **Research collaboration with The London School of Hygiene & Tropical Medicine, June 2024**

Two Ukrainian women, forcibly displaced from Ukraine, participated in an interview to share their experiences for research on insecure living arrangements and relocation. Their personal stories provided valuable insights into the challenges faced by displaced individuals, contributing to a deeper understanding of the impact of forced migration and the difficulties of adjusting to new living conditions. This input is crucial in shaping support strategies for those in similar situations.

## **Participatory Scoping Study on Unpaid Caregiving in the Sandwich Generation - Greater Manchester**

***Funded by Health Innovation Manchester (HInM) through MAHSC Applied Health and Care Research Group Award.***

***Carried out by Manchester Metropolitan University, GMCVO, and the University of Greenwich - September 2024***

As part of this scoping study, a focus group of five Ukrainian women, all members of the ‘sandwich generation,’ participated in the research. These women provide care across multiple generations, often facing challenges that are not fully recognized within existing carer support frameworks. Their insights highlighted the unique difficulties sandwich carers encounter, emphasizing the need for targeted support to address their current and future health and well-being needs. This research contributes to a deeper understanding of the experiences of under-recognized carers and supports the development of more effective services for this group.

# Celebrating with our **COMMUNITY**

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Special events where we get to spend time and celebrate with our community

- Away Day August
- Gobe Fest.
- Get to Gather.
- Romanian Blouse Day.
- Christmas Day Celebration.

*Find out more below*



# AWAY DAY AUGUST



## Strengthening Team Dynamics: Our Away-Day Initiatives

At Europa, we recognize the importance of fostering collaboration and enhancing our organizational culture. Our biannual Away-Day events, held in diverse and engaging settings outside the office, have proven to be invaluable in achieving these goals.

These dedicated sessions provide an opportunity for our team to come together in a relaxed environment, encouraging open dialogue and innovative thinking. Key discussions during these events, such as our recent focus on non-violent communication and effective feedback mechanisms, equip our staff with essential skills for a more cohesive and productive workplace.

By stepping away from the typical office setting, Away-Days not only strengthen interpersonal connections but also inspire fresh perspectives, ultimately enhancing our collective impact as an organization.

the 3 million



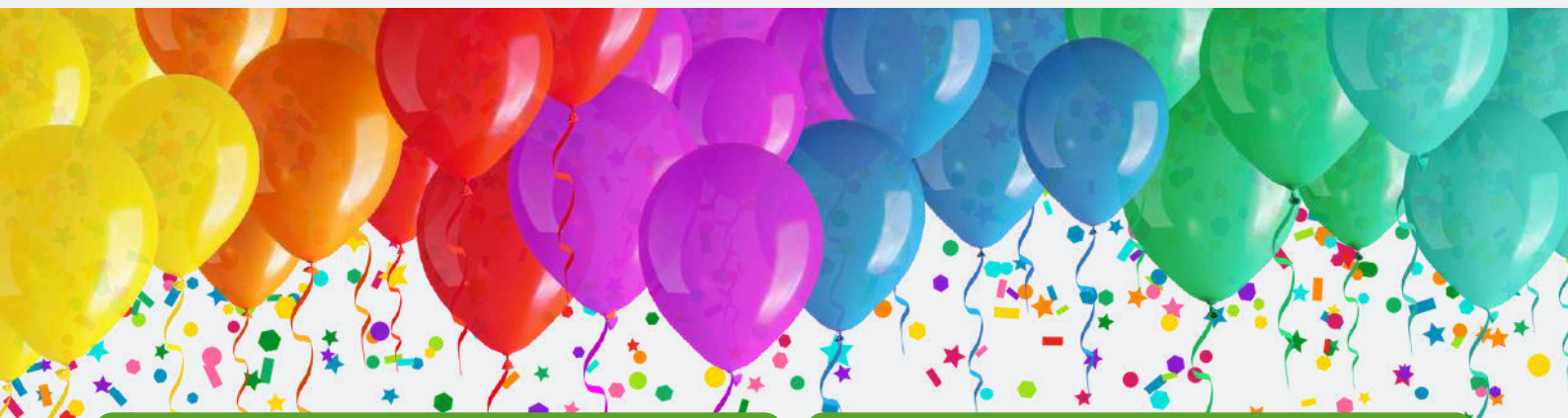
**Paraskevi Kotopouli (Vivian) Europia's Volunteer Coordinator Representing Europia at the EU Citizens' Summit for Change in London, Our support worker joined over 200 advocates to amplify the voices of EU citizens and highlight the challenges of the EU Settlement Scheme. The event underscored the power of solidarity and the importance of taking our local stories to national platforms.**



## Europaia participated in Góbéfest 2024 at Cathedral Gardens, Manchester



Europaia participated in Góbéfest 2024 at Cathedral Gardens, Manchester, engaging with the community through interactive activities such as free Polaroid photos, a “Guess the Sweets” competition, and information sharing about our services. Over four days, our dedicated staff and volunteers, including team members like Honor Johnstone, Elena Chiviyska, and Dima Kulyk, ensured the stall was a welcoming space for attendees. The event fostered connections, celebrated European heritage, and strengthened Europaia’s mission of empowering and supporting European migrants in Greater Manchester.



# Get Together

An annual gathering organized by Europaia to celebrate our accomplishments, create networking chances, and strengthen relationships among volunteers and team members.

# Romanian Blouse Day



On 24th June, we came together to celebrate the Romanian Blouse Day. The day was an absolute success thanks to all of you who joined us!

Our event kicked off with welcomes and an insightful introduction to our event, to Europa and importantly the significance and history of the Romanian Blouse Day. We had a talented young lady singing Romanian songs and a raffle for prizes!

*Christmas Day  
Celebration*



# Our Environmental Impact



As part of our ongoing commitment to sustainability and environmental responsibility, Europaia has taken active steps to reduce our ecological footprint across all operations. In alignment with our Environmental Policy, we prioritise energy efficiency in our workplace, minimise waste through robust recycling and reuse practices, and promote environmentally friendly travel for staff and volunteers. We are also integrating sustainability considerations into procurement decisions and encouraging our partners and suppliers to do the same. While our core mission is community-focused, we recognise the broader responsibility we share in addressing climate and environmental challenges, and we remain committed to reviewing and enhancing our practices year on year





## In Loving Memory of Ruth Mullen

It is with great sadness that we share the loss of our long-time colleague and advisor, Ruth Mullen, who passed away in March. Ruth played an instrumental role in supporting Europa's immigration services and the EU Settlement Scheme (EUSS), contributing her expertise, dedication, and boundless compassion to every aspect of her work.

Ruth's efforts were invaluable, not only in providing support to vulnerable applicants but also in mentoring newer advisors and ensuring that every client received the thorough, compassionate service they deserved. Her contributions left a lasting impact on both her colleagues and the individuals and families she helped so selflessly.

Her passing has left a profound gap in our capacity and our hearts. As a team, we have felt her absence deeply, and this period of adjustment has not been easy. However, we remain committed to upholding the standard of excellence and care that Ruth exemplified throughout her time with us.

We will always cherish Ruth's memory and strive to honor her legacy in the work that we do.

With heartfelt gratitude for her life and contributions,  
The Europa Team

# Concluding REMARKS

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## Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

## Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

## Financial Review

In the year to March 2025, the total income was £328,252 (2024: £528,161). Expenditure was £327,768 (2024: £539,852), resulting in a surplus of £484 (2024: deficit of £11,691).

The charity continues to operate through its existing banking facilities as well as the Social Investment Loan from Access to Growth.

## Reserves Policy

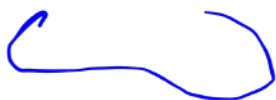
The charity held unrestricted reserves as of 31 March 2025, which represented less than one month of unrestricted expenditure based on results for the year then ended. The Trustees have continued to monitor the unrestricted funds on an ongoing basis and through discussions at regular Board meetings since the balance sheet date and are satisfied that there are sufficient reserves on an ongoing day-to-day basis to support the activities of the charity based on planned expenditure in the next financial year.

As of 31 March 2025, the charity had total funds of £98,263 (2024: £97,779), including fixed assets totalling £44 (2024: £2,107); However, £90,603 of these total reserves are restricted funds, leaving £7,660 (2024: £22,808) as free unrestricted reserves.

## Future Plans

We plan to continue working towards diversifying our income, ensuring the organisation has a sustainable financial base. Our focus will be on creating a long-term strategy with clear goals and actionable plans.

Signed on behalf of the board of Trustees



Mr. George Wright  
Chair of Trustees



Mr Sriharsha Nagaraj  
Trustee

## **Europaia (Charitable Incorporated Organisation)**

### **Independent Examiner's Report to the Trustees of Europaia**

#### **Year Ended 31 March 2025**

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2025 which comprises the Statement of Financial Activities, Balance Sheet and Notes to the Financial Statements.

#### **Responsibilities and basis of report**

As the Trustees of Europaia you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



#### **Tor Stringfellow FCA, ICAEW**

Williamson & Croft Audit Ltd  
York House  
20 York Street  
Manchester  
M2 3BB

Date: 26<sup>th</sup> September 2025

## Europa (Charitable Incorporated Organisation)

### Statement of Financial Activities

Year Ended 31 March 2025

		2025			2024
	Note	Restricted funds £	Unrestricted funds £	Total £	Total £
<b>Income and endowments from:</b>					
Donations and legacies	2	145,778	176,736	322,514	373,589
Charitable activities	3	-	5,738	5,738	154,572
<b>Total income and endowments</b>		<b>145,778</b>	<b>182,474</b>	<b>328,252</b>	<b>528,161</b>
<b>Expenditure on:</b>					
Raising funds	4	1,076	10,865	11,941	8,806
Charitable activities	5	147,548	168,279	315,827	531,046
<b>Total expenditure</b>		<b>148,624</b>	<b>179,144</b>	<b>327,768</b>	<b>539,852</b>
<b>Net income/(expenditure)</b>	<b>13</b>	<b>(2,846)</b>	<b>3,330</b>	<b>484</b>	<b>(11,691)</b>
<b>Transfers between funds</b>	<b>13</b>	<b>18,478</b>	<b>(18,478)</b>	<b>-</b>	<b>-</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	13	74,971	22,808	97,779	109,470
<b>Total funds carried forward</b>	<b>13</b>	<b>90,603</b>	<b>7,660</b>	<b>98,263</b>	<b>97,779</b>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 48 to 57 form part of these financial statements.

**Europa (Charitable Incorporated Organisation)****Balance Sheet****Year Ended 31 March 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	9	44	2,107
		44	2,107
<b>Current assets</b>			
Debtors	10	13,939	20,679
Cash at bank and in hand		111,794	110,525
		125,733	131,204
<b>Creditors: amounts falling due within one year</b>	11	19,249	19,637
<b>Net current assets</b>		106,484	111,567
<b>Creditors: amounts falling due after more than one year</b>	12	8,265	15,895
<b>Net assets</b>		98,263	97,779
<b>Charity Funds</b>			
Restricted funds	13	90,603	74,971
Unrestricted funds	13	7,660	22,808
<b>Total charity funds</b>	13	98,263	97,779

The financial statements were approved and authorised for issue by the Board of Trustees on 26<sup>th</sup> September 2025.

Signed on behalf of the board of Trustees

Mr. George Wright  
**Trustee**

Mr Sriharsha Nagaraj  
**Trustee**

The notes on pages 48 to 57 form part of these financial statements.

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2025

#### 1 Summary of significant accounting policies

##### (a) General information and basis of preparation

Europaia is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page 11 of these financial statements. The nature of the charity's operations and principal activities are included on page 9.

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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. 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.

##### (b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### (c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2025

#### 1 Summary of significant accounting policies

##### (d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

##### *Expenditure on charitable activities*

Comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

##### *Expenditure on raising funds*

Comprises costs which are directly attributable to the charity's fund-raising activities for its charitable purposes and includes costs of all fundraising events and non-charitable trading.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

##### (e) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33% straight line
--------------------	-------------------

##### (f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

##### (g) Concessionary loans

Concessionary loans include those payable to a third party which are interest free or below market interest rates and are made to advance charitable purposes. All loans are measured at cost, less impairment. Where the loan is repayable more than one year, the loan is initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method, less impairment.

##### (h) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

# Europa (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2025

#### 1 Summary of significant accounting policies

##### (i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

##### (j) Tax

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

##### (k) Going concern

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.

#### 2 Income from donations and legacies

	<i>Restricted funds 2025 £</i>	<i>Unrestricted funds 2025 £</i>	<i>Total 2025 £</i>
Donations	-	27,100	27,100
Grants	145,778	149,636	295,414
	<b>145,778</b>	<b>176,736</b>	<b>322,514</b>

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Donations	-	2,710	2,710
Grants	277,389	93,490	370,879
	<b>277,389</b>	<b>96,200</b>	<b>373,589</b>

**Europa (Charitable Incorporated Organisation)**

**Notes to the Financial Statements**

**Year Ended 31 March 2025**

**3 Income from charitable activities**

	<i>Restricted funds 2025 £</i>	<i>Unrestricted funds 2025 £</i>	<b>Total 2025 £</b>
Community support	-	<b>5,738</b>	<b>5,738</b>
Other income	-	-	-
	<b>-</b>	<b>5,738</b>	<b>5,738</b>

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<b>Total 2024 £</b>
Community support	3,872	126,250	130,122
Other income	24,450	-	24,450
	<b>28,322</b>	<b>126,250</b>	<b>154,572</b>

**4 Analysis of expenditure on raising funds**

	<i>Restricted funds 2025 £</i>	<i>Unrestricted funds 2025 £</i>	<b>Total 2025 £</b>
Advertising and marketing	<b>341</b>	<b>11,600</b>	<b>11,941</b>

	<i>Unrestricted funds 2024 £</i>	<b>Total 2024 £</b>
Advertising and marketing	8,806	8,806

**Europa (Charitable Incorporated Organisation)**

**Notes to the Financial Statements**

**Year Ended 31 March 2025**

**5 Analysis of expenditure on charitable activities**

	<i>Activities undertaken directly 2025 £</i>	<i>Support costs 2025 £</i>	<i>Total 2025 £</i>
Staff costs	207,099	-	207,099
Training	1,188	-	1,188
Freelance workers	35,522	-	35,522
Meeting costs	11,804	-	11,804
Staff travel	12,713	-	12,713
Contractors	9,704	-	9,704
Donations	100	-	100
Depreciation	-	2,063	2,063
Interest and fees payable on loans	-	2,392	2,392
Computer & website	-	6,192	6,192
Professional fees	-	13,568	13,568
Telephone	-	1,315	1,315
Rent & rates	-	330	330
Insurance	-	1,224	1,224
Post, printing & stationery	-	296	296
Other	-	10,317	10,317
	<b>278,130</b>	<b>37,697</b>	<b>315,827</b>

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total 2024 £</i>
Staff costs	347,992	-	347,992
Training	16,572	-	16,572
Freelance workers	48,389	-	48,389
Meeting costs	7,251	-	7,251
Staff travel	17,748	-	17,748
Contractors	33,455	-	33,455
Donations	41	-	41
Depreciation	-	5,105	5,105
Interest and fees payable on loans	-	2,392	2,392
Computer & website	-	13,373	13,373
Professional fees	-	7,099	7,099
Telephone	-	1,812	1,812
Rent & rates	-	19,424	19,424
Insurance	-	1,983	1,983
Post, printing & stationery	-	2,192	2,192
Other	-	6,218	6,218
	<b>471,448</b>	<b>59,598</b>	<b>531,046</b>

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2025

##### 5 Analysis of expenditure on charitable activities (*continued*)

£147,548 (2024: £271,243) of the above costs were attributable to restricted funds. £168,279 (2024: £259,803) of the above costs were attributable to unrestricted funds.

##### 6 Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examination fee of £1,100 (2024: £1,050) and fees for preparation of the financial statements of £700 (2024: £675).

##### 7 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	<b>2025</b>	<i>2024</i>
	<b>Number</b>	<i>Number</i>
Support staff	<b>8</b>	<i>15</i>

The total staff costs and employee benefits were as follows:

	<b>2025</b>	<i>2024</i>
	<b>£</b>	<i>£</i>
Wages and salaries	<b>191,255</b>	<i>320,535</i>
Social security	<b>11,850</b>	<i>20,884</i>
Defined contribution pension costs	<b>3,994</b>	<i>6,573</i>
	<b>207,099</b>	<i>347,992</i>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

##### 8 Trustees' and key management personnel remuneration and expenses

The key management personnel of the charity comprised the Chief Executive Officer, Operations Manager(s) and Service Manager.

The total employee benefits of the key management personnel of the charity for the year were £61,489 (2024: £105,754).

The Trustees neither received nor waived any remuneration during the year (2024: £Nil).

The Trustees did not have any expenses reimbursed during the year (2024: £Nil).

**Europa (Charitable Incorporated Organisation)**

**Notes to the Financial Statements**

**Year Ended 31 March 2025**

**9 Tangible fixed assets**

	<b>Computer equipment £</b>	<b>Total £</b>
<b><i>Cost or valuation:</i></b>		
At 1 April 2024	15,737	15,737
Additions	-	-
At 31 March 2025	<b>15,737</b>	<b>15,737</b>
<b><i>Depreciation:</i></b>		
At 1 April 2024	13,630	13,630
Charge for the year	2,063	2,063
At 31 March 2025	<b>15,693</b>	<b>15,693</b>
<b><i>Net book value:</i></b>		
At 31 March 2025	<b>44</b>	<b>44</b>
At 31 March 2024	<b>2,107</b>	<b>2,107</b>

**10 Debtors**

	<b>2025 £</b>	<b>2024 £</b>
Trade receivables	<b>4,488</b>	4,529
Prepayments	<b>1,951</b>	-
Accrued income	<b>7,500</b>	16,150
	<b>13,939</b>	20,679

**11 Creditors: amounts falling due within one year**

	<b>2025 £</b>	<b>2024 £</b>
Other loans	<b>7,629</b>	7,629
Trade payables	<b>5,169</b>	5,067
Other taxation and social security	<b>3,170</b>	4,218
Pension creditor	<b>599</b>	998
Accruals and deferred income	<b>2,682</b>	1,725
	<b>19,249</b>	19,637

## Europa (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2025

#### 12 Creditors: amounts falling due after more than one year

	2025 £	2024 £
Other loans	8,265	15,895
	<u>8,265</u>	<u>15,895</u>

Other loans represents a Social Investment Loan (SIL) of £36,240 from Access to Growth. The loan is provided unsecured and is repayable by 60 monthly instalments with the final payment due in April 2027. Interest is payable on the loan at a rate of 6.60% per annum.

#### 13 Statement of funds

	<i>Balance at 1 April 2024</i> £	<i>Income</i> £	<i>Expenses</i> £	<i>Transfer</i> £	<i>Balance at 31 March 2025</i> £
<b>Unrestricted funds</b>					
General funds	22,808	182,474	179,144	(18,478)	7,660
<b>Restricted funds</b>					
Hate Crime	-	6,190	501	-	5,689
Heritage Fund	74,971	(37,486)	16,391	-	21,094
Home Office	-	33,025	6,486	-	26,539
Impact Fund	-	-	162	162	-
Our Manchester (MCC)	-	39,984	57,808	17,824	-
National Lottery - Reaching Communities	-	67,052	65,473	-	1,579
Salford Council – PH Grant	-	3,013	403	-	2,610
SCDF (MCC)	-	30,000	-	-	30,000
Trauma Informed Practice Fund	-	1,500	22	-	1,478
Walking Fund	-	-	492	492	-
Women's Wellbeing Fund	-	2,500	886	-	1,614
	<u>74,971</u>	<u>145,778</u>	<u>148,624</u>	<u>18,478</u>	<u>90,603</u>
<b>Total of funds</b>	<u>97,779</u>	<u>328,252</u>	<u>327,768</u>	<u>-</u>	<u>98,263</u>

## Europa (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2025

#### 13 Statement of funds (*continued*)

##### Fund descriptions

###### *Unrestricted funds*

General funds are unrestricted income funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

###### *Restricted funds*

Restricted funds are used for community support projects involving the European expatriate community.

##### Analysis of net assets between funds

###### Analysis of net assets between funds – current year

	<i>Restricted funds 2025 £</i>	<i>Unrestricted funds 2025 £</i>	<i>Total 2025 £</i>
Tangible fixed assets	-	44	44
Current assets	90,603	35,130	125,733
Creditors due within one year	-	(19,249)	(19,249)
Creditors due after more than one year	-	(8,265)	(8,265)
<b>Total</b>	<b>90,603</b>	<b>7,660</b>	<b>98,263</b>

###### Analysis of net assets between funds – prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Tangible fixed assets	-	2,107	2,107
Current assets	74,971	56,233	131,204
Creditors due within one year	-	(19,637)	(19,637)
Creditors due after more than one year	-	(15,895)	(15,895)
<b>Total</b>	<b>74,971</b>	<b>22,808</b>	<b>97,779</b>

#### 14 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £3,994 (2024: £6,573).

Amounts of £599 (2024: £998) which were payable to the fund at the balance sheet date and are included in creditors.

**Europaia (Charitable Incorporated Organisation)**

**Notes to the Financial Statements**

**Year Ended 31 March 2025**

**15 Taxation**

The charity is a registered charity and is therefore exempt from taxation.



Telephone: 0333 305 8570  
Website: [www.europia.org.uk](http://www.europia.org.uk)  
Email: [support@europia.org.uk](mailto:support@europia.org.uk)

Tor Stringfellow FCA  
**Williamson & Croft Audit Limited**  
York House  
20 York Street  
Manchester  
M2 3BB

Dear Sirs

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your independent examination of the charity's financial statements for the year ended 31 March 2025. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy ourselves that we can make each of the following representations. All representations are made to the best of our knowledge and belief.

#### General

- 1 We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK) and that you do not express an audit opinion.
- 2 We confirm that the charity was entitled to exemption under section 144 of the Charities Act 2011 the requirement to have its financial statements for the financial year ended 31 March 2025 audited.
- 3 We have fulfilled our responsibilities as trustees as set out in the terms of your engagement letter dated 31 February 2022 under the Charities Act 2011 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.
- 4 All the transactions undertaken by the charity have been properly reflected and recorded in the accounting records.
- 5 All the accounting records have been made available to you for the purpose of your independent examination. We have provided you with unrestricted access to all appropriate persons within the charity, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with The Charity Commission.
- 6 The financial statements are free of material misstatements, including omissions.
- 7 The effects of uncorrected misstatements are immaterial both individually and in total.

#### Assets and liabilities

- 8 The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.
- 9 All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.
- 10 We have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.

#### Accounting estimates

- 11 Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

St Thomas Centre,  
Ardwick Green North,  
Manchester, United Kingdom  
M12 6FZ



Europa Registered Charity No. 1161453  
Europa Immigration Advice Authority No. F202100409



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Website: [www.europia.org.uk](http://www.europia.org.uk)  
Email: [support@europia.org.uk](mailto:support@europia.org.uk)

#### Legal claims

- 12 We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

#### Laws and regulations

- 13 We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

#### Related parties

- 14 Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with legislative and accounting standards requirements.

#### Subsequent events

- 15 All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

#### Going concern

- 16 We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

#### Grants and donations

- 17 All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

#### Restricted funds

- 18 All income to restricted funds have been properly categorised within the financial statements and we confirm that the balances on restricted funds as at 31 March 2025 are not materially misstated.

Yours faithfully,

George Wright

.....  
**Signed on behalf of the board of trustees**

Date: 21st October 2025

St Thomas Centre,  
Ardwick Green North,  
Manchester, United Kingdom  
M12 6FZ



Europa Registered Charity No. 1161453  
Europa Immigration Advice Authority No. F202100409

**EUROPIA**

England & Wales - Charity number 1161453

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# Accounts

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# 2023-24 ANNUAL REPORT





# OUR VISION

- Be the leading charity providing support to Europeans in Greater Manchester.
- Be a champion of equality and celebrating diversity, challenging discrimination in all its forms wherever it is seen.
- Have strong links across Greater Manchester's communities.
- Have a leadership role representing European communities.
- Be self-sustainable, leading on receiving funds for European causes, with diverse income streams and supporting other, smaller groups.
- Be trusted and embedded in the community.

# OUR MISSION

Reach out, support and empower European nationals to navigate life in the UK; improve wellbeing; promote cultural diversity and enhance & inspire communities.

## EUROPEANS WILL:

01.

Feel included, connected and have a sense of belonging in Greater Manchester.

02.

Keep, cherish, celebrate and share their identity and values.

03.

Be empowered to contribute to shaping an inclusive, multicultural and equitable society.

04.

Have access to quality employment and educational opportunities.

05.

Have improved life chances, being financially secure and prospering.

# OUR VALUES

## 1. Person-centred

*Helping people adapt to life in the UK with empathetic, proactive and open-minded support to increase awareness, and take-up, of opportunities.*

## 3. Respectful

*Treat everyone with respect, ensuring everyone feels welcome and able to participate.*

## 5. Accountable

*Communicate clearly and openly about our decisions and actions and the reasons for them in a professional, responsive and approachable manner.*

## 2. Valuing difference

*Championing equality, inclusion and diversity, and undertaking work to make society more equitable for Europeans in the UK. Valuing the diverse background of people in communities and cherishing their heritage, enabling access to quality activities and services that meet their needs.*

## 4. Community-led

*Making sure that we engage all parts of our community, from the youngest to the oldest, and give them every chance to have their voice heard, influence decision-making and get involved in planning and delivering services.*



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# A note from our Chair and CEO

Over the past year, our organisation has shown resilience and commitment to serving European communities in Greater Manchester.

I want to highlight key milestones and express my gratitude to everyone involved.

A particularly proud moment was Europaia’s national recognition when our CEO, Kush, represented organisation at the King’s Coronation Garden Party, showcasing our unwavering dedication to supporting European communities.



## Key Achievements:

- **Advice & Advocacy:** Over 1,500 inquiries were addressed through drop-in sessions, assisting with housing, welfare, and immigration issues.
- **Health & Wellbeing:** The Roma Health Hub and mental health initiatives supported 152 individuals, and £15,600 was distributed to 52 households.
- **Immigration Support:** Europaia submitted 80 immigration applications, helping vulnerable individuals secure their rights.
- **Volunteering:** 50 active volunteers contributed to services and community cohesion.

## Strategic Focus:

- **Growth & Expansion:** We aim to enhance processes and expand volunteer engagement.
- **Inclusivity & Empowerment:** Europaia remains committed to empowering European nationals to integrate while preserving their heritage.

Looking ahead, I remain optimistic about the opportunities for Europaia and encourage continued collaboration. Thank you for your support and dedication.

With appreciation,  
Sriharsha Neergundha Nagaraj  
Chair, Europaia

## Message from Kush Chottera, CEO

This year has been transformative for our organisation, marked by a strong commitment to lived experience and organisational growth. We proudly promoted three senior managers who began their journeys with us in frontline and entry-level positions, reflecting our belief in internal development and the value of lived experience.

Our team also reached its highest number yet, with a total of nineteen dedicated staff members. We have placed particular emphasis on building our fundraising capabilities, focusing on grants and trusts to ensure that these skills are embedded across the organisation. This approach not only helps sustain our work but also ensures our frontline staff can co-create projects that are closely aligned with client needs. As a result, we secured our first-ever two-year Heritage Lottery grant—a significant milestone for us.

We also continued to amplify the voices of the Ukrainian community through our dedicated Ukrainian panel, keeping community perspectives at the core of our activities. This year, we welcomed two talented and professional staff members who were displaced by the ongoing conflict in Ukraine.



# Report of the Trustees

*The trustees, who are the only members of the charity, present their report with the financial statements of the charity for the year ending 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).*

## **Purpose of the charity:**

Europaia empowers and supports European nationals in Greater Manchester to improve their wellbeing, access opportunities, and celebrate their cultural identity. Through advocacy, practical support, and community-led initiatives, we promote inclusion, equality, and social cohesion, helping individuals thrive and actively contribute to an equitable, multicultural society.

## **Structure, governance and management**

### **Governing document**

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

### **Trustee selection**

The Trustee board is derived from the larger community, including friends and supporters of Europaia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europaia has a robust trustee application process with a clear audit trail.

### **Policies**

Europaia has clear policies and procedures to ensure a professional and safe working



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environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europia Child Safeguarding Policy
- Europia Code of Conduct
- Europia Volunteer Handbook
- Europia Constitution
- Europia Diversity and Equal Opportunities Policy
- Europia Health, Safety and Welfare Procedures Manual
- Europia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europia Safeguarding Policy for Children and Vulnerable Adults
- Europia Travel and Expenses Claim Rates
- Europia Complaints Policy

### **Wider networks**

Europia has significantly expanded its networks both within the UK and internationally. Regionally and nationally, we've strengthened relationships with key partners like The3Million and the EU Delegation to the UK, ensuring the voices of Central and Eastern European communities are heard at critical levels.

On an international scale, we are building strategic partnerships with leading European organisations such as the European Network Against Racism, the European Roma Grassroots Organisations Network, and the Council of Europe. These alliances amplify our work and position Europia as an important advocate in the European movement for human rights, inclusion, and social justice.

### **Reference and administrative details**

Registered Charity number: 1161453

Registered office: St Thomas Centre, Ardwick Green North, Manchester, M12 6FZ

### **Trustees**

Paul Lajszczak , Sriharsha Nagaraj ,George Wright, Richard Harvey and Emma Clay

### **Independent Examiner**

CWilliamson & Croft Audit Limited, York House, 20 York Street, Manchester, M2 3BB



# The Europia team

**CEO** • Kush Chottera

- Staff**
- Cristina Leonte-Racu - Service Manager
  - Karol Kochanowski - Operations Manager
  - Dima Kulyk - Volunteer Coordinator
  - Iryna Oliynyk - Advocacy Worker and Office Coordinator
  - Elena Chivyska - Health and Wellbeing Coordinator
  - Honor Johnstone - Business Development and Research Worker
  - Lizzie Wilkinson - Immigration Adviser (OISC L1)
  - Jwana Faraj - Immigration Advisor
  - Magdalena Kij - Community Connector
  - Ramona Constantin - Roma Project Coordinator
  - Goda Karinauskaitė - Ukraine Data Support Worker
  - Diana Brivniece - Generalist Advisor
  - Tilda Salanki - Health and Wellbeing Roma Project Worker
  - Philip Dovgopol - Ukraine Project Coordinator
  - Chiara Framassi - Projects Coordinator
  - Rozalie Kolinova - Communications and Events Coordinator
  - Marlena Wawrzenczak - Partnership and Communications Manager

## External consultants/contractors and freelancers

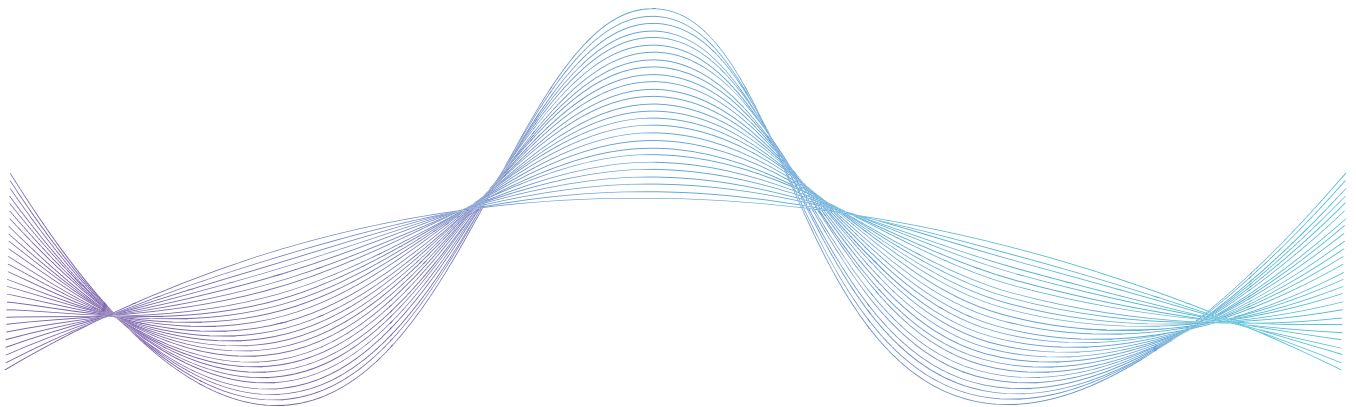
Jo Lake, Ruth Mullen, Mirosław Ogorzalek, Vicky Galligan, Karina Slovik, Jan Micha, Caroline Pollard, Alina Badescu.



## VOLUNTEERS & INTERNS

Volunteers & interns are crucial in aiding Europia to realise this vision. Our dedication involves engaging volunteers & interns in a safe, responsible, and efficient manner while acknowledging and honouring their contributions.

We aim to engage a broad spectrum of volunteers & interns and provide diverse roles that align with the organisation's needs. Simultaneously, we create opportunities for them to exchange and enhance a multitude of skills, knowledge, and experiences.



### Our focus for includes:

- Streamlining: Processes are refined and streamlined.
- Innovation: The volunteering experience is digitised, innovative, and less constrained.
- Retention: Volunteers & interns are motivated, proud, and willing to commit to long-term engagement with Europia.
- Expansion: The Project has a clear vision and action plan for growth.



# VOLUNTEERS & INTERNS

50

**Active, dedicated volunteers support the community services**

## **01. Why do our volunteers want to help Europia?**

- Contributing to the community
- Being an integral part of the organisation
- Connecting with new people
- Acquiring new skills

## **02. How has volunteering with Europia had a positive impact on our volunteers?**

- Encourages openness to new experiences
- Heightens awareness of the impact of personal actions
- Fosters a sense of purpose
- Boosts motivation
- Enhances self-esteem

## **03. Skills and benefits volunteers obtained through volunteering with Europia**

- Perseverance
- Confidence
- Communication
- Exposure to new experiences
- Expanded network
- Inspiration



## Get Together

**An annual gathering organized by Europia to celebrate our accomplishments, create networking chances, and strengthen relationships among volunteers and team members.**

**Nearly 30 guests joined us, engaging in craft activities and sharing fond memories from our home countries!**



# Europa Advice & Advocacy

## DROP-IN SESSIONS FOR ROMA AND UKRAINIAN COMMUNITIES DURING 2023-2024

**261**

ROMA MEMBERS WERE  
SUPPORTED

**250**

UKRAINIANS MEMBERS WERE  
SUPPORTED

Drop-in sessions are specialised support meetings tailored to the specific needs of the Roma and Ukrainian communities. These sessions are designed to provide direct assistance, guidance, and representation for individuals dealing with various issues such as welfare, benefits, housing, immigration, and more. They serve as a vital resource for individuals who require immediate and personalised help.

Support Inquiries:

- **1,200 emails and voicemails handled.**
- **More than 85 issues were successfully resolved.**
- **Over 1,500 inquiries and phone calls were made on clients' behalf.**

“

*Those drop-in sessions were a lifesaver. I was having a nightmare trying to sort out my housing benefit. The forms were confusing, and my poor English language skills just doubled my stress and anxiety levels... The counsellor I saw was fantastic - and what a relief - she spoke Ukrainian! She listened patiently to all my worries, went through the forms with me and explained everything. Thanks to Europa, I finally got my housing benefit sorted, and a huge weight lifted off my shoulders.*

”



# Europa **Advice & Advocacy**

TO RESPOND TO OUR MEMBERS NEEDS WE ORGANISED:

**Talking Therapy Sessions**

**Employability Sessions**

**COHESION Event**

“

*I didn't know where to turn, but Europaia was there for me. You gave me the guidance I needed, connected me with helpful resources, and even introduced me to some amazing people. Now I feel informed, empowered, and so much less alone. Special thanks for inspiring me to start volunteering - now I do my bit to pay back for the kindness I received*

”



## Winter Gala

The evening served as the grand finale for the #Photovoice #Project: Health Experiences of the Roma Community. Through captivating photos, we delved into the community's health experiences, gaining profound insights and sparking meaningful conversations.



# Europaia Advice & Advocacy

**£15,600**

**WAS DELIVERED TO 27 ROMA AND 25 UKRAINIAN HOUSEHOLDS**

Europaia was offered to support the Community Health Equity Manchester (CHEM) fund with distributing £300 one-off payments among Roma and Ukrainian people living in certain wards in the city of Manchester.

CHEM aimed to help households within specific “health inclusion” groupings that are coping with disproportionate inequalities and likely to be affected the most by the cost of living crisis.

Europaia’s responsibility was to spread the information about grants by word of mouth, check the addresses of potential beneficiaries, collect beneficiaries’ details, submit referrals, receive grants and transfer the payments.

“

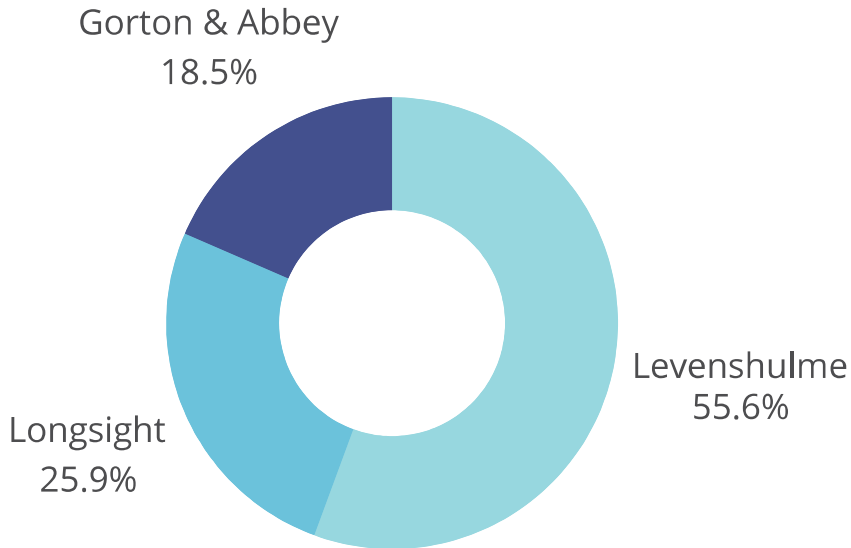
*For someone, £300 might not seem like much, but that charity grant came at the perfect time for me. It meant I could finally fix the washing machine and still have some left over to make my new home a comfortable place – thank you, Europaia, for thinking of me!*

”

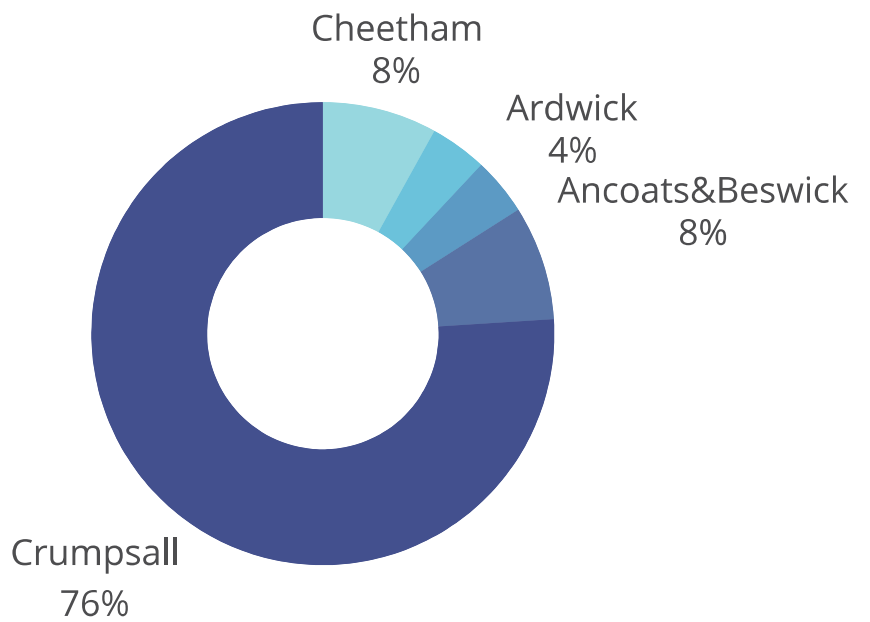


## Where are our **Communities:**

### Roma households:



### Ukrainian households:





# Voices of Ukraine

**LISTEN** 

**Tune in to hear the stories of those who have had to leave everything behind to start a new life in Greater Manchester.**

**We listen to their journeys, the challenges they've faced and are facing, and the cultural differences they've encountered.**

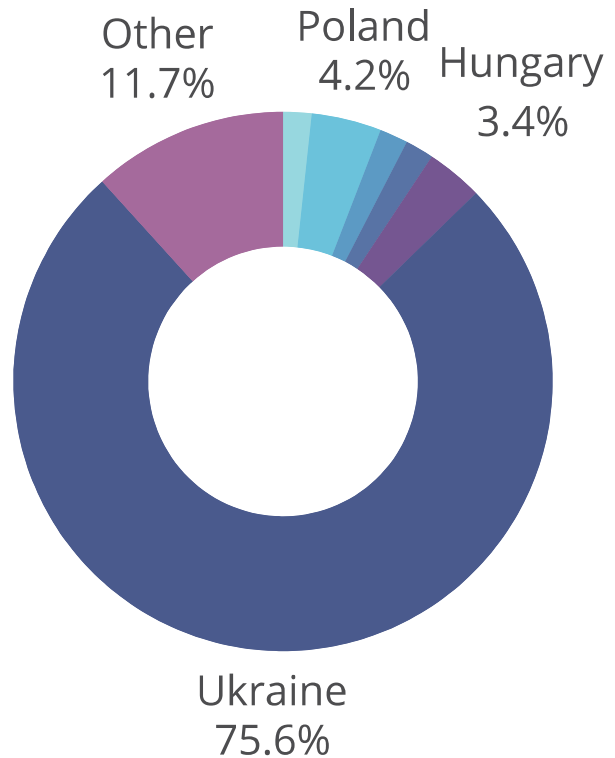


# Europa Advice & Advocacy

**£6,000**

**WAS DELIVERED EMERGENCY FUND TO 119 BENEFICIARIES**

The chart presents information about European country nationals receiving EEF payments:



Europa Emergency Fund (EEF) was set up to support the most vulnerable groups of Europeans residing in Greater Manchester.

From April to December 2023, 119 were granted one-off payments, having received in total £6,000.

“  
*For someone, £300 might not seem like much, but that charity grant came at the perfect time for me. It meant I could finally fix the washing machine and still have some left over to make my new home a comfortable place - thank you, Europa, for thinking of me!*  
 ”



## Harvets Fest

**We celebrated the start of the autumn season with the Roma families in Oldham. The focus of the event was to celebrae the community, and introduce some exciting programs, sessions, and what Europaia can offer.**



# Health & Wellbeing

152

## The Roma community has received support for mental health services.

The Roma Health Project (CAF) focuses on improving mental health literacy and reducing the stigma surrounding mental health within the Roma community. The goal is to empower community members to confidently seek NHS services and overcome barriers to proper healthcare.

The project includes a Health Hub that operates alongside drop-in sessions. At the hub, clients can receive assistance with general and mental health queries, such as registering with GPs, setting appointments, obtaining information about specialized services, and attending workshops on various topics.

Additionally, we offer free one-to-one therapy sessions with a trained psychotherapist who speaks Romanian. To further support our clients, we have launched a mentoring program where community members work with clients in a 1-to-1 mentor/mentee capacity for 6-12 weeks. This program focuses on setting SMART goals to improve overall health and well-being.

“

*I am really happy about them. I love that they are trying to include the Roma community and work with them and I'm also really excited to get to learn more about mentoring and mental health*

”



## Photo Voice

**As part of an ongoing piece of work at Manchester City Council to put together a Joint Strategic Needs Assessment for the Gypsy, Roma and Traveller communities in Manchester.**

**Participants received cameras with SD cards and batteries to photograph what makes it easy or hard to be healthy in Manchester.**

**The final exhibition for the *Photovoice Project: Health Experiences of the Roma Community* showcased the photos taken, allowing various organisations and community leaders to gain insights.**



# Health & Wellbeing

**The Community Diagnostics Centres (CDC) Programme offers a fund to enhance service accessibility, patient experience, and address health inequalities.**

**75**

Members engaged overall through surveys, interviews and focus groups

**6**

CDC Videos and Booklets in 5 languages delivered

The fund supports initiatives developed by communities and groups, including community engagement, accessible information creation, and recommendations for service improvements.

We managed to complete all 5 focus groups and give the opportunity to the CEE communities to share their experiences about diagnostic testing.

“  
*Sharing our discussion and learning new things about the NHS was a good experience for me.*  
  
*Important, relatable topics and very safe atmosphere*  
  
*The information given was very good, and people were encouraged to join, and interesting questions*  
”



# Health & Wellbeing

**By Violence Reduction Unit (VRU) we aimed to create a positive impact in our community**

**30**

Members took part in VRU sessions

Throughout the project, we organized a variety of enriching sessions to address holistic well-being. Gong therapy sessions provided a unique and relaxing experience, promoting mental and emotional balance. Yoga sessions were open to everyone, encouraging physical health and mindfulness in a communal setting.

Our community also enjoyed an art picnic, fostering creativity and connection among participants. Additionally, we hosted a session featuring a Polish psychologist who provided insights on coping with emotions, especially the challenging ones.

“

*I have never been in a similar session before. I enjoyed it so much. It was so good to close my eyes and relax for an hour without thinking about anything.*

*As a single mother, I'm going through a lot right now. The sound made me a bit sensitive, and I cried a little bit. But it was good to release all those negative emotions.*

”



# Immigration & Social Enterprise

## The Home Office funding to assist with EUSS

102

Drop-ins in Levenshulme Old Library and Oldham Honeywell Centre.

## We supported clients online from:

London

Blackpool

South Wales

Birmingham

Europaia has been granted a fund from the Home Office to assist with EUSS complex cases that are Level 2 and above. The main objective is to reach as many vulnerable people and assist them with their EUSS applications.

We have had clients with criminal backgrounds who have not received the right advice. With the assistance received from Europaia, they have been granted status in a timely manner.

We have engaged with elderly clients with no support to apply on time and with our assistance they received a right residency.



# Immigration & Social Enterprise

## The Home Office funding to assist with EUSS

We have submitted and supported 80 applications and a number of post application supports. In addition, we have also done nearly 30 referrals.

### Nationalities:

Romanian  
 Polish  
 French  
 Italian  
 Slovakian  
 Hungarian  
 Portuguese  
 Spanish  
 Greek

“

*Very helpful I recommend, because I have tried to make her application a couple of times and she has been refused, I've got referred here by my friend and she applied only once and got her EU SETTLEMENT.*

*I'm very happy with the help I received from Europia. Jwana Hama Faraj was helping my mother with a late EU Settlement application. She gave us good advice about the evidence we can use, where to get more evidence, she assisted us with the submitting application to the Home Office, and helped to explain why the application is late. We didn't have to wait long for the decision, it was successful.*

*I was looking for legal aid immigration help from different organisations. Nine of them wanted to take on the case. Except Europia. I would highly recommend them. Those are the people who really care*

”



## Romanian Blouse Day.

**On Wednesday, 28th June, we came together to celebrate the Romanian Blouse Day. The day was an absolute success thanks to all of you who joined us!**

**Our event kicked off with welcomes and an insightful introduction to our event, to Europa and importantly the significance and history of the Romanian Blouse Day. We had a talented young lady singing Romanian songs and a raffle for prizes!**



# Europaia in collaboration

## Domestic Abuse Support for Polish Women and Men in Manchester

Europaia, in collaboration with Vesta - Specialist Family Support CIC, provided emotional support and advice in Polish, the clients' native language. Over the course of 12 months, we supported **46 clients** who were victims of domestic abuse. These individuals faced a range of challenges, including care proceedings and child protection issues involving their children, as well as difficulties related to mental health, parenting, housing, benefits, alcohol misuse, and poor physical health.

Client's location	Total
Manchester	16
Salford	6
Wythenshawe	4
Stockport	4
Rochdale	4
Eccles	3
Bury	3
Wigan	2
Altringham	1
Little Hulton	1
Oldham	1
Swinton	1
Trafford	1
<b>Grand Total</b>	<b>47</b>



*The group helped me fight for myself, my family, and my children. Listening to other women in similar situations gave me strength. I thought to myself—if they can do it, so can I!*





# Immigration & Social Enterprise

## Europaia Immigration Services

76

Private clients

Europaia Immigration Service was launched in November 2023 with an aim to expand our service to ensure we have the department continue to work in a situation where no funding is available to rely on our earnings completely.

We support with:

- Work Skilled Visa
- Spouse Visa
- Sponsor Licence
- Family Permits
- Naturalization
- Human Rights Final Submission Applications
- Document Checks

“

*I want to thank Jwana Hama Faraj and Europaia for their great help with my asylum and private life application. Our complex case went smoothly under her guidance, and we were granted the right to remain in the UK. I highly recommend their service. Thank you!*

*I 100% recommend Europaia! Jwana and Ruth are true professionals. The contact was excellent, and I felt well taken care of throughout. Despite my complex case and initial rejection, Europaia's application resulted in a visa, which I received this week from Warsaw! Thank you!*

”



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Email: [support@europia.org.uk](mailto:support@europia.org.uk)

# Immigration & Social Enterprise

## Europaia Translation & Interpreting services (ECHO)

London School of Hygiene

Tropical Medicine

Salford Living Well

Private clients

Echo is a **culturally** appropriate translation and interpreting services in the most spoken European languages. Echo works with a team of multilingual talented freelance interpreters and translators.

As part of the project we deliver trainings and support social responsible business



*The quality of the interpretation was excellent. She was very flexible, willing to travel to Liverpool on 2 occasions to support my research project. She was also very perceptive of the needs of the interviewees, who were marginalised displaced women. I would without hesitation recommend the ECHO Translation service.*





# Immigration & Social Enterprise

## Europa Roma Awareness Training (ECHO)

As part of ECHO's services, we offer comprehensive, **culturally appropriate training** on the European Roma community. This training is designed for services that engage with and support Roma clients.

Each session includes the following core topics, and additional content can be tailored to meet specific needs:

- **History:** The migration from India, years of slavery, and the forgotten Holocaust, alongside the story of resilience and hope.
- **Culture & Tradition:** Family dynamics, traditions, education, food, music, and arts within Roma communities.
- **Welfare:** Understanding community needs and rights, including access to justice, housing, healthcare, and immigration.
- **Working with the Community:** Practical advice and tips for engaging with Roma communities

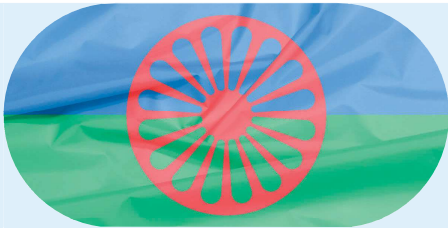
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*Participants have described the training as "especially useful and engaging, with tons of great info I never knew before."*

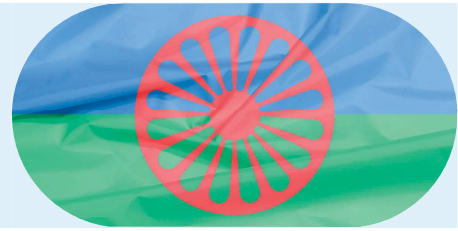
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## Special mention



### Joint Strategic Needs Assessment (JSNA)

The Manchester Health and Wellbeing Board published JSNA on Health and Homelessness in January 2024. **The report** highlights significant disparities in health outcomes, access to healthcare, and social services among Roma, Gypsy, and Traveller communities.

The assessment emphasises that many individuals experience barriers in accessing healthcare due to a combination of cultural, social, and language barriers, alongside past experiences of discrimination and exclusion.

Europaia took on the crucial role of supporting the creation of the JSNA through data collection and engaging the CEE Roma communities we support, ensuring their needs were represented. Through initiatives like Photovoice, Europaia emphasised the importance of culturally sensitive service delivery and better data to comprehensively address Roma's health needs.



*Europaia have shown themselves to be a willing and supportive partner in the work of the Department of Public Health and the collective efforts of system partners to improve the health of the population and tackle health inequalities in Manchester through the Making Manchester Fairer action plan and Community Health Equity Manchester (CHEM).*



**Neil Bendel**  
 Public Health Specialist (Health Intelligence)  
 Manchester City Council



## King's Garden Party.

*I have been delighted to work with Europa over several years and see the hugely positive impact of their activities and support for so many people who have come to the UK from across Europe and beyond. What they have achieved was recently recognised with an invitation to the King's Garden Party and it was wonderful to see this taken up by their Chief Executive Officer who represents the charity so ably. Going forward, I am confident that Europa will continue to deliver high quality support for hundreds of people.*

“

”

*Jonny Wineberg  
Founder and Director, COMMUNITY FUTURES TRUST CIC)  
Director of Operations, We Stand Together*



## Concluding remarks

### Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

### Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

### Financial Review

In the year to March 2024, the total income was £528,161 (2023: £356,189). Expenditure was £539,852 (2023: £395,569), resulting in a deficit of £11,691 (2023: £39,380). The charity continues to operate through its existing banking facilities as well as the Social Investment Loan from Access to Growth.

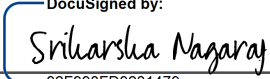
### Reserves Policy

The charity held unrestricted reserves as of 31 March 2024, which represented approximately one month of unrestricted expenditure based on results for the year then ended. The Trustees have continued to monitor the unrestricted funds on an ongoing basis and through discussions at regular Board meetings since the balance sheet date and these have increased in the subsequent financial period to date and so the Trustees consider the current level of funds to be sufficient in the interim to support the activities of the charity based on planned expenditure in the next financial year.

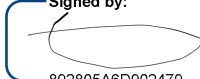
As of 31 March 2024, the charity had total funds of £97,779 (2023: £109,470), including fixed assets totalling £2,107 (2023: £7,212); However, £74,971 of these total reserves are restricted funds, leaving £22,808 (2023: £68,967) as free unrestricted reserves.

### Future Plans

We plan to continue working towards a stronger financial planning and forecasting to create financial stability and sustainability. And also develop our paid services and develop a stronger organisation strategy.

Signature:    
DocuSigned by: Sriharsha Nagaraj  
 92F998FD9231479...

Name: Sriharsha Nagaraj

Signed by:    
892805A6D902479

George Wright

## **Europaia (Charitable Incorporated Organisation)**

### **Independent Examiner's Report to the Trustees of Europaia**

#### **Year Ended 31 March 2024**

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2024 which comprises the Statement of Financial Activities, Balance Sheet and Notes to the Financial Statements.

#### **Responsibilities and basis of report**

As the Trustees of Europaia you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



#### **Tor Stringfellow FCA, ICAEW**

Williamson & Croft Audit Ltd  
York House  
20 York Street  
Manchester  
M2 3BB

Date: 21<sup>st</sup> October 2024

**Europaia (Charitable Incorporated Organisation)****Statement of Financial Activities****Year Ended 31 March 2024**

		2024		2023	
	Note	<i>Restricted funds</i> £	<i>Unrestricted funds</i> £	Total £	Total £
<b>Income and endowments from:</b>					
Donations and legacies	2	277,389	96,200	373,589	185,189
Charitable activities	3	28,322	126,250	154,572	171,000
<b>Total income and endowments</b>		<b>305,711</b>	<b>222,450</b>	<b>528,161</b>	<b>356,189</b>
<b>Expenditure on:</b>					
Raising funds	4	-	8,806	8,806	7,032
Charitable activities	5	271,243	259,803	531,046	388,537
<b>Total expenditure</b>		<b>271,243</b>	<b>268,609</b>	<b>539,852</b>	<b>395,569</b>
<b>Net movement in funds</b>	13	<b>34,468</b>	<b>(46,159)</b>	<b>(11,691)</b>	<b>(39,380)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	13	40,503	68,967	109,470	148,850
<b>Total funds carried forward</b>	13	<b>74,971</b>	<b>22,808</b>	<b>97,779</b>	<b>109,470</b>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

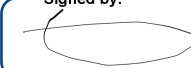
The notes on pages 40 to 49 form part of these financial statements.


**Europaia (Charitable Incorporated Organisation)****Balance Sheet****Year Ended 31 March 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	9	2,107	7,212
		<u>2,107</u>	<u>7,212</u>
<b>Current assets</b>			
Debtors	10	20,679	24,013
Cash at bank and in hand		110,525	127,874
		<u>131,204</u>	<u>151,887</u>
<b>Creditors: amounts falling due within one year</b>	11	19,637	26,105
		<u>111,567</u>	<u>125,782</u>
<b>Net current assets</b>			
<b>Creditors: amounts falling due after more than one year</b>	12	15,895	23,524
		<u>97,779</u>	<u>109,470</u>
<b>Net assets</b>			
<b>Charity Funds</b>			
Restricted funds	13	74,971	40,503
Unrestricted funds	13	22,808	68,967
<b>Total charity funds</b>	13	<u>97,779</u>	<u>109,470</u>

The financial statements were approved and authorised for issue by the Board of Trustees on 21<sup>st</sup> October 2024.

Signed on behalf of the board of Trustees

Signed by:  
  
 892805A6D902479...  
 Mr. George Wright  
 Trustee

DocuSigned by:  
  
 92F998FD9231479...  
 Mr Sriharsha Nagaraj  
 Trustee

The notes on pages 40 to 49 form part of these financial statements.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 1 Summary of significant accounting policies

##### (a) General information and basis of preparation

Europaia is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page 8 of these financial statements. The nature of the charity's operations and principal activities are included on page 7.

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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. 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.

##### (b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### (c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 1 Summary of significant accounting policies

##### (d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

##### *Expenditure on charitable activities*

Comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

##### *Expenditure on raising funds*

Comprises costs which are directly attributable to the charity's fund-raising activities for its charitable purposes and includes costs of all fundraising events and non-charitable trading.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

##### (e) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33% straight line
--------------------	-------------------

##### (f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

##### (g) Concessionary loans

Concessionary loans include those payable to a third party which are interest free or below market interest rates and are made to advance charitable purposes. All loans are measured at cost, less impairment. Where the loan is repayable more than one year, the loan is initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method, less impairment.

##### (h) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 1 Summary of significant accounting policies

##### (i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

##### (j) Tax

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

##### (k) Going concern

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.

#### 2 Income from donations and legacies

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Donations	-	2,710	2,710
Grants	277,389	93,490	370,879
	<b>277,389</b>	<b>96,200</b>	<b>373,589</b>
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Donations	-	9,169	9,169
Grants	47,988	128,032	176,020
	<b>47,988</b>	<b>137,201</b>	<b>185,189</b>

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 3 Income from charitable activities

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<b>Total 2024 £</b>
Community support	3,872	126,250	130,122
Other income	24,450	-	24,450
	<b>28,322</b>	<b>126,250</b>	<b>154,572</b>
<hr/>			
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<b>Total 2023 £</b>
Community support	117,160	45,844	163,004
Other income	4,117	3,879	7,996
	<b>121,277</b>	<b>49,723</b>	<b>171,000</b>
<hr/>			

#### 4 Analysis of expenditure on raising funds

	<i>Unrestricted funds 2024 £</i>	<b>Total 2024 £</b>
Advertising and marketing	8,806	8,806
<hr/>		
	<i>Unrestricted funds 2023 £</i>	<b>Total 2023 £</b>
Advertising and marketing	7,032	7,032
<hr/>		

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 5 Analysis of expenditure on charitable activities

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total 2024 £</i>
Staff costs	347,992	-	347,992
Training	16,572	-	16,572
Freelance workers	48,389	-	48,389
Meeting costs	7,251	-	7,251
Staff travel	17,748	-	17,748
Contractors	33,455	-	33,455
Donations	41	-	41
Depreciation	-	5,105	5,105
Interest and fees payable on loans	-	2,392	2,392
Computer & website	-	13,373	13,373
Professional fees	-	7,099	7,099
Telephone	-	1,812	1,812
Rent & rates	-	19,424	19,424
Insurance	-	1,983	1,983
Post, printing & stationery	-	2,192	2,192
Other	-	6,218	6,218
	<b>471,448</b>	<b>59,598</b>	<b>531,046</b>
	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total 2023 £</i>
Staff costs	242,511	-	242,511
Training	15,113	-	15,113
Freelance workers	25,631	-	25,631
Meeting costs	4,454	-	4,454
Staff travel	2,757	-	2,757
Contractors	42,697	-	42,697
Depreciation	-	5,202	5,202
Interest and fees payable on loans	-	2,646	2,646
Computer & website	-	11,658	11,658
Professional fees	-	7,478	7,478
Telephone	-	2,747	2,747
Rent & rates	-	15,933	15,933
Insurance	-	1,223	1,223
Post, printing & stationery	-	1,967	1,967
Other	-	6,520	6,520
	<b>333,163</b>	<b>55,374</b>	<b>388,537</b>

£271,243 (2023: £154,625) of the above costs were attributable to restricted funds. £259,803 (2023: £233,912) of the above costs were attributable to unrestricted funds.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 6 Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examination fee of £1,050 (2023: £1,000) and fees for preparation of the financial statements of £675 (2023: £650).

#### 7 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	<b>2024</b>	<i>2023</i>
	<b>Number</b>	<i>Number</i>
Support staff	<b>15</b>	<i>13</i>

The total staff costs and employee benefits were as follows:

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<i>£</i>
Wages and salaries	<b>320,535</b>	<i>227,000</i>
Social security	<b>20,884</b>	<i>11,576</i>
Defined contribution pension costs	<b>6,573</b>	<i>3,935</i>
	<b>347,992</b>	<i>242,511</i>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

#### 8 Trustees' and key management personnel remuneration and expenses

The key management personnel of the charity comprised the Chief Executive Officer, Operations Manager, Service Manager and Partnership & Communications Manager.

The total employee benefits of the key management personnel of the charity for the year were £105,754 (2023: £115,097).

The Trustees neither received nor waived any remuneration during the year (2023: £Nil).

The Trustees did not have any expenses reimbursed during the year (2023: £Nil).

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 9 Tangible fixed assets

	Computer equipment £	Total £
<b>Cost or valuation:</b>		
At 1 April 2023	15,737	15,737
Additions	-	-
At 31 March 2024	<b>15,737</b>	<b>15,737</b>
<b>Depreciation:</b>		
At 1 April 2023	8,525	8,525
Charge for the year	5,105	5,105
At 31 March 2024	<b>13,630</b>	<b>13,630</b>
<b>Net book value:</b>		
At 31 March 2024	<b>2,107</b>	<b>2,107</b>
At 31 March 2023	7,212	7,212

#### 10 Debtors

	2024 £	2023 £
Trade receivables	4,529	24,013
Accrued income	16,150	-
	<b>20,679</b>	24,013

#### 11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other loans	7,629	7,630
Trade payables	5,067	9,378
Other taxation and social security	4,218	6,128
Pension creditor	998	1,319
Other creditors	-	-
Accruals and deferred income	1,725	1,650
	<b>19,637</b>	26,105

**Europaia (Charitable Incorporated Organisation)****Notes to the Financial Statements****Year Ended 31 March 2024****12 Creditors: amounts falling due after more than one year**

	2024 £	2023 £
Other loans	15,895	23,524
	<b>15,895</b>	<b>23,524</b>

Other loans represents a Social Investment Loan (SIL) of £36,240 from Access to Growth. The loan is provided unsecured and is repayable by 60 monthly instalments with the final payment due in April 2027. Interest is payable on the loan at a rate of 6.60% per annum.

**13 Statement of funds**

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2024 £</i>
<b>Unrestricted funds</b>				
General funds	68,967	222,450	268,609	22,808
<b>Restricted funds</b>				
Equalities Fund Europaia	13,015	5,579	18,594	-
GMCVO	19,988	-	19,988	-
Heritage Fund	-	74,971	-	74,971
Home Office	-	74,400	74,400	-
Our Manchester (MCC)	-	40,020	40,020	-
National Lottery - Reaching Communities	-	64,931	64,931	-
Salford CVS	4,500	20,000	24,500	-
Social Prescribing Fund (SPF)	-	3,000	3,000	-
Vesta	-	3,435	3,435	-
Violence Reduction Unit (VRU)	-	4,000	4,000	-
Voices of Ukrainians (VoU)	-	10,400	10,400	-
Walking Fund	-	4,975	4,975	-
We Love Mcr – Hardship Fund	3,000	-	3,000	-
	<b>40,503</b>	<b>305,711</b>	<b>271,243</b>	<b>74,971</b>
<b>Total of funds</b>	<b>109,470</b>	<b>528,161</b>	<b>539,852</b>	<b>97,779</b>

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 13 Statement of funds (*continued*)

##### Fund descriptions

##### *Unrestricted funds*

General funds are unrestricted income funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

##### *Restricted funds*

Restricted funds are used for community support projects involving the European expatriate community.

##### Analysis of net assets between funds

##### Analysis of net assets between funds – current year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<b>Total 2024 £</b>
Tangible fixed assets	-	2,107	2,107
Current assets	74,971	56,233	131,204
Creditors due within one year	-	(19,637)	(19,637)
Creditors due after more than one year	-	(15,895)	(15,895)
<b>Total</b>	<b>74,971</b>	<b>22,808</b>	<b>97,779</b>

##### Analysis of net assets between funds – prior year

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<b>Total 2023 £</b>
Tangible fixed assets	-	7,212	7,212
Current assets	40,503	111,384	151,887
Creditors due within one year	-	(26,105)	(26,105)
Creditors due after more than one year	-	(23,524)	(23,524)
<b>Total</b>	<b>40,503</b>	<b>68,967</b>	<b>109,470</b>

#### 14 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £6,573 (2023: £3,935).

Amounts of £998 (2023: £1,319) which were payable to the fund at the balance sheet date and are included in creditors.

## **Europaia (Charitable Incorporated Organisation)**

### **Notes to the Financial Statements**

#### **Year Ended 31 March 2024**

##### **15 Related party transactions**

During the prior year, the charity operated a loan account with the Executive Director. They are regarded as a related party due to their ability to influence policy and make operational decisions for the Charity. At 31 March 2024, Europaia owed the individual £Nil (2023: £Nil; and 2022: £39).

There were no repayments terms on this loan and interest was not charged.

##### **16 Taxation**

The charity is a registered charity and is therefore exempt from taxation.

**EUROPIA**

England & Wales - Charity number 1161453

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# Accounts

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# 2022-23 ANNUAL REPORT





Telephone: 0333 305 8570  
Website: [www.europia.org.uk](http://www.europia.org.uk)  
Email: [support@europia.org.uk](mailto:support@europia.org.uk)

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## Report of the Trustees for the Year Ending 31 March 2023

*The trustees, who are the only members of the charity, present their report with the financial statements of the charity for the year ending 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).*

### **Purpose of the charity:**

Europaia is the only registered charity working exclusively for the benefit of Central and Eastern European nationals in Greater Manchester. We have a proven track record for the past 12 years of providing bespoke, culturally appropriate and language-specific services to European nationals.

### **Structure, governance and management**

#### **Governing document**

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

#### **Trustee selection**

The Trustee board is derived from the larger community, including friends and supporters of Europaia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europaia has a robust trustee application process with a clear audit trail.

### **Policies**

Europaia has clear policies and procedures to ensure a professional and safe working



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environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europia Child Safeguarding Policy
- Europia Code of Conduct
- Europia Volunteer Handbook
- Europia Constitution
- Europia Diversity and Equal Opportunities Policy
- Europia Health, Safety and Welfare Procedures Manual
- Europia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europia Safeguarding Policy for Children and Vulnerable Adults
- Europia Travel and Expenses Claim Rates
- Europia Complaints Policy

### **Wider networks**

Europia has created a strong and wide network not just in Greater Manchester but also further afield in London. We are closely linked with the local CVS's in Greater Manchester. We have an ongoing relationship with Greater Manchester BME Network, Age UK Salford, CCG's, Doctors of the World, Maternity Action, Race Equality Foundation, Eastern European Resource Centre, Polish Expats Association, various councils across GM and Local councillors including elected leaders.

### **Reference and administrative details**

Registered Charity number: 1161453

Registered office: St Thomas Centre, Ardwick Green North, Manchester, M12 6FZ

### **Trustees**

Paul Lajszczak , Adam Mitula, Artur Bobikyan, Alexandra Boca, Sriharsha Nagaraj and George Wright

### **Independent Examiner**

CWilliamson & Croft Audit Limited, York House, 20 York Street, Manchester, M2 3BB

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 St Thomas Centre,  
 Ardwick Green North,  
 Manchester, M12 6FZ, UK.





## The Europia team

**CEO** • Kush Chottera

- Staff** • Karol Kochanowski - Operations Manager
- Marlena Wawrzenczak - Partnership and Communications Manager
  - Cristina Leonte-Racu - Service Manager
  - Rachel Carroll - Health and Wellbeing Manager
  - Chiara Framassi - Projects Coordinator
  - Rozalie Kolinova - Communications and Events Coordinator
  - Iryna Oliynyk - Office Coordinator
  - Philip Dovgopol - Ukraine Project Coordinator
  - Elena Chivyska - Health and Wellbeing Project Worker
  - Honor Johnstone - Business Development and Research Worker
  - Tilda Salanki - Health and Wellbeing Roma Project Worker
  - Lizzie Wilkinson - Immigration Team Leader and Safeguarding Lead
  - Jwana Faraj - Immigration Adviser
  - Diana Brivniece - Generalist Adviser
  - Goda Karinauskaitė - Ukraine Data Support Worker
  - Ramona Constantin - Roma Project Coordinator
  - Magdalena Kij - CEE Community Development Worker
  - Jennifer Walker - Ukraine Support Worker
  - Jane Rudd - Communications Assistant

- Seconded Staff** • Emmeline Cottam - Gaddum
- Konrad Owca - Gaddum
  - Aleksandra Rogalska - BiznesMama Network CIC

### External consultants/contractors and freelancers

Jo Lake, Ruth Mullen, Mirosław Ogorzalek, Vicky Galligan, Karina Slovik, Jan Micha, Caroline Pollard, Alina Badescu, Lauren Sanders



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## Volunteers and interns

Volunteers are the backbone of Europia, playing a vital role in delivering services and expanding the organisation's impact and visibility. Efficiently leveraging their skills, our volunteers are instrumental in taking the organisation's mission to new heights.

The volunteer project is fuelled by funding from diverse projects within the organisation. Each project within the organisation requests (by email) the specific volunteers they require to achieve their intended outcomes, or to identify the needs of each team and match them with the most suitable volunteers.

With passionate volunteers at its core, Europia's volunteer project embodies collaboration, innovation, and a shared commitment to making a meaningful difference in the communities we serve.





## Europaia's restructuring and development

In October 2022 Europaia received funding from The National Lottery for the “Putting UE Nationals In The Front” Project, which will be implemented from October 2022 – September 2025.

Through the first six months of the project (Oct22-Mar23), the Reaching Communities funding has enabled us to focus on restructuring the organisation, its internal systems, staff recruitment and training. The time spent on these key areas is reflected in the enhanced quality of staff performance and well-being, as well as the service we provide. We have also prioritised providing opportunities for staff development. As part of strengthening our governance, a new trustees' governance plan has been created, and we are working with a consultant who attends each trustee meeting to help with the processes of decision-making. Along with our internal organisational development, we have invested in our service delivery to improve the scope and quality of our services. We have begun to roll out the expansion of our services across GM. To build on our community links and relationships, in October 2022 we set up a panel of community representatives, with lived experiences, who meet monthly. The purpose of this panel is to provide an informal space to gather feedback from community representatives and shape our activities to reflect community-specific needs and considerations.



# Europaia's Year in Review

April 2022

Europaia began offering Free Immigration advice to Ukrainian nationals

Europaia launched Ukrainian Community drop-in sessions

Europaia received "Reaching Communities" funding from The National Lottery to focus on restructuring, internal systems, recruitment and training

Europaia launched Roma Health Hub Project

Europaia launched the Echo-Translation, Interpreting and Training project

March 2023



## Europaia's Events

### Europaia's Away Day 2022

On the 29th of May of 2022, Europaia organised our annual Away Day for all staff members, volunteers, trustees, fellow organisations and community leaders to review our Mission, Vision and Values followed by SWOT exercise and feedback during engaging workshops led by Jonny Wineberg from We Stand Together. At the end of this energising meeting, we encouraged people to relax during the gong bath session thanks to Alina Alis Sygiel, followed by a short puzz tongue drum sound session by our colleague Marlena.



### Europaia's Romanian Blouse Day 2022

The day is dedicated to the traditional blouse also known as 'ie', showing fascinating embroidery. Europaia donated a lot of beautiful handmade Romanian blouses, outfits and folk shawls to the local Romanian and Roma community during the event (and a year before), so now we can admire this unique photo session we are very proud of. All ladies also had an opportunity to do their make-up by the make-up artist - Magda, and get a free professional photo print from Ciara, who arranged a pop-up studio for us with a small photoshoot! We had a lovely and relaxed atmosphere throughout the afternoon with Romanian snacks and talking about Romanian traditions. We had over 30 women, men and families that have joined us on that day.



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## Roma Community Wellbeing Fair 2022

Roma Community Well-being Fair aimed to appreciate the Roma community and educate and inform them about healthy habits, foods and other well-being practices and tips. The programme included music from Manchester International Roots Orchestra (Miro) Duo, talks from health and well-being specialists.



## Community Diversity Event 2023

Europaia's Community Diversity celebrations happened on February 2023.

The aim of the event was to integrate with the community and share information about what hate crime is and how to report it. We have invited members of CEE Communities and the British community to come together and share this day together. We had a lovely time sharing Polish food, doing crafts and raising awareness around hate crime.

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### Roma Women's Day 2023

In March, Europia celebrated Women's Day and Martisor Day with the Roma women and the community in Levenshulme. We have celebrated the Roma women, spread awareness about mental health and learnt how to make Martisor bracelets.



### Manchester's Pride Community Session 2023

Manchester's Pride Community Sessions spotlight grassroots organisations that support intersectional LGBTQ+ communities. Europia had a chance to have a session at the Proud Place. We had identified many issues but came up with some great ideas and solutions we could put in place to make the LGBTQ+ community more accessible for Central and Eastern Europeans that might be afraid to make the next step. Community members from Poland, Ukraine and Bulgaria had the opportunity to share their stories and experiences of the intersectionality between cultural and sexual identity, the challenges they faced and how they journey to self-discovery and pride.



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## Europaia Welfare and Immigration Advice

### *A trusted advisor for the most vulnerable Central and Eastern European nationals*

The overarching aim of the Europaia immigration team is to support as many vulnerable and discriminated against EU nationals in Greater Manchester with their EUSS applications. Despite the deadline for applications being 30th June 2021, there were, and still are, many people who have yet to apply and therefore require specialist immigration advice.

Due to a member of the team being on maternity leave until July 2022 the majority of immigration matters that came to us between April 2022 – July 2022 were signposted to other organisations in Greater Manchester. However, from August 2022 the immigration team was able to resume providing advice and support, during this time the team consisted of a part-time OISC level 1 adviser/team leader and an OISC level 3 consultant.

In August 2022 the team began to take on fee-paying clients of any nationality for immigration routes beyond the EUSS, with a view to generating income to support vulnerable EUSS clients for free. The long-term vision of the immigration team is to become self-sustaining from the fee-paying clients, therefore the clients that meet our vulnerability criteria can receive much-needed immigration advice and representation pro bono.

**Struggling to understand visa applications?**

For advice or support with your visa, contact our friendly team to find out more:  
[visa@europia.org.uk](mailto:visa@europia.org.uk)  
 0333 305 8570



We offer an initial consultation for £70.00 to explore the client's visa options and provide them with a detailed client care letter and 5 working days for follow-up questions. The visa application fees vary depending on the type and complexity of the case. Many of the clients who have undertaken an initial consultation need to meet other requirements before making an application, it is very likely these clients will return to us in due course. The fee-paying service is still a very new endeavor and as such requires time for it to become successful, however, we are feeling very hopeful and excited about our future team prospects.



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### Expansion of services

We are also very pleased to announce that a full-time experienced immigration adviser joined the team in March. This means we can expand our services even more in regard to fee-paying clients, which in turn will strengthen our position in supporting the most vulnerable EU nationals in Greater Manchester. Following the expansion of our team, we will also be hosting multiple drop-ins throughout Greater Manchester with a view to reaching many more vulnerable citizens as well as fee-paying ones. April 2022 – March 2023 are very much focused on establishing a solid immigration team and laying our roots for progression, whereas the year ahead looks to be an exciting and busy time with multiple and varied applications to be made.

### Number of Clients

79 families have been opened to the case management system. Since August 2022 we have had 34 fee-paying clients. In total 139 families have been referred to us or contacted us directly, either for help with applications, minimal advice or to be signposted elsewhere.



*Right from our first phone conversation, I felt at ease and confident thanks to your personal skills. I could probably have done it without any help, but the experience would have been completely different. I would have felt alone, and a bit lost, not knowing what to do next. Having someone to walk me through the process has meant a lot to me. To have you on my side has made it so much easier. I knew you knew what was coming, so I could relax and place my trust in you, I want to thank you for your dedication and also express my gratefulness to EUROPIA*



FREE IMMIGRATION  
ADVICE FOR  
UKRAINIAN NATIONALS



**BOOK YOUR 30-MINUTE  
APPOINTMENT NOW**



### Free immigration advice to Ukrainian nationals

Following the devastating invasion of Ukraine, we are also supporting Ukrainian citizens with their immigration matters as much as possible, all of which is pro bono. These matters range from asylum seeker representation to chasing the Home Office for biometric cards.

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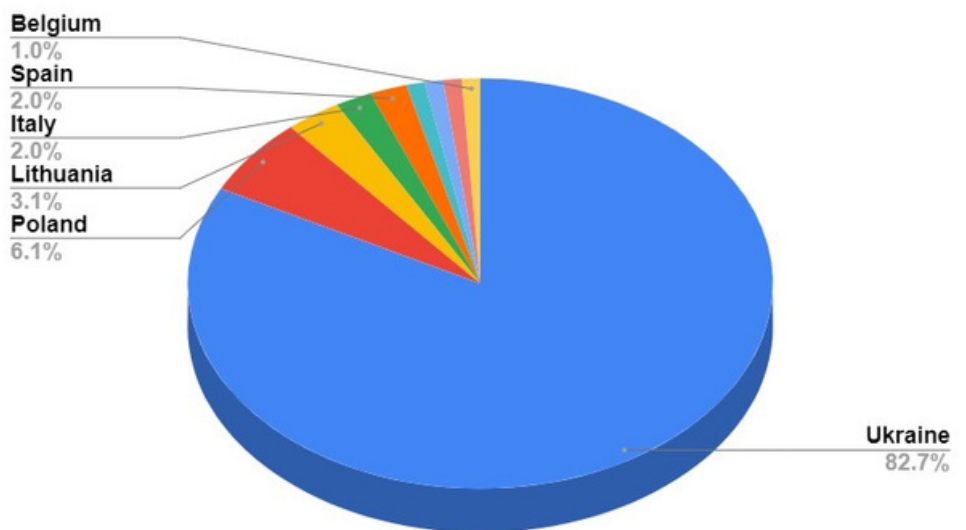
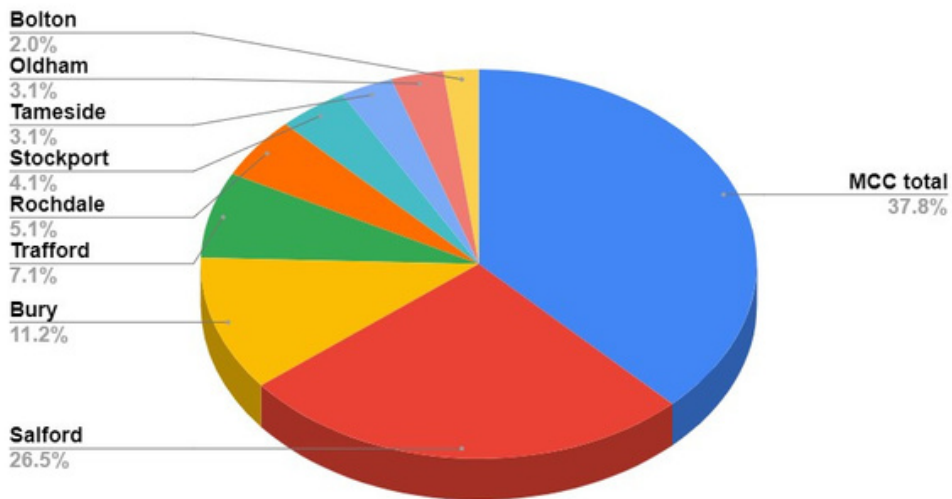


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### Europa Emergency Fund

At the period from April 01st 2022 to March 31st 2023, 98 people became beneficiaries of the Europa Emergency Fund. The total amount of money paid towards them is £5,490.00. Eighty one Ukraine country nationals (82.7%) received grants. Among other nationalities, there are Polish (6 people - 6.1%), Lithuanian (3 people - 2.0%), 2 people from Italy and 2 from Spain, 1 Belgium, 1 German, 1 Portuguese, 1 Swedish grant beneficiaries. There are citizens of Manchester City Council (37 people - 37.8%) who were supported the most. Salford (26 people - 26.5%), Bury (11 people - 11.2%) and Trafford (7 people - 7.1%) applied for EEF and received support. Among the 98 grant beneficiaries, there are 81 women (82.7%) and 17 men (17.3%).



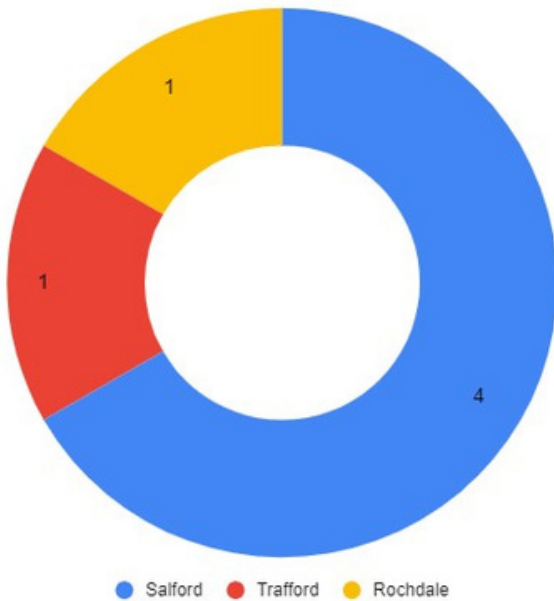


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### Free School Meals Fund

In June 2022, Europia started a pilot school meals support program to Ukrainian nationals. In some cases, children who started to attend schools did not receive free school meal support due to, for example, delays in benefits claims being approved. Europia set up this support to address the gap. In June 2022 it was available in Salford, in July it was extended to Trafford, and starting from September 2022 it is available in Greater Manchester.

159 meals provided for 6 students in 3 council areas



Europia provided this support for 6 students attending schools in Salford (4), Trafford (1), and Rochdale (1), covering 159 meals.



## The Labyrinth Project

*The Labyrinth Project is an innovative partnership between 3 third sector organisations: Gaddum, Europaia and The Melissus Project.*

### Salford Community Drop-in Sessions

Through this strong and collaborative group, we aim to reach and support the most vulnerable and hardest-to-reach communities within Salford, with a particular focus on Central and Eastern European (CEE) Nationals.

The project offers community drop-in sessions across the borough where service users can access peer support and wellbeing activities as well as one-to-one advice and guidance on a range of issues, including housing, welfare rights and unemployment.

Our project aims to support Salford residents to navigate through the 'labyrinth' of health and social care services to build resilience and independence, develop English language skills and improve health and wellbeing.

Our project is underpinned by a trauma-informed approach which has the following values: safety, trustworthiness and transparency, choice, collaboration and mutuality empowerment.

“

*Europaia helped me with my questions which, even for Europaia, was a very new problem and very uncommon. But they helped me understand where to go and who to ask. It was very useful help and I'm very grateful for that.*

”

### COMMUNITY DROP IN

**The Labyrinth Project**

FREE drop-in sessions for Central & Eastern Europeans in Salford area



**9:30AM - 1:30PM**  
**EVERY MONDAY**

Eccles Public Library  
28 Barton Ln, Eccles,  
Manchester M30 0TU, UK

**10AM - 2PM**  
**EVERY TUESDAY**

Salford Loaves & Fishes  
1 Paddington Close, M6 5PL

**9:30AM - 1:30PM**  
**EVERY WEDNESDAY**

Mustard Tree  
13-15 Southway, Eccles,  
Manchester M30 0LJ

More info? Email: [labyrinth@europia.org.uk](mailto:labyrinth@europia.org.uk)  
 Call 07943281706 ( Polsko / Angielska linia, Polish / English line)

[www.europia.org.uk](http://www.europia.org.uk)

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In total, we had 256 interactions with the clients. This number consists of attendees of our drop-in sessions and any other Project beneficiaries, e.g. telephone advice, and one-off interactions.



## Ukraine Project

*Europia stands in solidarity with Ukraine. Europia continues to listen to the needs of the communities and is working to develop appropriate support for those affected by the Russian war against Ukraine.*

### Ukrainian Community Sessions

This project is designed to provide practical support and advice to Ukrainian refugees in Greater Manchester. The support is provided in the community language, with Ukrainian staff members and Ukrainian-speaking volunteers. The most common issues raised during the interactions with the clients are:

- Benefits
- Social Housing, Private rent, Host re-match
- Employment, workers rights
- ESOL, Education, School admissions
- Visa, Home Office, BRP questions
- Mental Health Support
- Foodbank vouchers
- GP/Dental practice registration

The drop-in sessions take place every Monday from 2 pm – 6 pm, at Manchester Central Library, And every other Wednesday at Ukrainian Cultural Centre "Dnipro" from 4 pm – 7 pm, as well as through a dedicated Ukraine email box, and social media messengers. We are also keen on developing long-term and trusting relationships with our clients and providing a safe space for people to come to.

During our work we developed connections with other organisations and the local councils, and would often practise multi-agency work, referring or seeking help from our partners and contacts at the Home Office, OPORA, United for Ukraine, Ukrainian Cultural Centre "Dnipro", British Red Cross, Mustard Tree and others.

**UKRAINIAN COMMUNITY SESSIONS** ЗУСТРІЧІ ДЛЯ УКРАЇНСЬКОЇ ГРОМАДИ

Please join us if you are looking for any advice or support

- EVERY MONDAY
- EVERY 4th WEDNESDAY

Check our events calendar for more details:  
<https://europia.org.uk/events>

**EUROPIA OFFERS:**

- Wellbeing and emotional support
- Welfare benefits, housing, and other advice
- Free immigration advice
- Upskilling opportunities
- Emergency grants

europa.org.uk/ukraine

Logos: WRC MCR, MANCHESTER CITY COUNCIL, OISC, EUROPIA

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In addition, during the sessions the safeguarding issues were raised, that our staff members are trained to recognise, emphasising the need for advocacy and the importance of adopting a holistic approach focused on an individual and figuring out how to support them best in that particular situation.

The safeguarding issues included: Homelessness; Asylum status delay and inappropriate living conditions for families with children; Report of sexual assault.

On a number of occasions, our staff members supported our clients practically and mentally during in-person visits to police interviews at the local stations, and homeless shelters to interpret and agree on the ongoing support plan, with clients' key workers.

Having regular presence through the drop-in sessions and a caring approach has allowed Europaia to create meaningful connections and continue to ensure that there is a safe space for people to come to in times of difficulty.



“  
*...thank you for your support. Your help and what you do is not just support... It is a reminder that we are not abandoned, not forgotten, that our lives are worthwhile. Because sometimes we give up. Thank you for being there for us!*  
”

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## Roma Project

*At Europia, we firmly believe in the power of community and the importance of fostering a sense of belonging. It is our hope that through our continued efforts, we can make a positive impact in the lives of our Roma clients, as well as the wider community.*



### Roma advice

During the period of 2022-2023, Europia had the privilege of providing support to a remarkable number of 233 clients from the Roma communities. The individuals attended our drop-in sessions, which were held at the Arcadia Library and Levenshulme Old Library. Over the course of the past three years, Europia has earned the trust and confidence of this vibrant community and provided support.

The majority of our clients are Romanian nationals who have chosen to make their homes in Manchester and Oldham. Our dedicated team has offered support in such areas as application process for benefits, offering assistance in completing important forms, addressing housing and welfare concerns, ensuring their rights to benefits are upheld, facilitating GP registration, aiding in school registration, providing translation services, and offering advocacy when needed.

## ROMA COMMUNITY

### DROP IN

**9AM - 3PM EVERY MONDAY**  
 Arcadia Library,  
 Yew Tree Ave, Manchester M19 3PH

**9AM - 3PM EVERY WEDNESDAY**  
 Levenshulme Old Library,  
 Cromwell Grove, Manchester M19 3QE

We can help you with anything from finding a Romanian shop to providing information and support about residency in the UK.

More info?  
**Visit:** [europia.org.uk](http://europia.org.uk)  
**Call:** (+44) 7561 366272  
 Mon, Wed 10-3pm, Tue, Thu 2-5pm

[f](#) [t](#) [@](#) [in](#) [v](#)

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## Europa Health and Wellbeing

***Free support, therapy, information and workshops for Central and Eastern European nationals to live healthy and fulfilling lives.***

### **Community development project supported by Manchester Local Care Organisation**

Working with the Health Development Lead for the Levenshulme and Gorton neighborhood. The regular sessions were held in Levenshulme Old Library with an average number of 5-10 weekly Roma community beneficiaries. The topics/themes for the sessions were:

- Role Play
- Body massage, relaxation, and self-care
- Cooking and nutrition (with children)
- Health checks
- Exercise (with children)
- Children's dental care
- Family planning/pregnancy
- Childhood illnesses/vaccinations/health visitors
- Healthy eating
- Smoking/alcohol

### **VOCAL**

Europa was commissioned by VOCAL to help facilitate workshops with the Romanian Roma community in Manchester, exploring alternate approaches to cervical screening (ACES). Specifically, the researchers at Manchester University want to know if sending at-home self-sampling kits will encourage more people to participate in the cervical cancer screening programme, especially people from marginalised communities. The Roma community was identified as such community, where women have a low uptake of cancer screening appointments.



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## Roma Health Project

This cultural Health and Well being Programme aims to support the Roma community people to better understand their health needs and the services available. We want them to gain the necessary skills to keep their body and mind healthy to improve overall health. Whilst breaking down barriers to getting the right health care for them. The programme includes:

- Therapy ;
- Activities;
- Volunteering;
- Mentoring,
- Roma support Drop-in sessions

As part of this project is also the Roma Health Hub that offers a safe space to find information and resources about health and wellbeing. We have also tried Roma Gardening Sessions where people could learn about growing their own food and plants, enjoy the time in nature with the community and have a chance to talk about health and wellbeing.



### GREEN HEALTH

AT BLUEBELL GREEN COMMUNITY GARDEN  
**ROMA GARDENING SESSIONS**

Come along to weekly sessions to learn about growing your own food and plants, enjoy time in nature with your community and have a chance to talk to us about your health and wellbeing.

**EVERY FRIDAY 9.30AM TO 12.30PM @ BLUEBELL GREEN COMMUNITY GARDEN, CHAPLE STREET, LEVENSHULME, M19 3GH**

[www.europia.org.uk](http://www.europia.org.uk)

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 Europa OISC No. F202100409

### ROMA HEALTH HUB

**Our hub offers a warm and safe space to find information and resources about your health and wellbeing.**

**Every Wednesday**  
 from 10am - 3 pm  
**Levenshulme Old Library,**  
 Cromwell Grove, Levenshulme,  
 Manchester M19 3QE

[www.europia.org.uk](http://www.europia.org.uk)

Europa Registered Charity No. 1161453  
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### ROMA Health Project

**We offer free:**

- Therapy
- Group activities
- Volunteering
- Mentoring
- Roma support drop-in sessions

**The project aims:**

- Support you
- Help you to understand your health needs
- Improve your health and well-being
- Provide information about available services near you

**FOR MORE INFORMATION COME TO ONE OF OUR DROP-IN SESSIONS**  
 THE ROMA DROP-INS ARE FROM 9 AM - 3 PM

MONDAYS - Arcadia Library, Yew Tree Ave, Levenshulme, Manchester M19 3PH  
 WEDNESDAYS - Levenshulme Old Library, Cromwell Grove, Levenshulme, Manchester M19 3QE

Contact us: 0333 305 8570 | [health@europia.org.uk](mailto:health@europia.org.uk) | [www.europia.org.uk](http://www.europia.org.uk)

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 Email: [support@europia.org.uk](mailto:support@europia.org.uk)

## Polish COVID Impact Project

As part of this project, we have organised several events:

### Free art workshops

Those two art sessions were part of the Polish Covid Impact project funded by Manchester Council. Thank you to all the participants who have joined our art workshops as well as other activities during the time of the project.

The art workshops were led by Magda K., our Central and Eastern European Community Development Worker: *"Our first session we started with breathing exercises to feel a bit more relaxed. Then we created an imaginative world called 'Philadendria' and we recorded an animation. The second session went very well too, with each time my sessions become better. We had an amazing and inspiring conversation about current issues facing England and Poland. We talked about what the future can hold. How much do we really know? It was a great balance between connecting with each other and making colourful art. During one of the sessions, we created an animation called 'Roxi Hopsi' and featured the beautiful art we created together."*

<https://www.youtube.com/watch?v=TrUfnzvwUM>



**EUROPIA**

**BEZPŁATNE  
WARSZTATY  
ARTYSTYCZNE**

INTEGRACYJNE SPOTKANIE DLA POLAKÓW  
 19 I 26 CZERWCA  
 12:00-14:00

ADRES:  
 WELLINGTON HOUSE  
 POLLARD ST E, MANCHESTER M40 7FS

MATERIAŁY ZAPEWNIONE  
 ZAPISZ SIĘ: [COMMUNITY@EUROPIA.ORG.UK](mailto:COMMUNITY@EUROPIA.ORG.UK)  
 07927767772  
 ALBO PRZEZ EVENTBRITE:  
[HTTPS://BIT.LY/3MDN3FW](https://bit.ly/3MDN3FW)

QR code

sponsored by  
**MANCHESTER CITY COUNCIL**

[www.europia.org.uk](http://www.europia.org.uk)

Europa Registered Charity No. 1161453  
 Europa OISC No. F202100409

Europa  
 St Thomas Centre,  
 Ardwick Green North,  
 Manchester, M12 6FZ, UK.



advice UK

Europa Registered Charity No. 1161453  
 Europa OISC No. N202000121



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 Email: [support@europia.org.uk](mailto:support@europia.org.uk)

## Healthy Eating Online Webinar

We have been conducting engaging and informative online meetings specifically tailored for the Polish community, where we delve into topics such as maintaining a wholesome approach to healthy eating and discovering serene and rejuvenating locales within Greater Manchester. These sessions have included a total of three community members taking part and contributing their insights.

31.05.22  
**ZDROWE  
 ODŻYWIANIE  
 WEBINAR  
 ONLINE**  
 19:00-20:00

Ayurveda Kuchnia 5 przemian

[www.europia.org.uk](http://www.europia.org.uk) Europa Registered Charity No. 1161453  
 Europa OISC No. F202100409



## BEZPŁATNA MUZYKOTERAPIA PRZY GONGACH DLA POLAKÓW

Na Podróż uzdrawiająca dźwiękiem zapraszamy już:

10 LIPCA O GODZINIE 14:00 W LEVENSHULME OLD LIBRARY CROMWELL GROVE,  
 LEVENSHULME, MANCHESTER, M19 3QE  
 KONTAKT POD NUMEREM: 07927767772

<https://bit.ly/3ORdA5P>



[www.europia.org.uk](http://www.europia.org.uk)

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## Free Music Therapy and Gongbath

During this event, we offered the Polish community the opportunity to partake in revitalising Gong baths and immersive sound therapy sessions. This enriching experience was organised and hosted within the Levenshulme Old Library premises. This event attracted 10 Polish clients who actively participated in this session.

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## BCC - Broughton Community Champions / Polish Steering group

The project aimed at collecting information about EU nationals' opinions, their health needs and COVID-19 hesitancy, in the Salford area. We set up weekly dropping sessions around health and wellbeing each week at Broughton Hub. The sessions were informative but also fun (yoga, gong bath, personal development), so the participants could feel comfortable talking about different issues and their COVID-19 vaccine opinions.

The project included 1 focus group as outlined by the findings of the cabinet office Polish vaccine hesitancy group. It was co-facilitated by a Health Improvement team member from Salford. We used trained, experienced and well-briefed interpreters who helped to capture high-quality intelligence on health needs and the effects of COVID-19 within the community. This was a focus group carefully designed by leading national professionals including behavioural scientists, researchers, media specialists and community leaders.

During this project, we managed to get insights from the local community and establish relations with five residents. We got good insights into the community's needs during the focus group we created. The community needs more meetings like this and more engagement.

Furthermore, we want to meet the community monthly to keep the community together and to maintain the relationship we made. This project gave voice to the underrepresented community and created a space for them to speak about their experiences.

Following the project, a series of monthly activities took place at Broughton Community Centre with the 5 people of the steering group. These will be included in the Violence Reduction Unit Alliance program in Salford starting from April '23.

**OBUDŹ SWÓJ POTENCJAŁ!**

#Europia we współpracy z #Together Family Centre oferuje bezpłatne spotkania tematyczne dla polskiej społeczności w Broughton.

- Relaks, Rozwój, Nowe kontakty

**GONG BATH**  
 Koncert Mis Tybetańskich

Ostatnia sesja!  
 22 października godz. 10.00-12.30  
 @Broughton Hub, Salford




[www.europia.org.uk](https://www.europia.org.uk)

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## Europa's Community Projects

*Delivering community events and activities to support Central and Eastern European nationals build their social capital*

### Probation Project

The Probation Project was developed in collaboration with the Probation Services of Greater Manchester. It focused on delivering a well-being program tailored for Central and Eastern European nationals on probation, primarily targeting Polish and Russian speakers. The project was a pilot initiative.

The project aimed to tackle social isolation, promote socio-cultural integration, increase a sense of belonging and support participants in moving away from criminal behaviour.

The project's activities were planned to be delivered by Europa's experienced Support Workers and Community Connectors, both Polish speakers and both trained for a trauma sensitive approach, with regular supervision by an external Senior Social Worker. The planned activities included guided walking tours in Manchester City Center in both Polish and Russian languages, in collaboration with the social enterprise "Invisible Cities", Art & Craft workshops facilitated by our experienced Community Connector, Polish artist Magda Kij.

Overall, the activities of the Probation Project were aimed to improve the participants' mental health, foster a sense of belonging, and create a supportive network that would contribute to their successful reintegration into the community.

Europa offered a wide range of services to the sole participant referred, from immigration support, to Europa Emergency Fund access, to wellbeing activities, with a series of phone calls and email exchanges happening between our staff, the end user and his Probation Officer.

### CZY JESTEŚ Z UE, MÓWISZ PO POLSKU, JESTEŚ NA ZWOLNIENIU WARUNKOWYM I MIESZKASZ AGLOMERACJI MANCHESTERU?

Czy chcesz dołączyć do naszego spaceru po mieście Manchester i porozmawiać z innymi osobami w języku polskim?

BEZPŁATNA KAWA, POGAWĘDKI I PIESZA WYCIECZKA PO CENTRUM MANCHESTER, KTÓRA POZWOLI CI SPOJRZEĆ NA MIASTO Z NOWEJ PERSPEKTYWY!

UDZIAŁ JEST BEZPŁATNY, A PO SESJI OTRZYMASZ TALON ZAKUPOWY NA £15!

- Zapytaj swojego kuratora o następne daty naszych spacerów oraz warsztatów artystycznych po polsku, aby zapisać się na najbliższą sesję.
- Ilość miejsc jest ograniczona, a sesje będą się odbywać jedynie w lutym oraz w marcu 2023
- Organizatorem serwisu jest Europa, we współpracy z Kuratorem Sądowym dla aglomeracji Manchesteru.

### ARE YOU A POLISH SPEAKING EU NATIONAL, ON PROBATION LIVING IN GREATER MANCHESTER?

Would you like to join other Polish - speaking people in Manchester for a city walk and talk?

FREE COFFEE, A FRIENDLY CHAT & A WALKING TOUR OF MANCHESTER CITY CENTRE TO LOOK AT THE CITY IN A NEW LIGHT!

PARTICIPATION IS FREE, AND AFTER THE SESSION YOU'LL RECEIVE £15 SHOPPING VOUCHER

- Ask your Probation Services Officer about the next dates for our city walks and art sessions in Polish, and to be booked in for this voluntary service.
- Places are limited and the service will run only for the months of February and March 2023.
- This service is delivered by Europa, in collaboration with Probationary Services across Greater Manchester.





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 Email: [support@europia.org.uk](mailto:support@europia.org.uk)

## Domestic abuse support for Polish women and men in Manchester

According to Vesta - Specialist Family Support CIC (Vesta SFS CIC), there was a concern that Polish people, one of the largest minority groups in Manchester, do not ask for help when they experience domestic abuse. They face many barriers in accessing specialist services – language barrier, fear from statutory agencies, lack of knowledge of the system, isolation and financial difficulties. To be responsive to these needs, Vesta SFS CIC, in partnership with Europia, delivered a project for Polish victims/survivors of domestic abuse in Manchester to ensure they are safe in their homes. Specialist support is offered to adult men and women who live in Manchester, and it includes:

- Information, advice and support in accessing local domestic abuse services
- Welfare & Housing advice and support
- Face-to-face consultations
- Online support group for women from all parts of Greater Manchester)
- Counselling
- Emergency funding for accommodation-related needs

Among these services, Welfare and Housing Advice and the Emergency Fund management and fund distribution were provided by Europia. The other services were provided by Vesta.

Clients received information and assistance with completing forms and accessing other specialist services. The support was offered over the phone, via email, and face-to-face appointments at the Europia's office.

**SPECIALIST DOMESTIC ABUSE SUPPORT FOR POLISH PEOPLE IN MANCHESTER**

VESTA – Specialist Family Support CIC in partnership with Europia offer support to Polish women and men affected by domestic abuse. We offer the following services to clients living in Manchester:

- Information, advice and support in accessing local domestic abuse services
- Welfare & housing advice and support
- Face-to-Face consultations
- Online support group for women
- Counselling
- Emergency funding for accommodation related needs

Contact us: ☎ 07545075093 ✉ [manchester@vestasfs.org](mailto:manchester@vestasfs.org)

Vesta SFS CIC Registered Company No: 11569097 MANCHESTER CITY COUNCIL Europia Registered Charity No. 1161453 Europia OISC No. F202100409

**SUPPORT GROUP FOR POLISH WOMEN LIVING IN MANCHESTER**

Contact us: ☎ 07545075093 ✉ [manchester@vestasfs.org](mailto:manchester@vestasfs.org)

Are you struggling with various life problems? Talk to women in a similar situation, and make positive changes in your life.

We offer confidential group support online via Zoom. Break out of your daily routine and do something for yourself!

EVERY TUESDAY FROM 11 AM TO 12 PM

**Women's SPACE**

Vesta SFS CIC Registered Company No: 11569097 MANCHESTER CITY COUNCIL Europia Registered Charity No. 1161453 Europia OISC No. F202100409

All clients were assessed to check if they need an interpreter. The community interpreter offered telephone and face-to-face interpreting between the adviser and the clients.

We received 18 referrals in total to the service, and supported 17 clients.

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## Health Boosting Grandma's Recipes Project

This ongoing project, funded by Manchester City Council, aims to encourage people to maintain a healthy lifestyle and boost their immune system through traditional recipes from different countries, as well as health practices and use of nutritious ingredients in diverse cultures. By sharing cultural practices around cooking and eating, the project aims to foster a wider understanding of the relationship between food, health, and well-being across cultural communities.

With the high rates of COVID-19 during this period, as well as other illnesses such as seasonal flu, it is important for people to maintain a healthy lifestyle and boost their immune system.

Europaia in partnership with other organisations gathers original wellbeing recipes, stories, remedies, and immune-boosting tips from the members of the community to create a recipe booklet to distribute within the communities. Organisations that are taking part: Caritas Diocese of Shrewsbury, Wai Yin Society, Europaia, Yaran NorthWest, Salford Hongkongers CIC, Survivors Manchester.

Europaia provided the partner community organisations with a "Social Media Pack" including pre-written posts, graphics and hashtags for social media promotion to facilitate the collection of authentic traditional health-boosting recipes from the community members.

After having collated all recipes, Europaia, as project coordinator, will finalise the design of a ca. 48-page booklet. The booklet will be printed in: English and distributed in digital versions, also in other languages from the partner communities: Chinese, Farsi, Ukrainian and Polish.



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## Biznesmama Network CIC support

Europaia supports other groups and organisations serving Central and Eastern European (CEE) communities in Greater Manchester. Within this context, a need was identified within Biznesmama Network CIC, an organisation supporting Polish women in business and development, for a Communications and Administration role. Following consultation, Europaia decided to hire a qualified individual through a secondment agreement. The arrangement entails 8 hours of work per week for a period of 6 months, from October 2022 to March 2023. Additionally, Europaia provided supplementary resources, including access to a laptop and a Zoom license.

Aleksandra, the individual who was working for BMN, thanks to Europaia, gained sufficient experience and confidence during her six-month tenure to pursue her dream job and move to the next chapter in her career.

Europaia support Outcome:

- Successful hiring of Freelance
- BiznesMama Surveys & Feedback - Community needs.
- Graphics & Social Media - regular posting
- Admin & Document Management - no delays
- Event Impact: 14 participants, 'The Map of Success Workshop' - Manchester.
- Christmas Gift Box - Promoting local businesses & offering client discounts.
- Women's Retreat: 10 participants, Business Comms strategy and confidence boost.



This success story was made possible due to Europaia's strategic decision to provide support. This decision not only enabled Aleksandra to achieve her career aspirations, but also had a profound and positive influence on numerous of other individuals within our BMN community. The impact of this initiative extended far beyond the immediate outcome, demonstrating Europaia's commitment to supporting growth and transformation.



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## Europaia Craft Sessions

Схема вишивки Оберіг - хрестиком (cross-stitch)  
 Ukrainian embroidery patterns

**Saturday, October 8th**  
 from 10.30 am to 12 pm

**Friends Meeting House**  
 6 Mount St, Manchester M2 5NS

[www.europia.org.uk](https://www.europia.org.uk)

Europaia Registered Charity No. 1161453  
 Europaia OISC No. F202100409



## Ukrainian Craft Sessions

In October 2022, we launched a project under the name – “Ukrainian Embroidery – Sharing Knowledge and Re-inventing the Craft for Modern Times.” The project aimed to provide wellbeing support by creating a space where new arrivals from Ukraine could meet new people. The idea was to have embroidery sessions led by a volunteer and Europaia's staff member.

The sessions took place every other Saturday from 10 am – 12 am. It included master classes on embroidery, materials, and coffee/tea, snacks.

Originally we expected the attendance to be up to 20 clients per session. During the period between October 2022 and March 2023 we were able to attract 7 adults and 8 children, with 2 adults and 2 children continuing to visit regularly.

## Ukrainian Yoga Sessions

The yoga sessions in Ukrainian language started in October 2022 and finished in January 2022. The idea was developed after discussions with a community member, who was already organising yoga sessions for Ukrainian arrivals. She connected us with a volunteer yoga instructor.

We planned 5 bi-weekly sessions at Eccles Gateway building, from 18:00 – 20:00, but due to unforeseen circumstances, two sessions had to be cancelled.

During this period, the sessions attracted 7 adults and 8 children.

## Europaia Yoga Sessions in Ukrainian

Beginner-friendly yoga sessions!

**WHEN?**  
 Every other Tuesday  
 starting October 11th  
 from 6.30-7.30pm

**WHERE?**  
 Eccles Gateway  
 28 Barton Lane, Eccles,  
 Salford, M30 0TU



[www.europia.org.uk](https://www.europia.org.uk)

Europaia Registered Charity No. 1161453  
 Europaia OISC No. F202100409



Europaia  
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 Ardwick Green North,  
 Manchester, M12 6FZ, UK.



Europaia Registered Charity No. 1161453  
 Europaia OISC No. N2020000121



# ECHO Project

## *Echo - Translation, Interpreting & Training*

Europaia launched the Echo-Translation, Interpreting and Training project on December 15, 2022. <https://europia.org.uk/echo/>

The project aims to address the language barrier that European languages speakers face in accessing opportunities in the UK. On November 18, we had an away day led by Adrian Ashton, where we identified and agreed upon core purposes for Echo to pursue. These purposes include empowering local communities currently excluded from or with limited access to public services, as well as creating job opportunities for people in these communities.





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*The languages Echo provides support with are:*

- Polish
- Romanian
- Spanish
- Portuguese
- Bulgarian
- Czech
- Lithuanian
- Latvian
- Russian
- Romanes
- Ukrainian
- Italian
- Other languages available upon request

During November 2022 to March 2023, we focused on developing a comprehensive marketing campaign and branding strategy. Additionally, we started the expansion of our team of linguists to enhance the language capabilities.



We can translate and help interpret many languages including:

- Polish • Romanian
- Spanish • Portuguese
- Bulgarian • Czech
- Lithuanian • Latvian
- Russian • Romanes
- Ukrainian • Italian
- and languages available upon request.



## Research

### The CICADA-ME Study

**Coronavirus Intersectionalities: Chronic Conditions And Disabilities And Migrant/Ethnic Minoritisation.** The facilitator of this research was the University College London Social Research Institute, Europia was one of the organisations participating in this research. The overarching aim of the CICADA study was to improve pandemic and longer-term support networks and access to and experiences of care, services, and resources for people with disabilities from racialised groups, both during the pandemic and longer term.

CICADA was a mixed methods study that involved three 'sweeps' of a new UK survey, secondary analyses of existing surveys, a rapid review, a more granular review, and qualitative insights from over 200 semi-structured interviews and two participatory research workshops. Separate stakeholder co-creation meetings, running through the study, developed analyses and outputs. We took a strengths and assets-based approach, underpinned by the social model of disability and by intersectional considerations, to challenge discrimination.

Europia conducted 6 interviews on behalf of CICADA, which included Romanian, Bulgarian, Polish, and Lithuanian nationals, who had diagnosed mental health condition (or that are undiagnosed but where the condition significantly impacts everyday life)

**Help us to  
 research Covid's  
 effects on  
 mental health**

### **CICADA-ME**

Coronavirus Intersectionalities: Chronic  
 Conditions And Disabilities And  
 Migrant/Ethnic Minoritisation





## Concluding remarks

### Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

### Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

### Financial Review

In the year to March 2023, the total income was £356,189 (2022: £317,750).

Expenditure was £395,569 (2022: £220,787), resulting in a deficit of £39,380 (2022: a surplus of £96,963). The charity continues to operate through its existing banking facilities.

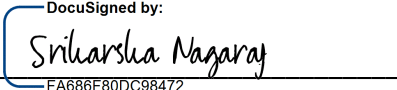
### Reserves Policy


The charity does not currently have a reserves policy. It is in the process of formulating one, and once the policy is approved, the Trustees will seek to achieve this target level in future reporting periods. The charity held unrestricted reserves as of 31 March 2023, which represented in excess of two months of expenditure based on results for the year that ended. The Trustees consider this to be sufficient in the interim to support the activities of the charity based on planned expenditure in the next financial year, and they will continue to monitor reserves on an ongoing basis and through discussions at regular Board meetings.

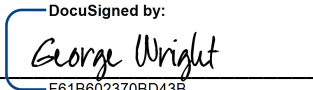
As of 31 March 2023, the charity had total funds of £109,470 (2022: £148,850), including fixed assets totalling £7,212 (2022: £12,011); However, £40,503 of these total reserves are restricted funds, leaving £68,967 (2022: £122,987) as free unrestricted reserves.

### Future Plans

We plan to work toward a stronger financial process with budgets, etc. to create financial stability and sustainability. And also develop our paid Immigration services.

Signature:  DocuSigned by:  
Sriharsha Nagaraj  
FA686F80DC98472...

Name:   
St Thomas Centre,  
Ardwick Green North,  
Manchester, M12 6FZ, UK.  
13/11/2023

Signature:  DocuSigned by:  
George Wright  
F61B602370BD43B...

   
George wright  
06/11/2023  
Europia Registered Charity No. 1161453  
Europia OISC No. N2020000121

## **Europaia (Charitable Incorporated Organisation)**

### **Independent Examiner's Report to the Trustees of Europaia**

#### **Year Ended 31 March 2023**

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which comprises the Statement of Financial Activities, Balance Sheet and Notes to the Financial Statements.

#### **Responsibilities and basis of report**

As the Trustees of Europaia you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



#### **Tor Stringfellow FCA, ICAEW**

Williamson & Croft Audit Ltd  
York House  
20 York Street  
Manchester  
M2 3BB

Date: 16 October 2023

## Europaia (Charitable Incorporated Organisation)

### Statement of Financial Activities

Year Ended 31 March 2023

		2023		2022
	Note	<i>Restricted funds</i> £	<i>Unrestricted funds</i> £	Total £
<b>Income and endowments from:</b>				
Donations and legacies	2	47,988	137,201	185,189
Charitable activities	3	121,277	49,723	171,000
<b>Total income and endowments</b>		<b>169,265</b>	<b>186,924</b>	<b>356,189</b>
<b>Expenditure on:</b>				
Raising funds	4	-	7,032	7,032
Charitable activities	5	154,625	233,912	388,537
<b>Total expenditure</b>		<b>154,625</b>	<b>240,944</b>	<b>395,569</b>
<b>Net movement in funds</b>	13	<b>14,640</b>	<b>(54,020)</b>	<b>(39,380)</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward	13	25,863	122,987	148,850
<b>Total funds carried forward</b>	13	<b>40,503</b>	<b>68,967</b>	<b>109,470</b>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 37 to 46 form part of these financial statements.

## Europa (Charitable Incorporated Organisation)

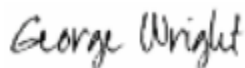
### Balance Sheet

Year Ended 31 March 2023


	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	9	7,212	12,011
		<hr/>	<hr/>
		7,212	12,011
<b>Current assets</b>			
Debtors	10	24,013	33,920
Cash at bank and in hand		127,874	105,253
		<hr/>	<hr/>
		151,887	139,173
<b>Creditors: amounts falling due within one year</b>	11	26,105	2,334
		<hr/>	<hr/>
<b>Net current assets</b>		125,782	136,839
<b>Creditors: amounts falling due after more than one year</b>	12	23,524	-
		<hr/>	<hr/>
<b>Net assets</b>		109,470	148,850
		<hr/>	<hr/>
<b>Charity Funds</b>			
Restricted funds	13	40,503	25,863
Unrestricted funds	13	68,967	122,987
		<hr/>	<hr/>
<b>Total charity funds</b>	13	109,470	148,850
		<hr/>	<hr/>

The financial statements were approved and authorised for issue by the Board of Trustees on 16 October 2023.

Signed on behalf of the board of Trustees



Mr. George Wright  
Trustee



Mr Sriharsha Nagaraj  
Trustee

The notes on pages 37 to 46 form part of these financial statements.

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2023

#### 1 Summary of significant accounting policies

##### (a) General information and basis of preparation

Europaia is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page 4 of these financial statements. The nature of the charity's operations and principal activities are included on page 3.

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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. 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.

##### (b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### (c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2023

#### 1 Summary of significant accounting policies

##### (d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

##### *Expenditure on charitable activities*

Comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

##### *Expenditure on raising funds*

Comprises costs which are directly attributable to the charity's fund-raising activities for its charitable purposes and includes costs of all fundraising events and non-charitable trading.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

##### (e) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33% straight line
--------------------	-------------------

##### (f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

##### (g) Concessionary loans

Concessionary loans include those payable to a third party which are interest free or below market interest rates and are made to advance charitable purposes. All loans are measured at cost, less impairment. Where the loan is repayable more than one year, the loan is initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method, less impairment.

##### (h) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2023

#### 1 Summary of significant accounting policies

##### (i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

##### (j) Tax

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

##### (k) Going concern

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.

#### 2 Income from donations and legacies

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Donations	-	9,169	9,169
Grants	47,988	128,032	176,020
	<b>47,988</b>	<b>137,201</b>	<b>185,189</b>

	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Donations	10,317	10,317

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

Year Ended 31 March 2023

### 3 Income from charitable activities

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Community support	117,160	45,844	163,004
Other income	4,117	3,879	7,996
	<b>121,277</b>	<b>49,723</b>	<b>171,000</b>

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Community support	120,477	186,956	307,433

### 4 Analysis of expenditure on raising funds

	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Advertising and marketing	7,032	7,032

	<i>Restricted funds 2022 £</i>	<i>Total 2022 £</i>
Advertising and marketing	324	324

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

Year Ended 31 March 2023

### 5 Analysis of expenditure on charitable activities

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total 2023 £</i>
Staff costs	242,511	-	242,511
Training	15,113	-	15,113
Freelance workers	25,631	-	25,631
Refreshments	4,454	-	4,454
Staff travel	2,757	-	2,757
Contractors	42,697	-	42,697
Depreciation	-	5,202	5,202
Interest and fees payable on loans	-	2,646	2,646
Computer & website	-	11,658	11,658
Professional fees	-	7,478	7,478
Telephone	-	2,747	2,747
Rent & rates	-	15,933	15,933
Insurance	-	1,223	1,223
Post, printing & stationery	-	1,967	1,967
Other	-	6,520	6,520
	<b>333,163</b>	<b>55,374</b>	<b>388,537</b>

	<i>Activities undertaken directly 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total 2022 £</i>
Staff costs	145,785	-	145,785
Training	2,472	-	2,472
Freelance workers	-	-	-
Refreshments	1,626	-	1,626
Staff travel	502	-	502
Contractors	55,334	-	55,334
Depreciation	-	3,184	3,184
Computer & website	-	2,273	2,273
Professional fees	-	1,835	1,835
Telephone	-	1,871	1,871
Rent & rates	-	3,884	3,884
Insurance	-	894	894
Post, printing & stationery	-	697	697
Other	-	106	106
	<b>205,719</b>	<b>14,744</b>	<b>220,463</b>

£154,625 (2022: £132,742) of the above costs were attributable to restricted funds. £233,912 (2022: £87,721) of the above costs were attributable to unrestricted funds.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2023

#### 6 Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examination fee of £1,000 (2022: £900) and fees for preparation of the financial statements of £650 (2022: £600).

#### 7 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	<b>2023</b>	<i>2022</i>
	<b>Number</b>	<i>Number</i>
Support staff	<b>13</b>	<i>11</i>

The total staff costs and employee benefits were as follows:

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<i>£</i>
Wages and salaries	<b>227,000</b>	<i>138,375</i>
Social security	<b>11,576</b>	<i>5,073</i>
Defined contribution pension costs	<b>3,935</b>	<i>2,337</i>
	<b>242,511</b>	<i>145,785</i>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

#### 8 Trustees' and key management personnel remuneration and expenses

The key management personnel of the charity comprised the Chief Executive Officer, Health & Wellbeing Manager, Operations Manager, Service Manager and Partnership & Communications Manager.

The total employee benefits of the key management personnel of the charity for the year were £115,097 (2022: £60,410).

The Trustees neither received nor waived any remuneration during the year (2022: £Nil).

The Trustees did not have any expenses reimbursed during the year (2022: £Nil).

# Europaia (Charitable Incorporated Organisation)

## Notes to the Financial Statements

### Year Ended 31 March 2023

#### 9 Tangible fixed assets

	Computer equipment £	Total £
<b>Cost or valuation:</b>		
At 1 April 2022	15,334	15,334
Additions	403	403
At 31 March 2023	<b>15,737</b>	<b>15,737</b>
<b>Depreciation:</b>		
At 1 April 2022	3,323	3,323
Charge for the year	5,202	5,202
At 31 March 2023	<b>8,525</b>	<b>8,525</b>
<b>Net book value:</b>		
At 31 March 2023	<b>7,212</b>	<b>7,212</b>
At 31 March 2022	12,011	12,011

#### 10 Debtors

	2023 £	2022 £
Trade receivables	<b>24,013</b>	33,920
	<b>24,013</b>	33,920

#### 11 Creditors: amounts falling due within one year

	2023 £	2022 £
Other loans	<b>7,630</b>	-
Trade payables	<b>9,378</b>	-
Other taxation and social security	<b>6,128</b>	400
Pension creditor	<b>1,319</b>	395
Other creditors	-	39
Accruals and deferred income	<b>1,650</b>	1,500
	<b>26,105</b>	2,334

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2023

#### 12 Creditors: amounts falling due after more than one year

	2023 £	2022 £
Other loans	23,524	-
	<u>23,524</u>	<u>-</u>

Other loans represents a Social Investment Loan (SIL) of £36,240 from Access to Growth. The loan is provided unsecured and is repayable by 60 monthly instalments with the final payment due in April 2027. Interest is payable on the loan at a rate of 6.60% per annum.

#### 13 Statement of funds

	<i>Balance at 1 April 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2023 £</i>
<b>Unrestricted funds</b>				
General funds	122,987	186,924	240,944	68,967
<b>Restricted funds</b>				
Roma Support Projects	6,855	-	6,855	-
GMCVO	-	79,950	59,962	19,988
Polish DV project	-	8,265	8,265	-
Our Manchester (MCC)	-	7,488	7,488	-
Salford CVS	-	5,000	500	4,500
Citizens Advice - Kickstarter	-	4,117	4,117	-
We Love Mcr – Ukraine Support Fund	-	30,000	30,000	-
We Love Mcr – Hardship Fund	-	4,000	1,000	3,000
Salford City Council - Community Champions Fund	1,590	10,500	12,090	-
TS4SE	1,180	(1,170)	10	-
HM Prison & Probation Service	10,000	-	10,000	-
Gaddum	4,238	8,100	12,338	-
Manchester Health & Care Commissioning	2,000	-	2,000	-
Equalities Fund Europaia	-	13,015	-	13,015
	<u>25,863</u>	<u>169,265</u>	<u>154,625</u>	<u>40,503</u>
<b>Total of funds</b>	<u>148,850</u>	<u>356,189</u>	<u>395,569</u>	<u>109,470</u>

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2023

#### 13 Statement of funds (*continued*)

##### Fund descriptions

###### *Unrestricted funds*

General funds are unrestricted income funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

###### *Restricted funds*

Restricted funds are used for community support projects involving the European expatriate community.

##### Analysis of net assets between funds

##### Analysis of net assets between funds – current year

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Tangible fixed assets	-	7,212	7,212
Current assets	40,503	111,384	151,887
Creditors due within one year	-	(26,105)	(26,105)
Creditors due after more than one year	-	(23,524)	(23,524)
<b>Total</b>	<b>40,503</b>	<b>68,967</b>	<b>109,470</b>

##### Analysis of net assets between funds – prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Tangible fixed assets	-	12,011	12,011
Current assets	25,863	113,310	139,173
Creditors due within one year	-	(2,334)	(2,334)
<b>Total</b>	<b>25,863</b>	<b>122,987</b>	<b>148,850</b>

#### 14 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £3,935 (2022: £2,337).

Amounts of £1,319 (2022: £395) which were payable to the fund at the balance sheet date and are included in creditors.

## **Europia (Charitable Incorporated Organisation)**

### **Notes to the Financial Statements**

#### **Year Ended 31 March 2023**

##### **15 Related party transactions**

During the year, the charity operated a loan account with the Executive Director. They are regarded as a related party due to their ability to influence policy and make operational decisions for the Charity. At 31 March 2023, Europia owed the individual £Nil (2022: £39).

There was no repayments terms on this loan and interest has not been charged.

##### **16 Taxation**

The charity is a registered charity and is therefore exempt from taxation.

**EUROPIA**

England & Wales - Charity number 1161453

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# Accounts

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# 2021-22 ANNUAL REPORT





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# Report of the Trustees for the Year Ending 31 March 2021

The trustees who are the only members of the charity, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

## Purpose of the charity:

Europia is the only registered charity working exclusively for the benefit of European nationals in Greater Manchester. We have a proven track record for the past 11 years of providing bespoke, culturally appropriate and language specific services to European nationals.

## Structure, governance and management

### Governing document

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

### Trustee selection

The Trustee board is derived from the larger community, including friends and supporters of Europia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europia has a robust trustee application process with a clear audit trail.

## Policies

Europia has clear policies and procedures to ensure a professional and safe working



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environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europia Child Safeguarding Policy
- Europia Code of Conduct
- Europia Volunteer Handbook
- Europia Constitution
- Europia Diversity and Equal Opportunities Policy
- Europia Health, Safety and Welfare Procedures Manual
- Europia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europia Safeguarding Policy for Children and Vulnerable Adults
- Europia Travel and Expenses Claim Rates
- Europia Complaints Policy

## Wider networks

Europia has created a strong and wide network not just in Greater Manchester but also further afield in London. We are closely linked with the local CVS's in Greater Manchester. We have an ongoing relationship with Greater Manchester BME Network, Age UK Salford, CCG's, Doctors of the World, Maternity Action, Race Equality Foundation, Eastern European Resource Centre, Polish Expats Association, various councils across GM and Local Councillors including elected leaders.

## Reference and administrative details

Registered Charity number: 1161453

Registered office: St Thomas Centre, Ardwick Green North, Manchester, M12 6FZ

## Trustees

Paul Lajszczak  
 Adam Mitula  
 Maria Kompanowski  
 Agnieszka Osakunih  
 Artur Bobikyan

## Independent Examiner

CWilliamson & Croft Audit Limited, York House, 20 York Street, Manchester, M2 3BB

Europia  
 St Thomas Centre,  
 Ardwick Green North,  
 Manchester, M12 6FZ, UK.





## The Europia team

### CEO

Kush Chottera

### Staff

Karol Kochanowski - Operations Officer, Volunteers & Interns Coordinator

Marlena Wawrzenczak - Comms & Community Development Team Leader, Europia Women's Group Co-ordinator

Ramona Constantin - Roma Advocacy Worker

Magdalena Kij - CEE Community Development Worker

Cristina Leonte-Racu - Support Team Leader

Sarah Duncan - Impact and Development Manager

Amanda Hughes - Health Team Leader

Lizzie Wilkinson - EUSS Officer

Anita Pant - Project Assistant

Mijanur Rahman - Project Assistant

Karolina Koścień - Advice Team Leader

Catherine Sirotkin - Engagement Officer

Corina Bibere - Assistant Advice Worker

Danniella Verity - Communications Officer

Joanna Jedras - H&SC Worker

Joseph Meredith - Information and Research Officer

Mateusz Beźnic - Polish Project Development Worker

### External consultants/contractors and freelancers

Jo Lake, Ruth Mullen, Aleksandar Brayonov, Baiba Auria, Clare Bonetree, Iwona Torovin-Borowicz, Lesa Dryburgh, Malgorzata Adamowska, Polly Steiner, Sandra Evers



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### Volunteers and interns:

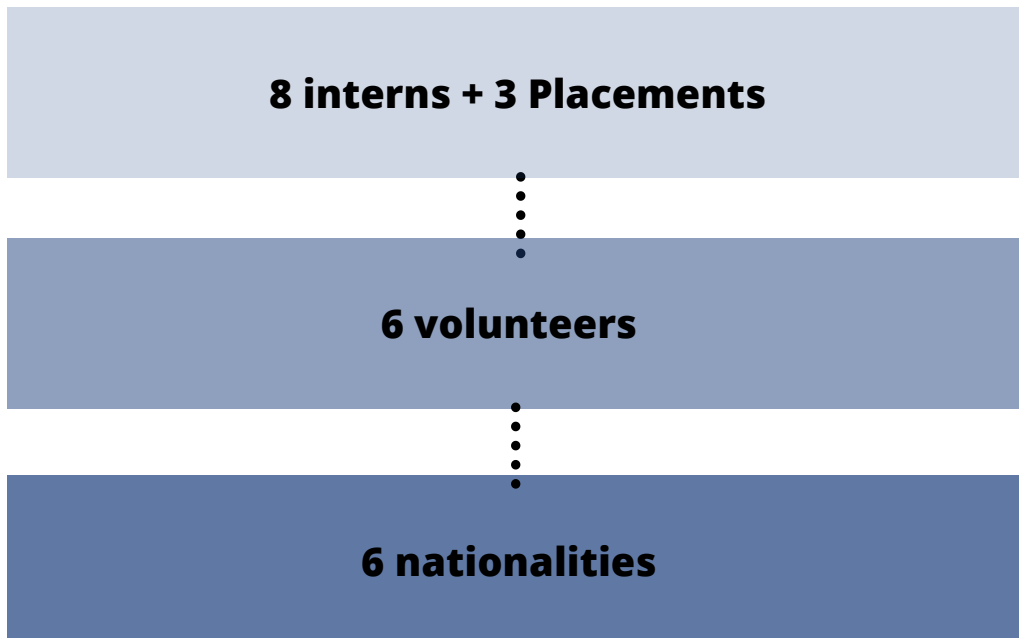
- Volunteering enquiries - 17
- Recruited - 6
- Nationalities of the recruited volunteers - Latvian (1), Polish (3), Indian (1), British (1)
- Gender of the recruited volunteers: 4F, 2M
- Age: 1(18-20), 1(21-30), 2(31-40), 2(41-50)
- Main volunteers' responsibilities - language interpreting/translation, Europa Emergency Fund, admin, outreach, IT support, research.

### Placement Students:

- Nationalities - British (3)
- Health and Wellbeing activities

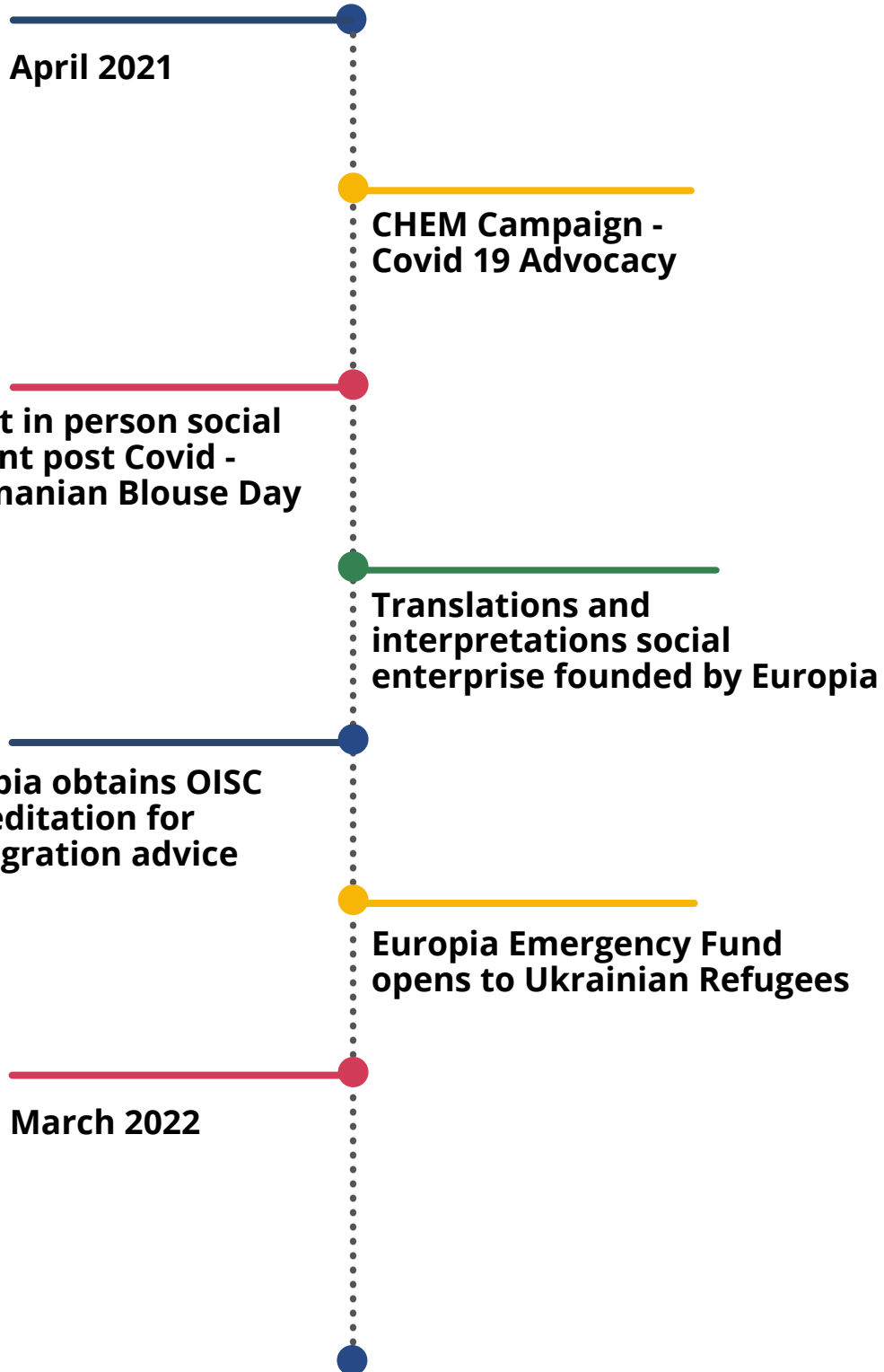
### Interns:

- Nationalities - Saudi Arabia (6), UK (1), Italian (1)
- IT/HR support, social media/video and graphic design, admin, research





## Europaia's Year in Review





## Europaia Support and Advive

### ***A trusted advisor for the most vulnerable EU nationals***

*During 2021-2022, Europaia has continued to be a trusted organisation in providing free advice, support and guidance to the most vulnerable EU nationals living in Greater Manchester.*

*Europaia's support services have continued to be the single most accessed service by our beneficiaries, with over 280 people being assisted by Europaia in areas such as EU Settlement Scheme applications, Universal Credit applications, GP registrations and multiple others between 1st April 2021 and 1st April 2022.*

### **EU Settlement Scheme Support and legal advice**

We have continued to support EU nationals in applying for the EU Settlement Scheme, with a total of 79 individuals benefiting from the service between 1st April 2021 and 1st April 2022.

Given the growing complexity of client cases and continuing demand for immigration advice, Europaia successfully registered in September 2021 as an OISC Level 3 immigration advice provider. On 25th March 2022, Europaia was granted OISC approval as a fee-paying service, with plans to expand the services available and make it more financially sustainable.

### **Europaia Support and advice**

Europaia also continued to provide much needed support and advice in other areas including Universal Credit, GP registration and school registration. A total of 152 individuals have reached out to Europaia for non-immigration related advice. The majority of these individuals belong to the Roma community, and they were assisted by our community development workers. The breakdown below shows the wide range of advice and support we have provided:

- 35 clients were supported with accessing benefits
- 38 clients were assisted with general admin issues
- 22 clients were supported with health and social care issues
- 21 clients were supported with general EU Settlement Scheme queries
- 14 clients were supported with employment related issues with travel



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## Europaia Emergency Fund

Although the worst of the Covid-19 pandemic was over, in 2021-22 European Nationals in the local community continued to be impacted in a number of ways, including loss of employment, depression, anxiety and isolation. Continuing from last year, Europaia provided individuals with one-off grants ranging from £30-60 to help cover basic necessities including food, utility bills and phone credit.

Europaia was able to support 41 people from 13 different nationalities in the period between April 2021-March 2022 by distributing over £1600 in emergency funds.

In March 2022, we opened up the Emergency Fund to Ukrainian nationals in Manchester, responding to the urgent need for assistance as a result of the Russian war against Ukraine and the arrival of Ukrainian refugees.

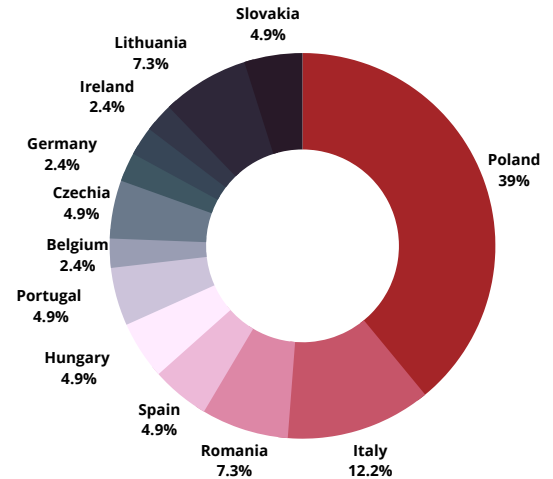


Table 1. Nationalities of people accessing Europaia's Emergency Fund



## Out of hours helpline

In order to ensure community members were able to access support whenever needed, Europaia ran an out of hours helpline during 2021-22. The line was operated by 3 Europaia staff member, two Polish speakers and one Romanian speaker. Line operators offered support predominantly with urgent psychological and social issues, but also signposted individuals who needed different types of support to the wider Europaia Support services.



Unfortunately, the project came to a natural halt due to a lack of engagement from the communities. Following internal evaluation, it was determined that similar projects in the future should place greater emphasis on outreach campaigns to ensure stronger community participation.

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## What Europia's Support and Advice beneficiaries have to say about our services?



*Europia has helped me to have a better understanding of the life and system here in the UK*

*Europia has made me aware that there are free services available for people who need immigration/welfare/legal advice and wellbeing support. Europia also provides wide range of volunteering opportunities that have helped me to boost my confidence and define my job career.*



## Europia Health and Wellbeing

**Free support, counselling and education to empower EU nationals to live healthy and fulfilling lives.**

At Europia, we understand the importance of health and wellbeing in enabling our community member live fulfilling lives. During 2021-2022, Europia has worked with community members via a number of initiatives aimed at fostering both physical and mental wellbeing. Europia are proud to have launched the counselling service in April 2021 as well as to have delivered a number of online workshops to support community members with their mental Wellbeing. We have also deployed our resources in educating our communities on Covid vaccines and supporting the most vulnerable access medical help through the NHS.

### Counselling

Since April 2021, Europia has been providing culturally appropriate counselling sessions for EU nationals in their mother tongue. The programme has been set up in order to better support community members experiencing mental distress and address issues of declining mental health among EU nationals. The programme offers 4-6 free sessions with a qualified therapist, however more sessions can be offered if needed on a case-by-case basis. The counselling sessions have so far been provided in English, Polish, Romanian and Lithuanian. We are proud to have supported 4 EU nationals so far, 2 of whom attended more than 1 session.

**EUROPIA FREE MENTAL WELLBEING SUPPORT**

Now Available For All EU Nationals In Greater Manchester

- Stress, anxiety, depression, or low mood? You are not alone
- Get free 1 to 1 therapy sessions
- For all CEE/EU nationals in Greater Manchester
- Qualified and registered counsellors speaking Polish, Romanian and English languages. (Other languages available with an interpreter assistance)

CALL 0161 2472 000 and leave a voice message with your name and number, we will get back to you, or e-mail us at [support@europia.org.uk](mailto:support@europia.org.uk)

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 Employer

advice UK

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## Tele-Befriending Line



In 2021, Europa launched a free tele-befriending line aimed to combat loneliness and post Covid-19 isolation. The service was available to those aged 18 and over and was delivered in Polish, Romanian, Latvian, Russian, Hungarian and English. Through the programme, community members were matched upon request with a volunteer who would telephone them on a weekly basis for an informal chat.

Unfortunately, the project came to a natural halt due to a lack of engagement from the communities. Following internal evaluation, it was determined that similar projects in the future should place greater emphasis on outreach campaigns to ensure stronger community participation.

## Community Health online

Between the 1st of November 2021 and the 1st of March, Europa has delivered a health and wellbeing campaign targeted at the Roma community which aimed to educate community members on accessing healthcare services through the NHS.

As part of the campaign, Europa created a number of video learning resources in multiple languages containing guidance on how to book GP appointments and how to contact 111 and raising awareness of cancer screening programmes available through the NHS. As part of the campaign, Europa also organised 10 drop-in sessions, working with at least one Roma household per week, where community members could get face to face IT support with accessing health services and training materials, as well as raise any concerns with staff members.

Through the campaign, Europa supported over 30 households and the feedback received was overwhelmingly positive. The clients expressed that they enjoyed the sessions, and appreciate the fact that they can relax, feel comfortable and communicate in their own language, and speak about their concerns and worries in a confidential space.

### **What community members have to say about the campaign?**

“ Since i have contacted Europa, my life it is much simpler now and i have less stress

I struggle with health problems and Europa has help me to get an GP, I feel happy now ”

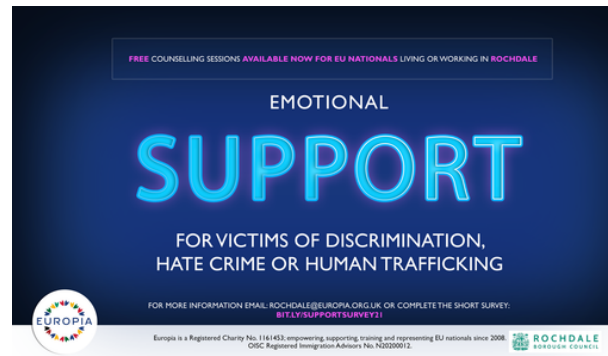
Europa  
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 Manchester, M12 6FZ, UK.



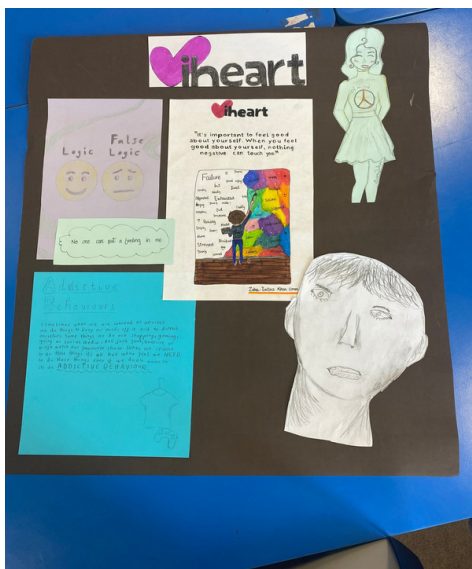
## Rochdale Project - Health and Wellbeing Initiatives

Europaia coordinated a series of initiatives in Rochdale with the aim of encouraging social cohesion, solidarity and promoting community values for people of different nationalities living in this area. Two of the initiatives within this project focused on providing mental health and wellbeing support for individuals.

The first one was "Emotional Therapy Sessions for Victims of Violence, Domestic Abuse, Hate Crime and Human Trafficking". These sessions were available to all EU nationals who live or work in Rochdale Borough Council who have experienced hate crime, discrimination and human trafficking. The sessions were provided in a number of EU languages including Polish and the project provided approximately 30 hours of psychotherapy for 5 individuals.



The second initiative was "iheart and Falinge Park High School Mental Wellbeing Project" and it allowed Europaia to facilitate 11 weeks of free mental health and wellbeing workshops for young EU nationals. A total of 8 pupils (mostly EU nationals) and 1 teacher participated in the project, 5 of whom attended all sessions.



“The pupils on the programme really have come on in different ways! Working with Europaia and iheart has enabled me as a teacher and us as a school to ensure that the pupils who have taken part are equipped with the skills and mindset to face anything in their lives. I have watched them grow and develop as young people being comfortable in their own minds and who know where to look for help and support when they need it.”

## Everyone's Health Matters - Social Media Campaign

This project was facilitated between February to June 2021 and its aim is to promote Covid-19 and flu vaccinations and dispel any misconceptions around the process. Europaia partnered with Yaran Northwest and TS4SE to create 3 different videos, covering the topic of vaccinations and health check-ups, designed specially to be accessible to individuals with severe mental health impairments.

Each video was translated in a number of different languages and posted online. Average engagement was over 100 views per video, each with around 10 likes.



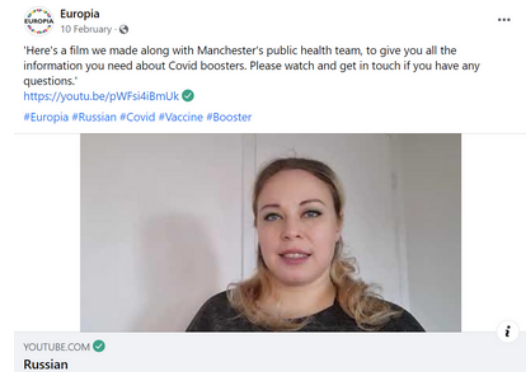
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## LinguaGM Collaboration - Covid-19 Advocacy

Europaia collaborated with LinguaGM and the Wai Yin Society to lead a number of social media campaigns between February to June 2021. The aim of the campaign was to promote Covid-19 and dispel any misconceptions around the process as well as to promote community participation in the national Covid-19 vaccination effort through volunteering in vaccination centres and provide culturally appropriate support to patients. Europaia designated online materials translated into the communities' spoken languages to reach wider audiences.

Through the "CHEM Covid booster" campaign, Europaia coordinated the production and distribution of videos about the Covid-19 booster vaccine in 10 different languages.

Europaia provided Russian, Polish, Romanian translated videos that were posted on different social media platforms. Russian (54 views), Romanian (25 views), Polish (8 views).



The "CHEM Covid volunteer" campaign was a further collaboration with LinguaGM to coordinate the translation of Covid-19 volunteering information into 13 different languages.

Europaia produced the text translations as well as the poster designs to be shared on social media with community members. Europaia coordinated the social media campaign for all of the EU languages, while the non-EU language posters were shared by relevant community members and organisations. Engagement on different social media platforms: Facebook (1.7k followers) / Twitter (1.6k followers) / LinkedIn (227 followers)

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## Europa's Community Projects

### *Delivering community events and activities to support EU nationals build their social capital*

*We want EU nationals to have all of the resources they need in order to build their social capital and become fully integrated members of their local communities. Although the Covid-19 pandemic meant there were less opportunities for us to bring community members together, Europa managed to successfully organise the Romanian blouse day celebration as well as Roma Women's day event during 2021-2022. We also delivered a number of projects online, such as an international cooking class, a digital walking tour and even a gardening competition!*

#### Roma Women Grow - Lovage Project

In order to combat Covid isolation and bring the Roma community members together, Europa ran the Roma Women Grow project in April 2021 as a remote activity. Roma community members were provided with pots and seeds to grow lovage, a cooking herb popular in Romanian cuisine.

Participants recorded the process of growing the lovage through blog posts.

##### Roma Women Grow - the process

- Entry 1 - Facebook group created for communities to send updates
- Entry 2 - Seeds are planted in 10 homes
- Entry 3- Progress on plants and prize events
- Entry 4 - Sharing food recipes amongst community
- Entry 5 - Reflection on growing and using lovage
- Entry 6 - Easter Celebrations
- Entry 7 - collaboration with Levenshulme Growing Together and ready to have face-to-face meetings



Community members highly enjoyed the project. The feedback received really shows that home, traditional food dishes and family are deeply in the hearts of the participating ladies. It also tells a story of migration to another country, missing of tastes and family members.



*"I am thinking of my home country, and my mom, and grandma when we were cooking together."*



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## Roma Women's Day

On Monday 28th February 2022 Europia celebrated Romanian Women's Day and Martisor Day with members of the Roma community by creating a fun and safe space for the community to meet and celebrate women and even make their own Mărțișor bracelet! The event also aimed to promote and raise awareness about Women's wellbeing and the support available.

“*I feel less isolated because Europia is a community that I am connected with.*”

*“Europia is part of my life in the UK.”*”



## Community Champions "REGENERACJA"

Regeneracja was a project created for the Polish community that involved running regular drop-in sessions for Polish nationals living in Salford. In the drop-in sessions, community members were able to access advice as well as get to know and interact with people from their community. Unfortunately due to the Covid-19 pandemic the project could no longer be facilitated face-to-face and had to be delivered online. It was challenging for Europia to engage the community online at the same level as during the face to face drop-ins, so the project came to a stop.

Although the project was discontinued, Europia was able to use it to set up the Polish Telegram group, which currently has 25 active members. The group continues to be a safe space where community members can get support and socialise with one another.

## REGENERACJA

Bezpłatne spotkania integracyjno warsztatowe dla Polonii mieszkającej w Salford, w przeróżnych tematach, w których wspólnym mianownikiem jest regeneracja w czasach pandemii.

ZAPISZ SIĘ JUŻ DZIŚ! NAPISZ DO NAS ALBO ZADZWOŃ PO WIĘCEJ INFORMACJI.  
 COMMUNITY@EUROPIA.ORG.UK ALBO 07927767772

BROUGHTON HUB  
 50 RIGBY STREET  
 SALFORD  
 M7 4BQ

PIERWSZE SPOTKANIE 27/11/21  
 OD GODZINY 11:00 DO 13:00

DRUGIE SPOTKANIE 11/12/21  
 OD GODZINY 10:30 DO 13:00

TRZECIE SPOTKANIE 15/12/21  
 OD GODZINY 16:00 DO 18:00

Supported by  
 Salford City Council



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 St Thomas Centre,  
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advice UK

Europia Registered Charity No. 1161453  
 Europia OISC No. N202000121



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Email: [support@europia.org.uk](mailto:support@europia.org.uk)

## Rochdale Project - Community initiatives

Europaia coordinated a series of initiatives in Rochdale with the aim of encouraging social cohesion, solidarity and promoting community values for people of different nationalities living in this area. The project included a number of community building oriented activities, such as an online cooking class a self guided audio tour of Rochdale.

Europaia Cooking Together was a series of online cooking classes for Rochdale residents to learn cooking meals from across the world. A dedicated Facebook group was created for this project to encourage the participants to make new friends and share cooking from their own country. Cuisines included Chinese, Polish and Indian. These sessions also aimed at tackling the problem of racism and hate crime at its core by showing people's connections and common qualities, making them more familiar to each other and promoting a healthy lifestyle. A total of 38 people took part in the online classes and the Facebook group managed to amass 68 members.



@ f in t v [www.europia.org.uk](http://www.europia.org.uk) Europaia is a Registered Charity No. 1161453 Europaia OISC Registered No. N202000121



Europaia also created the "Rochdale Digital Walking Sessions", a digital tour of Rochdale available in English, Polish and Romanian. The tour was initially designed as an in-person walking session for residents of Rochdale, however due to Covid-19 restriction, the tour had take a digital format. The tour was distributed on our social media and to a number of our partners in local councils and NGOs, encouraging Rochdale residents to explore their local community and support local business and enterprise.



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## Europa Women's Group - Romanian Blouse Day

Europa Women's Group (EWG) includes EU women-focused organisations and community leaders from Greater Manchester, and the goal of the group is to create women-centric initiatives through partnering with existing organisations like BiznesMama Network CIC, Vesta SFS CIC, Dolphin Seminars, The Unchained Phoenix CIC, POMOC - Polish Migrants Organise for Change and more. Through these collaborations EWG has helped with the translation and promoting different resources for women online, such as maternity information campaigns, promoting voting for women from Polish communities, information on DA and healthy relationships.

Europa Woman's Group also regularly organises event for women in the community to come together. The biggest event this year was the celebration of Romanian Blouse Day on the Saturday 26th June, a outdoor picnic which was aimed to create a friendly and inspiring atmosphere for Romanian women and children to celebrate their culture and traditions. There were 30 attendees and everyone expressed how much fun they had sharing stories, having Romanian snacks and participants in traditional dances.

**Romanian Blouse Day Celebration**

**Saturday 26 June 2021\***  
 12:30 PM - approx. 2-3h  
 Hulme Park | Manchester

Register to join us:  
[bit.ly/RomanianBlouse2021](https://bit.ly/RomanianBlouse2021)

\*The Universal Day of the Romanian Blouse - 24th June

Europa Registered Charity No.1161453  
 Europa OISC Registered No. N202000121

EUROPIA OISC COMMUNITY FUND

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## Research

*Europia expanded our research department during this financial year, producing various articles and pieces of research.*

*This included a research report entitled 'Exploring the Perspectives of Central and Eastern Europeans on Social Enterprise and Investment'. This report was commissioned by GMCVO's BAME Network and involved conducting 20 interviews with CEE entrepreneurs.*

*We also conducted research on access to primary care services among EU Nationals in Salford, as part of the HealthWatch Salford funded 'Speak Up Salford' project.*

*For more information, visit: <https://europia.org.uk/what-we-do/research-publications/>.*

### Exploring the Perspectives of Central and Eastern European Communities on Social Enterprise and Investment

The research project was co-developed between Europia and GMCVO and delivered in partnership with BASE (BAME Advocacy 4 Social Enterprise - Network), funded by the Esmee Fairburn Foundation and The Connect Fund. Its aim was to understand the barriers to accessing social investment by the BAME communities within Greater Manchester, specifically by Central and Eastern European nationals. The finding showed that CEE communities have a limited understanding of social enterprise/social investment together with aspiration gaps relating to language and cultural barriers, lack of information and no representation.

The recommendations based on these findings are as follows:

- Increase in culturally appropriate enterprise support such as multilingual investment and initiatives adapted to their cultural background.
- An alternative term to BAME for these communities to identify with to feel equally included.

### Speak up Salford (SUS)

This project was a partnership between Europia and HealthWatch Salford. The aim of the research was focused on exploring the experiences of EU nationals when accessing health and wellbeing services in the Salford area. And with this assessing and identifying potential barriers and areas for improvement. The findings show that the main barriers faced by EU nationals in Salford are lack of availability for GP appointments, lack of accessibility to primary care services due to Covid-19, digital and language barriers to accessing services and lack of overall promotion of mental health services to EU nationals.

Based on these findings the following recommendations were made:

- Primary care services need to ensure they provide patients with necessary information about digital services and foreign language friendly systems.
- Recruitment of EU nationals into medical fields to reduce cultural and language barriers.
- Improvement of information provided on mental health services.



## Concluding remarks

### Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

### Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

### Financial Review

In the year to 31st March 2022, the total income was £317,750 (2021: £276,766). Expenditure was £220,787 (2021: £234,988), resulting in a surplus of £96,963 (2021: £41,778). The charity continues to operate through its existing banking facilities.

### Reserves Policy

The charity does not currently have a reserves policy. It is in the process of formulating one, and once the policy is approved, the Trustees will seek to achieve this target level in future reporting periods. However, the charity held unrestricted reserves as of 31 March 2022 which represented more than six months of expenditure based on results for the year then ended which the Trustees consider to be sufficient in the interim to support the activities of the charity. As of 31 March 2022, the charity had total funds of £148,850 (2021: a surplus of £51,887), including fixed assets totalling £12,011 (2021: £1,445); However, £25,863 of these total reserves are restricted funds leaving £122,987 (2021: £13,759) as free unrestricted reserves.

### Future Plans

We plan to use the social investment loan and grant to invest in ECHO and paid immigration services to generate income. Thus generating income to further strengthen our reserves and use them to fund our Ukraine activities.

Signature: \_\_\_\_\_

Name: **Europaia** \_\_\_\_\_

St Thomas Centre,  
 Ardwick Green North,  
 Manchester, M12 6FZ, UK.



## Europaia (Charitable Incorporated Organisation)

### Independent Examiner's Report to the Trustees of Europaia

#### Year Ended 31 March 2022

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which comprises the Statement of Financial Activities, Balance Sheet and Notes to the Financial Statements.

#### Responsibilities and basis of report

As the Trustees of Europaia you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



#### Tor Stringfellow FCA, ICAEW

Williamson & Croft Audit Ltd  
York House  
20 York Street  
Manchester  
M2 3BB

Date: 02/11/2022

<sup>DS</sup>  
TS

**Europaia (Charitable Incorporated Organisation)****Statement of Financial Activities****Year Ended 31 March 2022**

		<b>2022</b>		<b>2021</b>	
	<b>Note</b>	<b>Restricted funds £</b>	<b>Unrestricted funds £</b>	<b>Total £</b>	<b>Total £</b>
<b>Income and endowments from:</b>					
Donations and legacies	<b>2</b>	-	10,317	<b>10,317</b>	6,951
Charitable activities	<b>3</b>	120,477	186,956	<b>307,433</b>	269,815
<b>Total income and endowments</b>		<b>120,477</b>	<b>197,273</b>	<b>317,750</b>	<b>276,766</b>
<b>Expenditure on:</b>					
Raising funds	<b>4</b>	-	324	<b>324</b>	774
Charitable activities	<b>5</b>	132,742	87,721	<b>220,463</b>	234,214
<b>Total expenditure</b>		<b>132,742</b>	<b>88,045</b>	<b>220,787</b>	<b>234,988</b>
<b>Net movement in funds</b>	<b>12</b>	<b>(12,265)</b>	<b>109,228</b>	<b>96,963</b>	<b>41,778</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	<b>12</b>	38,128	13,759	<b>51,887</b>	10,109
<b>Total funds carried forward</b>	<b>12</b>	<b>25,863</b>	<b>122,987</b>	<b>148,850</b>	<b>51,887</b>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.


The notes on pages 23 to 31 form part of these financial statements.

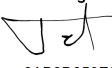
**Europaia (Charitable Incorporated Organisation)****Balance Sheet****Year Ended 31 March 2022**

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	9	12,011	1,445
		<hr/> 12,011	<hr/> 1,445
<b>Current assets</b>			
Debtors	10	33,920	-
Cash at bank and in hand		105,253	65,628
		<hr/> 139,173	<hr/> 65,628
<b>Creditors: amounts falling due within one year</b>	11	2,334	15,186
		<hr/> 136,839	<hr/> 50,442
<b>Net current assets</b>			
<b>Net assets</b>		<hr/> 148,850	<hr/> 51,887
<b>Charity Funds</b>			
Restricted funds	12	25,863	38,128
Unrestricted funds	12	122,987	13,759
<b>Total charity funds</b>	12	<hr/> 148,850	<hr/> 51,887

The financial statements were approved and authorised for issue by the Board of Trustees on

Signed on behalf of the board of Trustees

DocuSigned by:  
  
 0999B25AF7A14AD...  
 Mr. Pawel Lajszczak  
**Trustee**  
 02/11/2022

DocuSigned by:  
  
 8AB8D850E971427...  
 Artur Bobikyan  
 Trustee  
 02/11/2022

The notes on pages 23 to 31 form part of these financial statements.

## **Europaia (Charitable Incorporated Organisation)**

### **Notes to the Financial Statements**

#### **Year Ended 31 March 2022**

#### **1 Summary of significant accounting policies**

##### **(a) General information and basis of preparation**

Europaia is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page X of these financial statements. The nature of the charity's operations and principal activities are included on page X.

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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. 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.

##### **(b) Funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **(c) Income recognition**

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2022

#### 1 Summary of significant accounting policies

##### (d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

##### *Expenditure on charitable activities*

Comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

##### *Expenditure on raising funds*

Comprises costs which are directly attributable to the charity's fund-raising activities for its charitable purposes and includes costs of all fundraising events and non-charitable trading.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

##### (e) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33% straight line
--------------------	-------------------

##### (f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

##### (g) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

**Europaia (Charitable Incorporated Organisation)****Notes to the Financial Statements****Year Ended 31 March 2022****1 Summary of significant accounting policies****(h) Employee benefits**

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

**(i) Tax**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**(j) Going concern**

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.

**2 Income from donations and legacies**

	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Donations	<b>10,317</b>	<b>10,317</b>
	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
Donations	<i>6,951</i>	<i>6,951</i>

**Europaia (Charitable Incorporated Organisation)****Notes to the Financial Statements****Year Ended 31 March 2022****3 Income from charitable activities**

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Community support	<b>120,477</b>	<b>186,956</b>	<b>307,433</b>

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
Community support	217,228	52,587	269,815

**4 Analysis of expenditure on raising funds**

	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Advertising and marketing	<b>324</b>	<b>324</b>

	<i>Restricted funds 2021 £</i>	<i>Total 2021 £</i>
Advertising and marketing	774	774

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2022

#### 5 Analysis of expenditure on charitable activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total 2022 £
Staff costs	145,785	-	145,785
Training	2,472	-	2,472
Freelance workers	-	-	-
Refreshments	1,626	-	1,626
Staff travel	502	-	502
Contractors	55,334	-	55,334
Depreciation	-	3,184	3,184
Computer & website	-	2,273	2,273
Professional fees	-	1,835	1,835
Telephone	-	1,871	1,871
Rent & rates	-	3,884	3,884
Insurance	-	894	894
Post, printing & stationery	-	697	697
Other	-	106	106
	<b>205,719</b>	<b>14,744</b>	<b>220,463</b>

	<i>Activities undertaken directly 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total 2021 £</i>
Staff costs	126,448	-	126,448
Training	737	-	737
Freelance workers	37,759	-	37,759
Refreshments	5,461	-	5,461
Staff travel	216	-	216
Contractors	43,206	-	43,206
Depreciation	-	139	139
Computer & website	-	7,352	7,352
Professional fees	-	2,883	2,883
Telephone	-	3,036	3,036
Rent & rates	-	5,035	5,035
Insurance	-	637	637
Post, printing & stationery	-	998	998
Other	-	307	307
	<b>213,827</b>	<b>20,387</b>	<b>234,214</b>

£132,742 (2021: £185,325) of the above costs were attributable to restricted funds. £87,721 (2021: £48,889) of the above costs were attributable to unrestricted funds.

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2022

#### 6 Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examination fee of £900 (2021: £900) and fees for preparation of the financial statements of £600 (2021: £600).

#### 7 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	<b>2022</b>	<i>2021</i>
	<b>Number</b>	<i>Number</i>
Support staff	<b>11</b>	<i>9</i>

The total staff costs and employee benefits were as follows:

	<b>2022</b>	<i>2021</i>
	<b>£</b>	<i>£</i>
Wages and salaries	<b>138,375</b>	<i>121,036</i>
Social security	<b>5,073</b>	<i>3,754</i>
Defined contribution pension costs	<b>2,337</b>	<i>1,658</i>
	<b>145,785</b>	<i>126,448</i>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

#### 8 Trustees' and key management personnel remuneration and expenses

The key management personnel of the charity comprised the Chief Officer, the Impact and Development Manager, Operations Officer, Support Team Leader and Communications Team Leader.

The total employee benefits of the key management personnel of the charity for the year were £60,410 (2021: £42,914).

The Trustees neither received nor waived any remuneration during the year (2021: £Nil).

The Trustees did not have any expenses reimbursed during the year (2021: £Nil).

**Europaia (Charitable Incorporated Organisation)****Notes to the Financial Statements****Year Ended 31 March 2022****9 Tangible fixed assets**

	<b>Computer equipment £</b>	<b>Total £</b>
<b><i>Cost or valuation:</i></b>		
At 1 April 2021	1,584	1,584
Additions	13,750	13,750
At 31 March 2022	<b>15,334</b>	<b>15,334</b>
<b><i>Depreciation:</i></b>		
At 1 April 2021	139	139
Charge for the year	3,184	3,184
At 31 March 2022	<b>3,323</b>	<b>3,323</b>
<b><i>Net book value:</i></b>		
At 31 March 2022	<b>12,011</b>	<b>12,011</b>
At 31 March 2021	1,445	1,445

**10 Debtors**

	<b>2022 £</b>	<b>2021 £</b>
Trade receivables	<b>33,920</b>	-
	<b>33,920</b>	-

**11 Creditors: amounts falling due within one year**

	<b>2022 £</b>	<b>2021 £</b>
Other taxation and social security	<b>400</b>	8,159
Pension creditor	<b>395</b>	2,831
Other creditors	<b>39</b>	2,696
Accruals and deferred income	<b>1,500</b>	1,500
	<b>2,334</b>	15,186

## Europaia (Charitable Incorporated Organisation)

### Notes to the Financial Statements

#### Year Ended 31 March 2022

#### 12 Statement of funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>				
General funds	13,759	197,273	(88,045)	122,987
<b>Restricted funds</b>				
Roma Support Projects	3,000	8,855	(5,000)	6,855
Greater Together Manchester	3,760	-	(3,760)	-
Lankelly Chase	3,998	-	(3,998)	-
One Manchester	3,500	-	(3,500)	-
Rochdale Borough Council	4,000	-	(4,000)	-
Salford CVS	1,000	9,150	(10,150)	-
TNCLF-EWG	10,000	-	(10,000)	-
V4CE	8,870	-	(8,870)	-
GMCVO – Greater Manchester VCSE	-	13,709	(13,709)	-
Heathwatch Salford	-	1,000	(1,000)	-
Citizens Advice - Kickstarter	-	14,118	(14,118)	-
Salford City Council - Community Champions Fund	-	6,590	(5,000)	1,590
GMMH MWH	-	675	(675)	-
TS4SE	-	1,180	-	1,180
HM Prison & Probation Service	-	10,000	-	10,000
Gaddum	-	4,238	-	4,238
Manchester Health & Care Commissioning	-	5,000	(3,000)	2,000
Covid-19 Support Funding	-	45,062	(45,062)	-
Arts Council	-	900	(900)	-
	<b>38,128</b>	<b>120,477</b>	<b>(132,742)</b>	<b>25,863</b>
<b>Total of funds</b>	<b>51,887</b>	<b>317,750</b>	<b>(220,787)</b>	<b>148,850</b>

#### Fund descriptions

##### *Unrestricted funds*

General funds are unrestricted income funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

##### *Restricted funds*

Restricted funds are used for community support projects involving the European expatriate community.

**Europaia (Charitable Incorporated Organisation)****Notes to the Financial Statements****Year Ended 31 March 2022****13 Analysis of net assets between funds****Analysis of net assets between funds – current year**

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Tangible fixed assets	-	12,011	<b>12,011</b>
Current assets	25,863	113,310	<b>139,173</b>
Creditors due within one year	-	(2,334)	<b>(2,334)</b>
<b>Total</b>	<b>25,863</b>	<b>122,987</b>	<b>148,850</b>

**Analysis of net assets between funds – prior year**

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
Tangible fixed assets	-	1,445	1,445
Current assets	38,128	27,500	65,268
Creditors due within one year	-	(15,186)	(15,186)
<b>Total</b>	<b>38,128</b>	<b>13,759</b>	<b>51,887</b>

**13 Pension commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,337 (2021: £1,658).

Amounts of £395 (2021: £2,831) which were payable to the fund at the balance sheet date and are included in creditors.

**14 Related party transactions**

During the year, the charity operated a loan account with the Executive Director. They are regarded as a related party due to their ability to influence policy and make operational decisions for the Charity. At 31 March 2022, Europaia owed the individual £39 (2021: £39).

There are no repayments terms on this loan and interest has not been charged.

**15 Taxation**

The charity is a registered charity and is therefore exempt from taxation.

**EUROPIA**

England & Wales - Charity number 1161453

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# Accounts

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# EUROPIA



**APRIL 2020 - MARCH 2021**

Annual Report



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## Report of the Trustees for the Year Ending 31 March 2021

The trustees who are the only members of the charity, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

### **Purpose of the charity:**

Europia is the only registered charity working exclusively for the benefit of European nationals in Greater Manchester. We have a proven track record for the past 11 years of providing bespoke, culturally appropriate and language specific services to European nationals.

### **Structure, governance and management**

#### **Governing document**

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

#### **Trustee selection**

The Trustee board is derived from the larger community, including friends and supporters of Europia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europia has a robust trustee application process with a clear audit trail.

### **Policies**

Europia has clear policies and procedures to ensure a professional and safe working



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environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europaia Child Safeguarding Policy
- Europaia Code of Conduct
- Europaia Volunteer Handbook
- Europaia Constitution
- Europaia Diversity and Equal Opportunities Policy
- Europaia Health, Safety and Welfare Procedures Manual
- Europaia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europaia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europaia Safeguarding Policy for Children and Vulnerable Adults
- Europaia Travel and Expenses Claim Rates
- Europaia Complaints Policy

### **Wider networks**

Europaia has created a strong and wide network not just in Greater Manchester but also further afield in London. We are closely linked with the local CVS's in Greater Manchester. We have an ongoing relationship with Greater Manchester BME Network, Age UK Salford, CCG's, Doctors of the World, Maternity Action, Race Equality Foundation, Eastern European Resource Centre, Polish Expats Association, various councils across GM and Local councillors including elected leaders.

### **Reference and administrative details**

Registered Charity number: 1161453

Registered office: St Thomas Centre, Ardwick Green North, Manchester, M12 6FZ

### **Trustees**

Paul Lajszczak

Adam Mitula

Maria Kompanowski

Agnieszka Osakunih

### **Independent Examiner**

Crowe U.K. LLP, The Lexicon, Mount Street, Manchester, M2 5NT

Europaia  
 St Thomas Centre,  
 Ardwick Green North,  
 Manchester, M12 6FZ, UK.



**advice** UK

Europaia Registered Charity No. 1161453  
 Europaia OISC No. N2020000121



## The Europia team

### CEO

- Kush Chottera

### Staff

- Karol Kochanowski - Volunteer Coordinator, EUSS Advice
- Marlena Wawrzenczak - Project Lead/ Coordinator Europia Women's Group -
- Ramona Constantin - Roma Advocacy Worker
- Magdalena Kij - CEE Community Development Worker
- Cristina Leonte-Racu - Project Assistant
- Sarah Duncan - Impact and Development Manager
- Mandy Hughes - Health Team Leader
- Ineta Simelionyte - Outreach and Advice Officer
- Karolina Koscienc - Welfare Advice Worker
- Corina Bibere - Assistant Advice Worker
- Joe Meredith - Research and Information Officer
- Catherine Sirotkin - Communications and Youth Officer
- Danniella Verity - Communications Officer
- Michaela Bennett - Salford University Social Work Placement
- Sabrina Maynard - Manchester City College - Counselling placement

### External consultants/contractors and freelancers

Norman Beverley, Ruta Skudraite, Iwona Torowin-Borowicz, Baiba Auria, Magdalena Kij, Mirosław Ogorzalek, Mateusz Beźnic, Sanja Cin, Kristina Vaivadienė, , Ania Dopierala, Anna Nagorska, Lesa Dryburgh , Gosha Adamowska , Cathie Jones, Rick Jones, Ricardo Vilela, Aleksandar Brayonov, Karolina Skulska, Tomas Zitkauskas, Liis-Maria Toomsalu, Ana Cristina de Souza Soares Gomides, Tricia Coleman, and more.

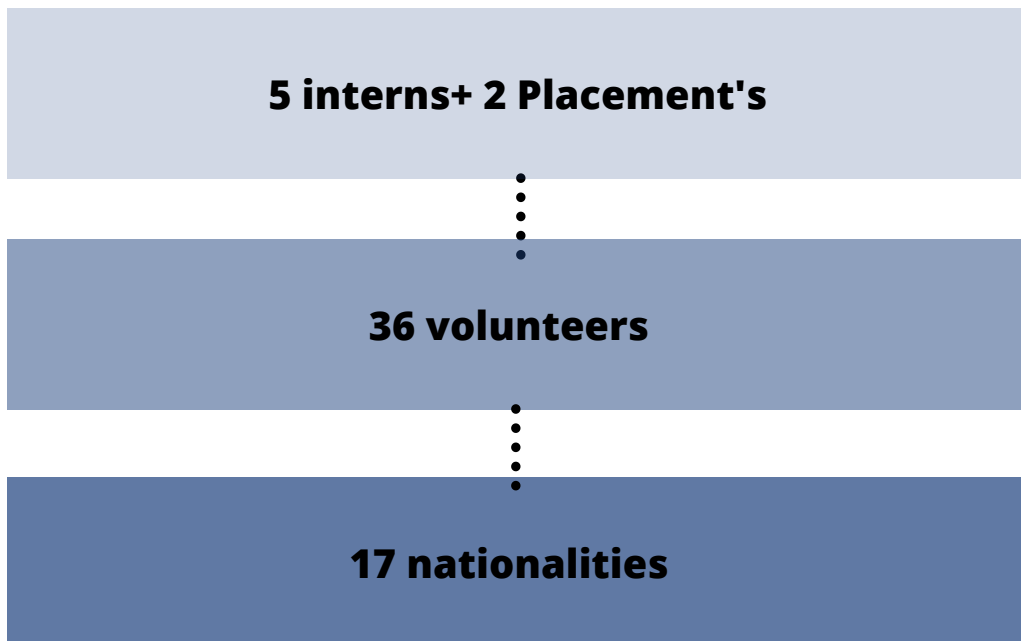


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## Volunteers and interns

Europaia's volunteers have a chance to develop new skills and expand their existing experience of work in a professional environment. Volunteers are an important part of the organisation providing day to day support to the charity's team. The volunteering roles include interpreting and translations, admin, events organisation and supporting the advice team. The aim is for the volunteers to gain new, professional skills, improve their wellbeing and expand their knowledge through supporting the Europaia team in their work as well as attending internal and external training.

Through Europaia's internship programme, the new candidates are working with Europaia team on a daily basis directly on the projects. The aim is for interns to gain confidence and knowledge needed to take on leadership on different elements of ongoing projects. The interns are able to learn skills in for example: organising and leading meetings, bid writing, external relations (networking) and planning and delivering projects.





# Europia's Year in Review

## March 2020

Europia is forced to stop all face-to-face interactions with clients as the UK goes into Covid-19 lockdown. Staff continue to support clients via telephone, email and Zoom.

## April 2020

The Europia Emergency Fund is launched, providing vital financial support to vulnerable EU Nationals in Greater Manchester during the pandemic.

## July 2020

Europia receives a grant from the National Lottery Foundation, enabling it to continue its work translating important Covid-19 information into EU languages.

## November 2020

Europia is granted OISC Level 1 accreditation, enabling it to continue supporting vulnerable clients to apply to the EU Settlement Scheme.

## January 2021

Europia launches a tele-befriending line to tackle loneliness and social isolation in the local EU community.

## January 2021

Europia is featured on ITV News, in a Granada Reports piece about the EU Settlement Scheme. This is accompanied by significant regional and local press coverage.

## March 2021

Europia launches its new website and a revamped brand, creating a more professional public profile.



## Europaia Support

### **EUSS, welfare advice, legal surgery and Roma advocacy**

At Europaia we were forced to put a stop to face to face interactions with our clients in Mar 2020 as a result of the COVID-19 pandemic. At this point we shifted to telephone/online appointments/interactions by telephone, email or Zoom. Even with these limitations we were still able to support a great many clients.

From April 2020 through to the end of Mar 2021 Europaia received 639 enquiries, an average of 53 enquiries each month. This was a major increase from the previous year's average rate of 19 enquiries each month. At Europaia the majority of our enquiries are directly from clients requesting support, however, we also receive a substantial number of enquiries from other support organisations requesting information on our services, or perhaps to refer a client of their own. The following non exhaustive list highlights some of the many organisations/charities that contacted us within the year in question: Barnardo's, Big Issue (Big Life company), The Booth Centre, Emmaus Mosley, Forest Bank Prison, Greater Manchester Police, LGBT foundation, MACC, Manchester Law Centre, Medaille Trust, Migration Exchange, Mustard Tree, Refugee Action, Safety4Sisters, Salford Loaves and Fishes, Sanctuary Trust, Six Degrees Social Enterprise, SPIN, VESTA, Wai Yin Society, Women MATTA, Young Women's Trust. We were also contacted frequently by local authorities throughout Greater Manchester such as Bolton, Manchester, Oldham, Rochdale, Salford and Tameside. Additionally, representatives from various Consulates in Manchester also sought support from Europaia, the Czech, Hungarian and Romanian Consulates amongst them.

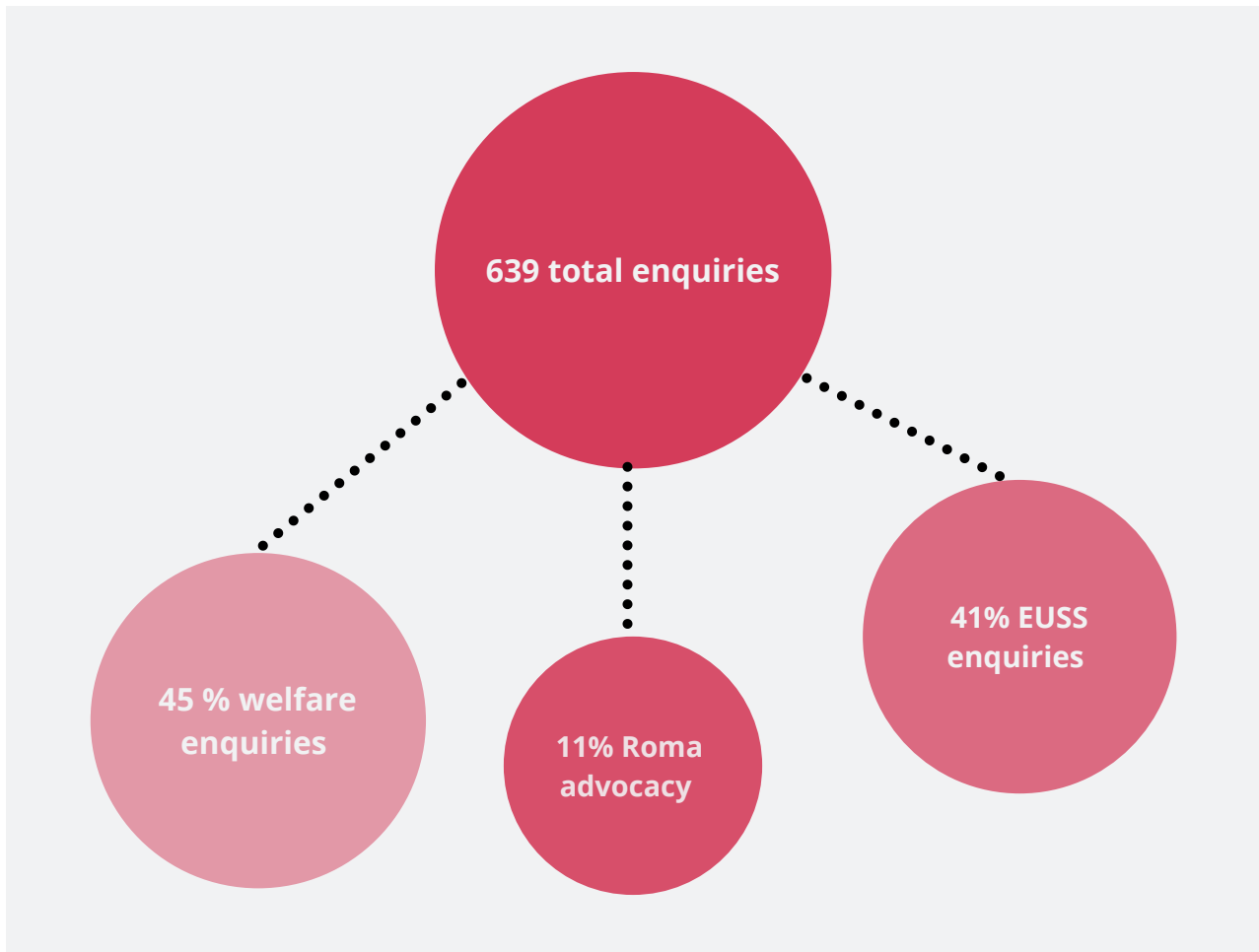
Approximately 45% of all enquiries received were for welfare advice. These enquiries were responded to by our Head of Advice, Welfare Adviser, Advice assistant, and Roma Advocacy Worker. They supported clients with a range of issues, Universal Credit, PIP and NINO applications, food bank information and housing to name a few. Our Roma advocacy worker was on hand to work more closely with the Roma community in their native dialect of Romani. The Roma community face multiple barriers to accessing support, therefore, we felt it best to allocate an individual to focus on and support this community alone. Our Roma advocacy worker took on



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average 11% of total Europia enquiries each month which equated to approximately 6 new Roma clients each month. We also received a small but steady stream of legal enquiries, 2 enquiries each month on average. These enquiries were responded to by our advice workers in partnership with various volunteer legal professionals.

A great proportion of our enquiries were EUSS and Immigration related. There were 223 enquiries in total throughout the year. We saw the number of people contacting us for EUSS related matters increase over the course of the year as we crept closer to the EUSS deadline of 30 June 2021. From April 2020 to the end of Sep 2020, EUSS enquiries accounted for 27% of our total enquiries. This rose to 41% from Oct 2020 through to the end of Mar 2021.





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Our collaboration with CABB officially commenced in Aug 2019 and came to an end on 30 Sep 2020 as a result of a loss of Home Office funding for EUSS activities. Once the partnership had ended Europia's EUSS advisers no longer fell under the umbrella of CABB's OISC accreditation. This meant that our advisers were no longer able to apply to the EUSS on our client's behalf. To allow us to reinstate this service we took on the somewhat lengthy task of applying for our own OISC accreditation. In the meantime we were still able to assist clients to apply to the EUSS on their own with the help of digital assistance from us. We referred clients who we felt would struggle to apply for themselves to partner organisations such as Kirklees C.A. and Rights of Women. On 18 Nov 2020 Europia was granted OISC Level 1, (EUSS only) status, (N202000121). In Dec 2020 we hired an additional EUSS adviser formally from CABB. Between the months of Dec 2020 through to the end of Mar 2021 we submitted 68 EUSS applications on behalf of our clients and their families.

### **Europia Emergency Fund**

Europia's support services were inundated from the start of the COVID-19 pandemic. The number of people contacting us for support almost tripled from the previous accounting year. Our clients were telling us that they had lost their jobs, on top of this they were struggling to apply for Universal Credit. In short, the majority of our clients were struggling financially as a result of the pandemic. In order to provide support for such individuals and their families we launched our Europia Emergency Fund in April 2020 using a grant of just under £3000 from We Love MCR Charity. Successful applicants were provided with grants ranging from £30-£60 depending on their situation to spend on basic necessities such as food and medical equipment. We distributed our application form into English, Lithuanian, Polish, Romanian and Russian to limit any barriers to accessing the support, additionally Europia staff assisted clients with their application if IT literacy was an issue. Since its launch in April 2020 through to Mar 2021, just over £5,000 was distributed to over 100 vulnerable EU nationals and their families throughout Greater Manchester. Please see our website for more details, (Europia Emergency Fund – Europia).

“

**Europia is a very good organisation, it helps you immediately, and some wonderful people work there, thank you.**

”

*A Europia Emergency Fund recipient from  
Romania*

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## Europaia Health and Wellbeing

### Starting a Conversation About Dementia

Europaia ran a project to raise awareness about dementia in Polish and Lithuanian communities in GM, funded by the Department for Health and Social Care and Race Equality Foundation. We recorded five approx. 20 minute video interviews with Polish and Lithuanian community members about how their lives have been affected by caring for someone living with dementia. The recorded interviews were then posted across Facebook, Twitter and YouTube. Quotes were taken from each interview and formulated onto social media cards which were posted across social media channels in both English and the target language prior to posting the videos. Link to the videos: <http://bit.ly/DementiaInterviews>.

### Falinge Park/iheart project with Rochdale Borough Council

In partnership with wellbeing organisation iheart and Falinge Park High school in Rochdale, Europaia facilitated 11 weeks of free mental resilience and wellbeing workshops for young EU nationals in Rochdale. These sessions were based on the iheart curriculum and were aimed to prepare young people for life so they can manage stress, anxiety and feeling down at times and also those that just want to be the best versions of themselves too. We had an average of 5 regular participants, although 8 were active in at least one session, all being EU nationals including refugee and asylum seekers. These sessions started on 26 February and continued until 28 May 2021.

### Tele-befriending

In January 2021 we recruited a number of volunteers speaking Polish, Romanian, Hungarian, Latvian, Russian and English to run a tele-befriending line in order to tackle loneliness and social exclusion. The service users were found through advice team referrals, external referrals and self referrals, shared through social media advertisement. Between January - March 2021 Ramona spoke with 46 Roma nationals via the telephone. We partnered with the not-for-profit cooperative TS4SE for this project, .



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Vilija:

*"She cannot take care of herself completely:  
neither wash herself nor dress herself,  
or take her clothes out of the wardrobe..."*



Dementia project

Covid-19 Back to Basics project

**COVID-19**

**ITT TALÁLJA A COVID-19 VÍRUSSEL KAPCSOLATOS INFORMÁCIÓKAT**

Itt találja a COVID-19 vírussal kapcsolatos információkat EU nyelvekre lefordítva, amelyek az Egyesült Királyság és Greater Manchester területén való tájékozódással kapcsolatosak.

- Mi a koronavírus
- Mit tegyen, ha tünetei vannak
- PNHS tájékoztató
- Helyi információk
- Test and Trace
- Egészsége fenttartása és még több

Kérjük látogasson el a [www.europia.org.uk/covid-19](http://www.europia.org.uk/covid-19) weboldalra.

[f](https://www.facebook.com/europia) [i](https://www.instagram.com/europia) [in](https://www.linkedin.com/company/europia) [▶](https://www.youtube.com/channel/UC...) [www.europia.org.uk](http://www.europia.org.uk)

Az Európa a 1161033 számúan bejegyzett jótékonyk szolgálati szervezet. Az Európa OISC által regisztrált és szabályozott. N2020000121 (Egyregetre szociális bevételekért tanácsadás)

Europa  
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Ardwick Green North,  
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Europa Registered Charity No. 1161453  
Europa OISC No. N2020000121



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## Covid-19 Back to Basics

We were given funding by Barrow Cadbury to share and produce resources that would be non-time nor non-geography specific for Central and Eastern Europeans across Greater Manchester (Polish, Roma, Romanian, Lithuanian, Latvian, Slovak, Czech and Hungarian).

We decided to pursue three key objectives during the project:

- research community members' attitudes towards COVID-19
- redefine our signposting policy and how we work with stakeholders
- produce high-impact resources.

We interviewed community members and staff. From these interviews we did two rounds of translated surveys. We analysed the outcomes and compiled the results into a summary document on the website. We also did a lot of outreach and met with a lot of CCGs and Healthwatch organisations to share how we could work together which resulted in us speaking at the Chief Officers' meeting and developing relationships with a number of CCGs and Healthwatches. We also used the intelligence we gathered to consult with stakeholders about how to engage CCE nationals better.

We did an informal audit of existing translated COVID-19 resources across GM and the UK, evaluated them and made them available on our website (we promoted this in 6 different languages). We also restructured our COVID-19 page with more available resources and a [c19@europia.org.uk](mailto:c19@europia.org.uk) email that stakeholders could contact for consultation.

We produced four video interviews with EU medical staff in different languages addressing people's concerns and published them on YouTube and our Website.



**You've really created a strong organisation with an amazing reach into [...] It's been quite overwhelming to read the final reports, it's so impressive what organisations have been able to do and how they've adapted.**

*Feedback from funder Barrow Cadbury*





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## Cancer Champions

Starting in November 2020 until March 2021 Europia has been working in partnership with Answer Cancer to launch the Cancer Champions project. Our aim was to raise awareness about cancer amongst European Nationals in Greater Manchester; through training volunteers from the Polish, Lithuanian and Roma communities. They became Cancer Champions and help spread awareness about cancer in these community groups.

This training included information about cancer delivered in different languages, and knowledge about screenings and other procedures that can help prevent or identify cancer in the early stage.

We have also produced leaflets in different languages with information about the different cancer scans. The leaflets in 4 languages can be downloaded from our website: <https://europia.org.uk/health-wellbeing/cancer-champions/>

## Europia Women's Group (EWG)

The group consists of community leaders who help identify needs, find solutions, and can work in partnership with Europia to provide expertise and support, and help to spread information to their community groups in Greater Manchester.

Challenging time during the pandemic forced us to connect online more often than in person. The main aim for this group was still the same - to create women-centric initiatives in partnership with other existing organisations that provides various of services for women. Every project supporting or empowering EU national women in Greater Manchester we've promoted and shared under EWG. **This year we particularly focused on health and wellbeing of women.**



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Let's talk about Cancer

# CANCER

18-24/01 Cervical Cancer Awareness Week. Ask your doctor about screening or email us at: [health@europia.org.uk](mailto:health@europia.org.uk)

18-24/01 Tydzień Świadomości raka szyjki macicy. Spytaj swojego lekarza o profilaktyczne badanie lub wyslij nam email na adres: [health@europia.org.uk](mailto:health@europia.org.uk)

18-24/01/2021 Gimdos kaklelio vėžio suvokimo savaitė. Klauskite savo daktaro apie atranka arba atsiųskite mums žinutę elektronišku paštu: [health@europia.org.uk](mailto:health@europia.org.uk)

Intre 18 si 24 ianuarie va fi Săptămâna Conștientizării Cancerului. Adresați-vă medicului dumneavoastră privind un screening sau scrieți-ne la [health@europia.org.uk](mailto:health@europia.org.uk)

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 EuropiaMcr Europia [Europia.org.uk](http://Europia.org.uk)

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Project Partner:  
**ANSWER  
CANCER**

CANCER CHAMPIONS  
project

RESILIENT WOMEN



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 @EuropiaMcr  
#EWG  
#EuropiaWomensGroup  
 [women@europia.org.uk](mailto:women@europia.org.uk)

## #RESILIENT WOMEN

Karolina Skulska, qualified and experienced Physiotherapist, Life and Wellbeing Coach, and HeartMath Coach, has recorded series of videos that you can watch every week for 7 weeks to support your mind self-regulatory management and coping with stress, to discover the techniques of relaxation, assertiveness, motivation and even nutrition and physical exercise to strengthen your health and resilience. All videos are recorded in two languages (English and Polish) and are available on the #EUROPIA timeline. We also organise 3x free zoom sessions/ well-being workshops with Karolina in polish language for women that live in Salford. Follow #EUROPIA #EWG and #ResilientWomen hashtags to find out more.

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## Resilient Women

We identified that vulnerable groups such as Polish women, the largest ethnic minority in Greater Manchester, would be under increased pressure during the lockdown and would be at risk of heightened stress levels.

With the support of the Salford CVS funding we provided 3 online workshops for Polish women on managing stress. Although we focused on inviting women from Salford area, we also allowed women from different areas, considering we are all connecting online.

3 workshops in Polish language "**SILNA KOBIEȚA**" \*(Resilient Woman) were delivered by Karolina Skulska - Life and Wellbeing Coach, her presentation and practical stress-management tips and techniques was very impressive. Approx. 20 people registered for each workshop, via Eventbrite.

Session one - 20 June 2020 (22 people registered incl. 2 team members), Session two - 27 June 2020 (20 people), session three - 3 July 2020 (21 people).

Link to FB event session 1 >> <https://fb.me/e/7pzF2zbZQ>

We were also able to record the sessions so that they could be published as resources for further circulation. Zoom provided a really flexible and accessible platform for delivering these workshops.

These workshops had great feedback (not everyone who attends is willing to leave feedback, but we have had 16 answers, with 100% of participants saying the sessions were helpful, over 81% saying they would definitely introduce changes in their lives and over 18% saying they would try to implement these changes.

### Q. on the chart below: **Which workshop is your feedback related to?**

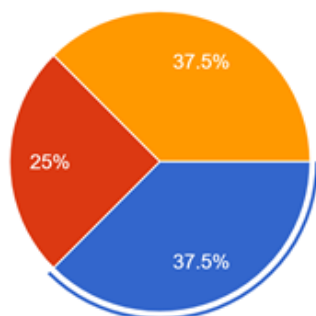
- **Blue** – Resilient Woman - session1 - The power of thoughts and beliefs - Self-regulatory mind.
- **Red** – Resilient Woman - session 2 - Unlock Your potential - Transformation of beliefs.
- **Orange** – Resilient Woman - session 3 - Regain inner peace - Proven anti-stress methods.



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### Którego warsztatu dotyczy Twój Feedback?

16 responses



- Silna Kobieta - część 1 - Potęga myśli i przekonań - Samoregulacja umysłu
- Silna Kobieta - część 2 - Odblokuj swój potencjał - Transformacja przekonań
- Silna Kobieta - część 3 - Odzyskaj wewnętrzny spokój - Sprawdzone metody antystres

Additional questions	16 answers	12 answers
	<b>What did you like about the Resilient Woman workshop?</b>	<b>Is there anything we can improve?</b>
1.	Mega!	attendance
2.	Friendly atmosphere, freedom of choice to show yourself or not, topic, organisation.	I lost the thread ??
3.	Fantastic workshops, lots of knowledge and great exercises :)	No, it's great
4.	Questions asked on the timeline	do not do it bilingually because you can not
5.	Karolina's warm personality, point-to-point remarks, very good knowledge and a lot of practical tips	Nothing
6.	practical exercises to help you enter the mind, a way of thinking;	Expand topics
7.	nice atmosphere	SLOWER TO SPEAK
8.	time for myself	I do not know
9.	calm music	NO CHANGE
10.	nice and warm people who lead	not everything is OK
11.	Leading energy	more workshops on-line for zoom
12.	THEORY AND EXERCISES	legible infographic
13.	Mental peace	n/a
14.	Meditation with 4 goddesses	n/a
15.	"I know and I know" theory and the elevator	n/a
16.	YES PLUS MEEDITATION	n/a

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## Wellbeing in terms of Covid-19

We created a series of "Strengthen your health and resilience in 7 weeks" programme videos. The videos were released once a week, therefore people were able to absorb all the information and practise provided techniques until the next week's video.

It was a holistic project to support people self-regulatory mind management and coping with stress due to self-isolation or long working hours in the time of pandemic. The aim was to give guidance and understanding of different resilience practices that can be used if needed.

Karolina Skulska - Be Super You- Health and Wellbeing Coach, has delivered the information content through recorded videos and pdf documents. Europia produced the video (via Sagitta.media) and created the promotion campaign.

All videos can be seen on Europia YouTube channel and Facebook/Twitter. e.g. <https://youtu.be/HmOxCTzsqk4>

## Woman's Autonomy

Following up the successful Resilient Women projects, we provided another free workshop in Polish language, this time, funded by the Rochdale Borough Council.

Two sessions (part one 12 Feb 2021 (fb link <https://fb.me/e/hNgTLOiw5> / and part two 19 Feb 2021) combined theory and practice (exercises) to give women a package of knowledge and tools to use against hate crime, discrimination or any exploitation for slave labour. These sessions included a lot of useful topics, eg. How to avoid becoming a victim and protect your loved ones from it, how to build your inner strength, healthy relationships and assertiveness. Total Attendees: 46



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## #RESILIENT WOMEN

**Karolina Skulska**  
Physiotherapist, Well-being Coach  
HeartMath Coach  
#BeSuperYou PL

CZĘŚĆ I - 20 CZERWCA - GODZ. 12.00

# SILNA KOBIETA

POTĘGA MYŚLI I PRZEKONAŃ - SAMOREGULACJA UMYŚŁU

Rezerwuj: <https://silnakobieta1.eventbrite.co.uk>

#EuropiaWomensGroup | #EWG | #ResilientWomen  
© Europia 2020

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RESILIENT WOMAN  
session 1

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[women@europia.org.uk](mailto:women@europia.org.uk)

WOMAN'S AUTONOMY  
session 1



## RESILIENTWOMEN

**Karolina Skulska**  
Physiotherapist,  
Life and Well-being Coach  
HeartMath Coach  
[besuperyou.com](http://besuperyou.com)

>> Zarezerwuj <<  
[bit.ly/KA121902](https://bit.ly/KA121902)

2 Bezpłatne warsztaty po polsku! ONLINE na platformie ZOOM  
Dla Kobiet mieszkających lub pracujących w Greater Manchester

# KOBIECA AUTONOMIA

CO MUSISZ WIEDZIEĆ, BY BUDOWAĆ SWOJĄ WEWNĘTRZNĄ SIŁĘ, ZDROWE RELACJE I ASERTYWNOSĆ

Część 1 - piątek 12 LUTEGO 2021 - 19:00 | Część 2 - piątek 19 LUTEGO 2021 - 19:00

#Europia | #RochdaleBoroughCouncil  
#ResilientWomen | #BeSuperYouPL | #EuropiaWomensGroup | #BiznesMamaNetwork  
[www.europia.org.uk](http://www.europia.org.uk) | 0333 305 8570 | [support@europia.org.uk](mailto:support@europia.org.uk)

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## Healthy Relationships

In partnership with Unchained Phoenix, CIC and funded by Rochdale Borough Council, Europia organised another online workshops series about Healthy Relationships, for EU national women in Rochdale Borough. Started on Sunday 17 Jan 2021 following by two more sessions on 24 & 31 Jan 2021. Topics explored/included: what healthy relationships are, why they become abusive, healthy boundaries, trust issues, and raising your confidence and self-esteem.

All 3 sessions were led by Kam Laing, founder of Unchained Phoenix and lasted around 75 min. each.

After each session all registered participants received an email with graphic summary of the workshop and some extra exercises.

Event	Sold	Gross	Status
 <b>JAN 17</b> Healthy Relationships - Session ONE: Re-Learning Online event Sunday, 17 January 2021 at 19:00 GMT	18 / 100	£0.00	• Event ended
 <b>JAN 24</b> Healthy Relationships - Session TWO: Repairing Online event Sunday, 24 January 2021 at 19:00 GMT	21 / 100	£0.00	• Event ended
 <b>JAN 31</b> Healthy Relationships - Session THREE: Reclaiming Online event Sunday, 31 January 2021 at 19:00 GMT	28 / 100	£0.00	• Event ended

18 women registered for 1st session, 21 - for 2nd session, and 28 - for 3rd session. Over 60% of participants were Polish nationality. We received 19 feedbacks.



**The Healthy Relationships series of 3 sessions has been mind-blowing. They have exceeded my expectations and I would welcome a repeat of the course. Thank you**



*Healthy Relationships - online session  
 - feedback from one of the participants*

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women@europia.org.uk Europia.org.uk

3 Parts Program by Kam Laing  
Founder of The Unchained Phoenix

**Healthy Relationships**

**SESSION ONE: RE-LEARNING**

- What a loving relationship is and isn't?
- How to recognise abuse?
- Stop the blame & shame spiral
- Biology of abuse
- Mantras and exercise

**SUNDAY 17.01.2021**  
7.PM - Approx. 1h

REGISTER & JOIN FOR FREE

[bit.ly/re-learning1](http://bit.ly/re-learning1)



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HEALTHY RELATIONSHIPS  
session 1

HEALTHY RELATIONSHIPS  
session 2



**EUROPIA**

**Healthy Relationships**

**SESSION TWO: REPAIRING**  
SUNDAY 24 JAN. 2021 @ 7:00 PM

[Europa.org.uk](http://Europa.org.uk)  
[women@europia.org.uk](mailto:women@europia.org.uk)





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## Europa Women Grow

The grant from the Lankelly Chase Foundation (Manchester Spaces programme) allowed Europa to establish the Roma Women Grow project and start it remotely from the beginning of April 2021, following by many activities in person, involving not only Roma women, but also families. We will provide more information about this project in the next annual report.





## Communications and outreach

### Covid-19 outreach and translations

We received funding from a number of funders to complete COVID-19 activities and to support our service provision. These included The National Lottery Community Fund and the GMCA. We provided emergency support to national organisations, local councils and voluntary organisations including Doctors of the World, Action Together, Healthwatch Rochdale and Oldham Council with translated advice, NHS guidance and videos.

Prior to July 2020, Europia had been providing support to Doctors of the World in a national campaign to translate COVID-19 Guidance. The National Lottery Community fund grant allowed us to continue this work. We provided three translations of version 7 and 8 of the national COVID-19 Guidance in Estonian, Hungarian and Lithuanian.

We provided three translations of version 7 of the national COVID-19 Guidance in Estonian, Hungarian and Lithuanian. Europia also provided Doctors of the World with translations of Version 8 of the national guidance in the same three languages.

When a local lockdown was implemented across Greater Manchester at the end of July, Europia helped provide four local authorities with translated resources including COVID-19 guidance, information about local testing centres and information videos. These resources were translated into specific European languages depending on the needs of each local authority. Europia produced a total of sixteen videos of community members reading COVID-19 guidance in their native languages for Oldham Council and Healthwatch Rochdale. We also provided translations of the scripts for social media posting and performed editing of five of the videos with title and signposting cards that were translated into target languages. Eight of the videos were not published due to rapidly changing guidance.

Europia produced bespoke translations of two testing site information posters for Trafford Council into three different languages: one poster for general communications and another for circulation with specific business stakeholders. Europia also provided translations of social media messages into three languages for



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Oldham Council, in addition to reposting and signposting to COVID-19 services when requested by other local authorities. This includes crafting posts about testing sites and the community champion network in the Tameside local authority. We continued to support councils and other stakeholders where we could throughout the entire financial year.

### **Everyone's Health Matters (PSMI)**

Between February-June 2021, Europia was enlisted to create 3 videos on 3 different topics: the covid vaccine, the flu vaccine and the NHS annual health check. Each video was translated into a variety of languages for the needs of each charity and it was designed to be accessible to those with severe mental disabilities. This was in partnership with Yaran Northwest and TS4SE.

Video e.g. <https://youtu.be/80xGNBmogoU>

### **Near Neighbours**

Between February-March 2021, we partnered with Near Neighbours with the aim of distributing the informative resources they produced about COVID-19 restrictions, testing and vaccinations to CEE and EU national communities. We did this by recruiting volunteers that would circulate resources through community groups and contacts. We also worked with Near Neighbours to facilitate the recruitment of participants to courses designed to lessen the impact of COVID-19 on communities. These courses were aimed at existing community organisations to support them in improving the services they have had to provide in response to the pandemic. Europia also took part in Near Neighbours community discussions and a roundtable talk with the Department of Health and Social Care.

### **Census**

In February 2021 the Census contacted Europia to ask for help in encouraging EU and CEE participation. As a result, Europia contacted 3 research professionals: Dr Alexandra Bulat, Dr Elena Genova and Katarzyna Gut to create informative videos in Romanian, Bulgarian and Polish.

These videos explained why doing the Census is important and how it can benefit communities by suggesting to the government how many school spaces, GP surgeries and other social services.



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## Press coverage

We have achieved notable press coverage during this financial year (10 pieces) including in ITV Granada Reports, BBC Radio Manchester and Manchester Evening News. The highlight was in January 2021 when we contributed to a pre-recorded ITV Granada Reports piece about the EUSS that went out on ITV. This was accompanied by significant regional and local press coverage.



“

**'EU Nationals living in the UK are not being seen as a priority during and after Brexit [...] Europia has published vital statistical work analysing Home Office data to find out more about who is applying and receiving status in each local authority in Greater Manchester. Armed with detailed community intelligence, we hope to help shape their policy response and service provision to reach as many EU Nationals as possible.'**

*Kush Chottera quoted in the ITV news article*

”

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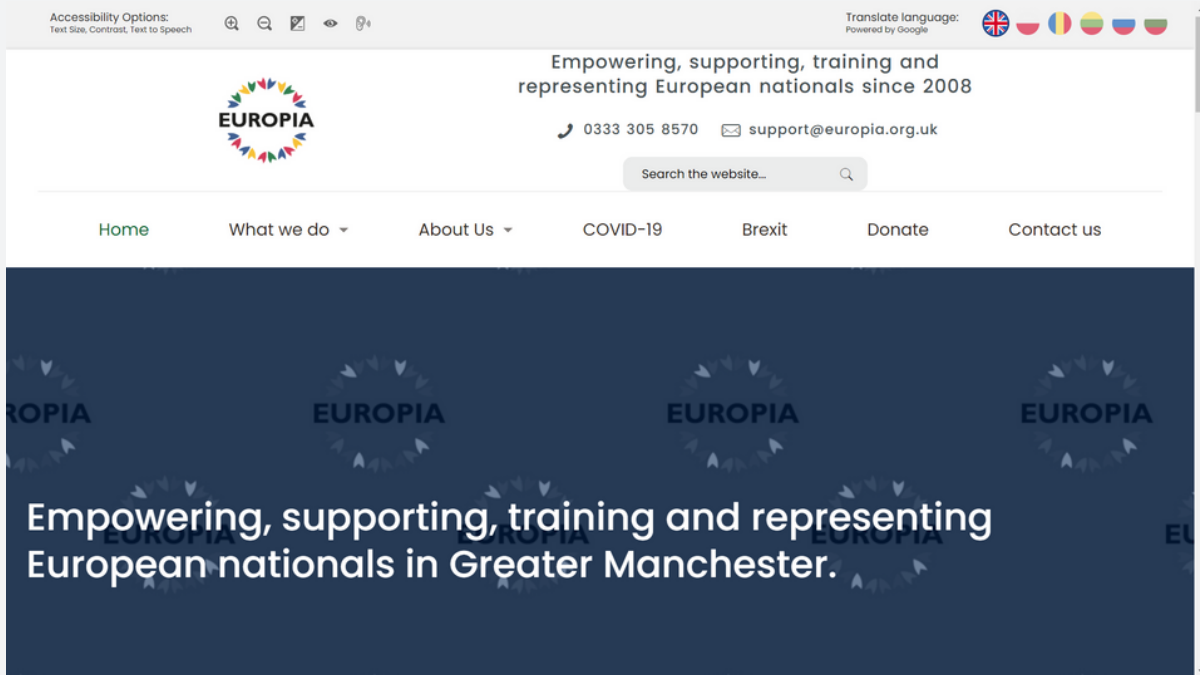




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## Website

We worked with an agency called Holdens to updated our website during the Summer of 2020, many thanks to their staff team for doing above and beyond what was required. We had a second update during Spring 2021. This has enabled Europia to finalise its revamped brand and to appear much more professional as well as make a site that is much more user friendly. Our revamped website was promoted through our channels including our newsletter.



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## Translation and interpretation

### Flu Campaign

In December 2020, we ran a flu campaign funded by Manchester CCG. The project's aim was to inform and encourage EU nationals to take the flu vaccine. This campaign included translations of the audio/video scripts and leaflets into Romanian and Romanes.

### Maternity Action

Europia translated 54 pages of plain text (approximately 9000 words) for Maternity Action into Spanish, Portuguese and Greek. The documents included information on money for parents and babies, maternity pay questions, and redundancy. These are available both on Maternity action's website and our website.

### Stop The Traffic

Europia translated resources into Polish, Romanian and Lithuanian as part of a national campaign. We created a pre-campaign survey and the " Forced labour" video in the community languages as well.

## Research

Europia expanded our research department during this financial year, producing various articles and pieces of research. This included a research piece examining whether Central and Eastern Europeans trust charities, a research project asking CEE community members their views on COVID-19, analyses and reports on the quarterly EUSS statistics for Greater Manchester (including borough specific reports and a report specifically made at the request of the Hungarian consulate - these were released with a piece completed for ITV news about the EUSS in January 2021) and an article published by MACC about the experience of the Roma in south Manchester during the pandemic. For more information, visit: <https://europia.org.uk/what-we-do/research-publications/>.



## Concluding remarks

### Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

### Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

### Financial Review

In the year to 31 March 2021, the total income was £276,766 (2020: £122,366). Expenditure was £234,988 (2020: £120,554), resulting in a surplus of £41,778 (2020: £8,297). The charity continues to operate through its existing bank facilities and the fact that loans are not immediately repayable.

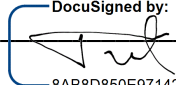
### Reserves Policy

The charity does not currently have a reserves policy. It is in the process of formulating one and once the policy is approved, the Trustees will seek to achieve this target level in future reporting periods. As of 31 March 2021, the charity had total funds of £51,887 (2020: a surplus of £10,109). Fixed assets totalled £1,445 (2020: £nil), however, £38,128 of this total fund are restricted funds leaving £12,314 (2020: £3,110) as free reserves.

### Future Plans

We plan to expand our services into providing translation services and take a more strategic approach in funding the EU Settlement Scheme. Approved by order of the board of trustees on the 3rd February 2022 and signed on its behalf by:

Signature:

DocuSigned by:  
  
 8AB8D850E971427...

Name:

Artur Bobikyan 04/02/2022

DocuSigned by:  
  
 48C62D8BBAEB450...

Paweł Lajszczak 04/02/2022

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**EUROPIA**  
**(Charitable Incorporated Organisation)**

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**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2021**

---

**Independent Examiner's Report to the Trustees of Europia ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

**Responsibilities and Basis of Report**

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:   
7FEEB808BFC04A1...

Dated: 04/02/2022

Vicky Szulist, Crowe U.K. LLP

ACA, ICAEW

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>					
Donations and legacies	4	-	6,951	6,951	7,517
Charitable activities	5	217,228	52,587	269,815	114,849
<b>Total income</b>		<b>217,228</b>	<b>59,538</b>	<b>276,766</b>	<b>122,366</b>
<b>Expenditure on:</b>					
Raising funds	6	774	-	774	984
Charitable activities	7	185,325	48,889	234,214	119,570
<b>Total expenditure</b>		<b>186,099</b>	<b>48,889</b>	<b>234,988</b>	<b>120,554</b>
<b>Net movement in funds</b>		<b>31,129</b>	<b>10,649</b>	<b>41,778</b>	<b>1,812</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		6,999	3,110	10,109	8,297
Net movement in funds		31,129	10,649	41,778	1,812
<b>Total funds carried forward</b>		<b>38,128</b>	<b>13,759</b>	<b>51,887</b>	<b>10,109</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 32 to 43 form part of these financial statements.


**EUROPIA**  
**(Charitable Incorporated Organisation)**  
**REGISTERED NUMBER: CE004005**

**BALANCE SHEET**  
**AS AT 31 MARCH 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	12	1,445	-
		<u>1,445</u>	<u>-</u>
<b>Current assets</b>			
Cash at bank and in hand		65,628	21,510
		<u>65,628</u>	<u>21,510</u>
Creditors: amounts falling due within one year	13	(15,186)	(11,401)
		<u>50,442</u>	<u>10,109</u>
<b>Net current assets</b>		<u>50,442</u>	<u>10,109</u>
<b>Total net assets</b>		<u><u>51,887</u></u>	<u><u>10,109</u></u>
<b>Charity funds</b>			
Restricted funds	14	38,128	6,999
Unrestricted funds	14	13,759	3,110
		<u>51,887</u>	<u>10,109</u>
<b>Total funds</b>		<u><u>51,887</u></u>	<u><u>10,109</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Charities Act 2011 with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 3rd February 2022 and signed on their behalf by:

DocuSigned by:  
  
48C62D8BBAEB450...

**P Lajszczak**

The notes on pages 32 to 43 form part of these financial statements.

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**EUROPIA**  
**(Charitable Incorporated Organisation)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**1. General information**

Europaia is a charitable incorporated organisation, registered in England and Wales with the Charity Commission (Reg No: 1161453). Please refer to the reference and administrative details listed on page 4 for further details.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Europaia meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Going concern**

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

**2.3 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**2. Accounting policies (continued)**

**2.5 Tangible fixed assets and depreciation**

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33%
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**2.6 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.7 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.8 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.9 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**2. Accounting policies (continued)**

**2.10 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Trustees consider there to be no critical accounting estimates, assumptions or critical areas of judgement or uncertainty.

**4. Income from donations and legacies**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Donations	6,951	<b>6,951</b>
	<hr/> <hr/>	<hr/> <hr/>
	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	7,517	7,517
	<hr/> <hr/>	<hr/> <hr/>

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**5. Income from charitable activities**

	<b>Restricted funds 2021 £</b>	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Community Support	217,228	52,587	<b>269,815</b>

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Community Support	114,849	114,849

**6. Expenditure on raising funds**

**Costs of raising voluntary income**

	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Advertising & Marketing	774	<b>774</b>

**Costs of raising voluntary income (continued)**

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Advertising & Marketing	984	984

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**7. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2021 £</b>	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Community Support	185,325	48,889	<b>234,214</b>

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Community Support	9,208	110,362	119,570

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>
Community Support	213,827	20,387	<b>234,214</b>

	<i>Activities undertaken directly 2020 £</i>	<i>Support costs 2020 £</i>	<i>Total funds 2020 £</i>
Community Support	95,864	23,706	119,570

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**8. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Community Support 2021 £</b>	<b>Total funds 2021 £</b>
Staff costs	126,448	<b>126,448</b>
Training	737	<b>737</b>
Freelance workers	37,759	<b>37,759</b>
Refreshments	5,461	<b>5,461</b>
Staff Travel	216	<b>216</b>
Contractors	43,206	<b>43,206</b>
	<u>213,827</u>	<u><b>213,827</b></u>
	<i>Community Support 2020 £</i>	<i>Total funds 2020 £</i>
Staff costs	62,902	62,902
Training	174	174
Freelance workers	14,375	14,375
Activities - Meetings	2,561	2,561
Refreshments	4,713	4,713
Staff Travel	3,779	3,779
Contractors	7,360	7,360
	<u>95,864</u>	<u>95,864</u>

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Community Support 2021 £</b>	<b>Total funds 2021 £</b>
Depreciation	139	139
Computer & Website	7,352	7,352
Professional Fees	2,883	2,883
Telephone	3,036	3,036
Rent & Rates	5,035	5,035
Insurance	637	637
Post, Printing & Stationery	998	998
Other	307	307
	<u>20,387</u>	<u>20,387</u>
	<u>20,387</u>	<u>20,387</u>
	<i>Community Support 2020 £</i>	<i>Total funds 2020 £</i>
Computer & Website	3,113	3,113
Professional Fees	2,013	2,013
Telephone	656	656
Rent & Rates	6,692	6,692
Insurance	498	498
Post, Printing & Stationery	1,579	1,579
Other	2,490	2,490
Events	6,665	6,665
	<u>23,706</u>	<u>23,706</u>
	<u>23,706</u>	<u>23,706</u>

**EUROPIA**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**9. Independent examiner's remuneration**

	2021 £	2020 £
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	750	750
Fees payable to the Company's independent examiner in respect of: Accounts preparation fees	500	500
	<u>500</u>	<u>500</u>

**10. Staff costs**

	2021 £	2020 £
Wages and salaries	121,036	62,075
Social security costs	3,754	-
Contribution to defined contribution pension schemes	1,658	827
	<u>126,448</u>	<u>62,902</u>

The average number of persons employed by the Company during the year was as follows:

	2021 No.	2020 No.
Support Staff	9	3
	<u>9</u>	<u>3</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprises of the Chief Officer and Impact and Development manager. The total employee benefits of the key management personnel of the charity are £42,914.

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

**EUROPIA**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**12. Tangible fixed assets**

	<b>Computer equipment £</b>
<b>Cost or valuation</b>	
Additions	1,584
At 31 March 2021	1,584
<b>Depreciation</b>	
Charge for the year	139
At 31 March 2021	139
<b>Net book value</b>	
At 31 March 2021	1,445

**13. Creditors: Amounts falling due within one year**

	<b>2021 £</b>	<b>2020 £</b>
Other taxation and social security	8,159	2,371
Pension creditor	2,831	57
Other creditors	2,696	7,473
Accruals and deferred income	1,500	1,500
	<b>15,186</b>	<b>11,401</b>

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**14. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>				
General Funds	3,110	59,538	(48,889)	13,759
<b>Restricted funds</b>				
Arts Council	4,000	-	(4,000)	-
We Love Manchester	2,999	-	(2,999)	-
Citizens Advice Bury/Bolton	-	12,948	(12,948)	-
Covid-19 Support Funding	-	89,335	(89,335)	-
Yaran NW - Underserved Outreach Project	-	19,750	(19,750)	-
Roma Support Projects	-	15,373	(12,373)	3,000
Action Together	-	3,325	(3,325)	-
Dementia Projects	-	14,007	(14,007)	-
EUSS	-	6,300	(6,300)	-
Forever Manchester	-	5,000	(5,000)	-
GMMH MWH	-	500	(500)	-
Greater Together Manchester	-	3,760	-	3,760
Lankelly Chase	-	5,000	(1,002)	3,998
One Manchester	-	4,910	(1,410)	3,500
Rochdale Borough Council	-	14,950	(10,950)	4,000
Salford CVS	-	1,500	(500)	1,000
TNCLF-EWG	-	10,000	-	10,000
V4CE	-	8,870	-	8,870
Other Restricted Funds	-	1,700	(1,700)	-
	<b>6,999</b>	<b>217,228</b>	<b>(186,099)</b>	<b>38,128</b>
<b>Total of funds</b>	<b>10,109</b>	<b>276,766</b>	<b>(234,988)</b>	<b>51,887</b>

Restricted fund are used for community support projects involving the European expatriate community.

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2019</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2020</i>
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds	(7,910)	122,366	(111,346)	3,110
<b>Restricted funds</b>				
Arts Council	-	8,098	(4,098)	4,000
We Love Manchester	-	2,999	-	2,999
Lush Retail Limited	-	5,110	(5,110)	-
	-	16,207	(9,208)	6,999
<b>Total of funds</b>	<b>(7,910)</b>	<b>138,573</b>	<b>(120,554)</b>	<b>10,109</b>

**15. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2021</b>	<b>Unrestricted funds 2021</b>	<b>Total funds 2021</b>
	£	£	£
Tangible fixed assets	-	1,445	1,445
Current assets	38,128	27,500	65,628
Creditors due within one year	-	(15,186)	(15,186)
<b>Total</b>	<b>38,128</b>	<b>13,759</b>	<b>51,887</b>

**EUROPIA**  
**(Charitable Incorporated Organisation)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**15. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior year**

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Current assets	6,999	14,511	21,510
Creditors due within one year	-	(11,401)	(11,401)
<b>Total</b>	<u>6,999</u>	<u>3,110</u>	<u>10,109</u>

**16. Pension commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £2,831 (2020: £57) were payable to the fund at the balance sheet date and are included in creditors.

**17. Related party transactions**

During the year, the charity operated a loan account with the Executive Director. They are regarded as a related party due to their ability to influence policy and make operational decisions for the Charity. At 31 March 2021, Europia owed the individual £39 (2020: £3,120).

There are no repayments terms on this loan and interest has not been charged.