

BRADICAL EMPLOYMENT RIGHTS CIO

England & Wales · Charity number 1166780

Details

Other names BRADICAL EMPLOYMENT RIGHTS, BRADICAL

Status Registered

Legal form CIO

Registered 2016-04-27

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

Contact

Address Radical Employment Rights
Room 118
Gazette Buildings
168 Corporation Street
Birmingham

Phone 07723 204253

Email bradicaemploymentrights@gmail.com

Website <https://bradicaemploymentrights.co.uk>

Activities

Objects: THE RELIEF OF FINANCIAL HARDSHIP BY THE PROVISION OF FREE LEGAL ADVICE AND ASSISTANCE ON EMPLOYMENT MATTERS TO PERSONS WITHIN THE CITY OF BIRMINGHAM WHO, THROUGH LACK OF MEANS, WOULD OTHERWISE BE UNABLE TO OBTAIN SUCH ADVICE.

Activities: BRADICAL Employment Rights CIO provides free advice and support in Birmingham on employment matters such as dismissal, unpaid wages or holiday pay, discrimination on grounds of pregnancy, disability, race, sex etc. Email address: bradicaemploymentrights@gmail.com

Classification

- **How:** Provides Advocacy/advice/information
- **What:** The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Birmingham City

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2025-06-30 | - | - | - | - |
| 2024-06-30 | - | - | - | - |
| 2023-06-30 | £19,695 | £16,848 | - | - |
| 2022-06-30 | £32,838 | £15,683 | - | - |
| 2021-06-30 | £21,763 | £9,430 | - | - |
| 2020-06-30 | £11,097 | £63 | - | - |
| 2019-06-30 | £6,375 | £990 | - | - |

Trustees

| Name | Role | Appointed |
|----------------------|-------|------------|
| Gurpreet Rheel | Chair | 2016-05-10 |
| Eugene Nyarko Komeng | | 2017-07-24 |
| Usha Khera | | 2016-04-27 |

BRADICAL EMPLOYMENT RIGHTS CIO

England & Wales - Charity number 1166780

Accounts



Trustees' Annual Report for the period

From **1 July 2022** Period start date To **30 June 2023**
Period end date

Charity name: **BRADICAL Employment Rights CIO**

Charity registration number: **1166780**

Objectives and Activities

| | SORP reference | |
|--|--------------------|---|
| Summary of the purposes of the charity as set out in its governing document | Para 1.17 | Our purpose is to provide free legal advice and assistance on employment and discrimination matters to the people in Birmingham who have limited means and are unable to afford legal advice. We offer this service free of charge but accept donations. |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | Para 1.17 and 1.19 | Our services are provided by our casework supervisor and underpinned by our volunteers. Our services involve interviewing clients to understand their concerns, advising them on the merits of their complaint, explaining their options and assisting them with finding a solution to their concerns (which includes bringing a claim at the County Court or Employment Tribunal) and ensuring they are aware of their legal rights. |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit | Para 1.18 | Our trustees have had regard to the guidance from the Charity Commission. |

Additional information (optional)

You may choose to include further statements where relevant about:

| | SORP reference | |
|------------------------|----------------|--|
| Policy on grant making | Para 1.38 | |

| | | |
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| | | |
| Policy on social investment including program related investment | Para 1.38 | |
| Contribution made by volunteers | Para 1.38 | |
| Other | | |

Achievements and Performance

| | SORP reference | |
|---|----------------|--|
| Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole. | Para 1.20 | From March 2023, BRADICAL leased an office to re-introduce our face to face clinics with clients, whilst also offering a space for our casework supervisor and volunteers to work and discuss cases from. Between March 2023 to June 2023, the premises were used for drop in clinics twice a week in addition to pre-booked appointments. The benefit of being able to assist clients face to face has enabled more vulnerable clients (for example, by virtue of language barriers, disabilities or anxieties) to access our services and gain a positive rapport with them. As our leased premises are located within the City Centre, we have been accessible to the public. The re-introduction of face to face clinics has continued alongside BRADICAL's ability to |

still provide advice and assistance remotely (ie- telephone calls, email or video platform meetings).

Beyond increased accessibility to BRADICAL's beneficiaries, we have been able to re-establish links with the University of Law to allow selected students to volunteer and support BRADICAL's caseworker supervisor. In turn, these students have had the opportunity to discuss cases with BRADICAL's casework supervisor, become involved with interviewing clients, draft documents and apply legal principles to real life scenarios.

BRADICAL was able to secure a number of achievements during this accounting period. An example of some of these achievements include:

Summary of achievements. Examples of settlements/tribunal awards/reinstatement

- COT3 settling race discrimination for £3,960.50 and FR (Jan 2023)
- ACAS COT3 settlement for Unfair Dismissal and Race Discrimination for £8050, April 2023
- Judgment in the amount of £4098 wages, holiday pay, and for failure to provide s1 particulars
- Notice pay, wages, and disability discrimination. Settled in May 2023 for £2937
- ACAS COT3 for claims of unfair dismissal and wrongful dismissal £6000, May 2023

The above successes have enabled clients to feel vindicated for wrongs they have complained of at the workplace and more stable in respect of their financial situation and employability. Further, clients have felt more confident re-entering the work environment and contributing towards the economy. Their experiences of navigating through the legal channels of having their complaints dealt with have also equipped them with knowledge on their employment rights.

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| | | <p>BRADCAL remains alive to the ongoing demand for members of the public to access a free service which provides assistance on discrimination complaints at the workplace. These types of cases are inevitably the ones which require the most resource (in terms of time and finding a suitable caseworker who can understand the complexities discrimination cases entail from both a practical and legal perspective). Accordingly, the few organisations which provide free advice on employment issues do not ordinarily deal with discrimination cases. BRADCAL aims to plug that gap. It is apparent from the cases BRADCAL is signposted that the demand for this type of assistance remains.</p> |
|--|--|---|

Additional information (optional)

You may choose to include further statements where relevant about:

| | | |
|---|------------------|--|
| <p>Achievements against objectives set</p> | <p>Para 1.41</p> | |
| <p>Performance of fundraising activities against objectives set</p> | <p>Para 1.41</p> | |
| <p>Investment performance against objectives</p> | <p>Para 1.41</p> | |

| | | |
|-------|--|--|
| Other | | |
|-------|--|--|

Financial Review

| | | |
|--|-----------|---|
| Review of the charity's financial position at the end of the period | Para 1.21 | |
| Statement explaining the policy for holding reserves stating why they are held | Para 1.22 | |
| Amount of reserves held | Para 1.22 | |
| Reasons for holding zero reserves | Para 1.22 | |
| Details of fund materially in deficit | Para 1.24 | |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | The ability for BRADICAL to continue meeting its purpose is dependent on funding and ensuring we always have in place a suitable casework supervisor. Both factors always remain under constant review by the trustees. |

Additional information (optional)

You may choose to include further statements where relevant about:

| | | |
|---|-----------|--|
| The charity's principal sources of funds (including any fundraising) | Para 1.47 | |
| Investment policy and objectives including any social investment policy adopted | Para 1.46 | |
| A description of the principal risks facing the charity | Para 1.46 | |

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| | | |
| Other | | |

Structure, Governance and Management

| | | |
|---|-----------|--|
| Description of charity's trusts: | | |
| Type of governing document (trust deed, royal charter) | Para 1.25 | The Constitution is based on the Charity Commission model. |
| How is the charity constituted? (e.g unincorporated association, CIO) | Para 1.25 | Association |
| Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees | Para 1.25 | Appointment by the Board |

Additional information (optional)

You may choose to include further statements where relevant about:

| | | |
|---|-----------|--|
| Policies and procedures adopted for the induction and training of trustees | Para 1.51 | |
| The charity's organisational structure and any wider network with which the charity works | Para 1.51 | <p>The Board currently consists of three trustees. Board meetings are held regularly to consider how BRADICAL is best able to continue offering its services in employment and discrimination law to the public. It considers matters ranging from finance and fundraising, to recruitment and casework.</p> <p>BRADICAL has positive working relationships with educational establishments and non-profit organisations such as the Birmingham City University, The University of Law, BPP, Birmingham Citizens' Advice Bureaux and the Birmingham Peoples' Centre. These</p> |

| | | |
|---------------------------------------|-----------|---|
| | | relationships have been forged to ensure clients can be assisted wherever possible and to increase opportunities for BRADICAL's work to be supported by volunteers. |
| Relationship with any related parties | Para 1.51 | See above. |
| Other | | As a result of being in receipt of further donations, the Board was able to continue funding the role for our casework supervisor. This enabled us to continue offering advice and assistance to clients in a range of employment and discrimination matters. Emphasis continues to be placed on helping those who face discrimination related problems at the workplace. |

Reference and Administrative details

| | |
|-----------------------------|--|
| Charity name | BRADICAL Employment Rights CIO |
| Other name the charity uses | BER BRADICAL |
| Registered charity number | 1166780 |
| Charity's principal address | Room 118, Gazette Buildings, Corporation Street, Birmingham, West Midlands B4 6TF |
| | |

Names of the charity trustees who manage the charity

| | Trustee name | Office (if any) | Dates acted if not for whole year | Name of person (or body) entitled to appoint trustee (if any) |
|----|---------------------|------------------------|--|--|
| 1 | Gurpreet Rheel | Chair | | Board |
| 2 | Eugene Komeng | Acting Secretary | | Board |
| 3 | Usha Khera | Trustee | | Board |
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Corporate trustees – names of the directors at the date the report was approved

| Director name | | |
|----------------------|--|--|
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Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year | |
|---------------------|--|--|
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Funds held as custodian trustees on behalf of others

| | |
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| Description of the assets held in this capacity | n/a |
| Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects | n/a |
| Details of arrangements for safe custody and segregation of such assets from the charity's own assets | n/a |

Additional information (optional)

Names and addresses of advisers (Optional information)

| Type of adviser | Name | Address |
|-----------------|------|---------|
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Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

| | | |
|--------------|----------|-----------|
| Signature(s) | G. Rheel | E. Komeng |
|--------------|----------|-----------|

| | | |
|--------------|----------------|---------------|
| Full name(s) | Gurpreet Rheel | Eugene Komeng |
|--------------|----------------|---------------|

| | | |
|-------------------------------------|-------|------------------|
| Position (eg Secretary, Chair, etc) | Chair | Acting Secretary |
|-------------------------------------|-------|------------------|

| | |
|------|------------|
| Date | 29/04/2025 |
|------|------------|

BRADICAL Employment Rights CIO

RECEIPTS AND PAYMENTS 01/07/2022 – 30/06/2023

INCOME

| | |
|------------------------------|--------------------|
| <i>Balance at 30/06/2022</i> | £ 17,156.21 |
| <i>Donations</i> | £19,631.76 |
| <i>Fund-raising</i> | £0 |
| <i>Grants</i> | £55 |
| <i>Other</i> | £9.32 |
| Income Total | £ 36,852.29 |

EXPENDITURE

Lease costs for 118 Gazette Buildings (payment made on

| | |
|--|--------------------------|
| 01/03/23) | £2,043 |
| Pay (For casework supervisor) | £12,667.64 |
| NEST deductions | £596.70 |
| Expenses for casework supervisor (to include phone, laptop/laptop maintenance/training) | £197 |
| Accountant fee -pay slips etc- (payment made on 28.12.2022) | £207 |
| Insurance –Ansvar (payments made on 03/10/2022) | £853.96 |
| Bank charges | £63.00 |
| ICO (made on 03.04.2023) | £40 |
| Website fee (24/11/2022) | £180 |
| Expenditure Total | £16,848.30 |
| BALANCE at 30/06/2023 | <u>£20,003.99</u> |

Note: These accounts are based on CAF bank statements, receipts, cheque payments and paying-in slips: they have not been audited.

BRADICAL EMPLOYMENT RIGHTS CIO

England & Wales - Charity number 1166780

Accounts



Trustees' Annual Report for the period

| | From | |
|-------------------|-------------|--|
| | To | |
| Period start date | | |
| Period end date | | |

01
07
2021

30
06
2022

Section A
details

Reference and administration

Charity name

Radical Employment Rights CIO

Other names charity is known by

BRADICAL
BER

Registered charity number (if any)

1166780

Charity's principal address

Room 118, Gazette Buildings

Corporation Street

Birmingham

Postcode

B

Names of the charity trustees who manage the charity

Trustee name
Office (if any)
Dates acted if not for whole year
Name of person (or body) entitled to appoint trustee (if any)

Gurpreet Rheel
Chair

Board

1

Eugene Komeng
Acting Secretary

Board

2

Usha Khera

3

Board

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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name
Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser

Name

Address

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

The Constitution is based on the Charity Commission model.

How the charity is constituted
(eg. trust, association, company)

Association

Trustee selection methods
(eg. appointed by, elected by)

Appointment by the Board

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The Board currently consists of three trustees. Board meetings are held regularly to consider how BRADICAL is best able to continue offering its services in employment and discrimination law to the public. It considers matters ranging from finance and fundraising, to recruitment and casework.

BRADICAL has positive working relationships with many educational establishments and non-profit organisations such as the Birmingham City University, The University of Law, BPP, Birmingham Citizens' Advice Bureau, and the Birmingham Peoples' Centre. We intend to expand our working relationships with other organisations in the Birmingham area, particularly those which offer assistance to those facing discrimination.

As a result of being in receipt of regular donations, the Board was able to continue funding the role for our casework supervisor. This has enabled us to continue offering advice and assistance to clients in a range of employment and discrimination matters.

In late 2021, the Board re-evaluated the breadth of work it took on and agreed that from March 2022, emphasis would be placed on assisting clients whose claims involved a discrimination element. BRADICAL recognised that whilst there was limited assistance available for clients who experienced employment issues relating to redundancy, unfair dismissals, and unpaid wages/holiday pay, far very little support exists for those attempting to bring discrimination claims, especially where those cases are often complex in nature and difficult to decipher.

Our services during this accounting period have continued to be undertaken on a remote basis

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

Our objective is to provide free legal advice and assistance on employment and discrimination matters to the people in Birmingham who have limited means and

are unable to afford legal advice. We offer this service free of charge but accept donations.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

We provide a service with the help of law students and other volunteers, headed by a Caseworker supervisor, which involves interviewing clients, advising them on their options, and assisting them with finding a solution in all areas of employment and discrimination law. Our trustees have had regard to the guidance from the Charity Commission.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

As mentioned above, we were able to continue offering our services on a remote basis to clients in the Birmingham area during this accounting period. These efforts continued to be spearheaded by our appointed casework supervisor, Dominic Allaway. There has been some limited involvement with volunteers supporting Dominic's efforts which then stopped and resurfaced after this accounting period.

BRADICAL has been successful in obtaining a range of outcomes for clients between 1 July 2021 to 30 June 2022 which relate to out of court settlements mainly. Some of our achievements during this time have included (though not limited to):

- (a) Settlement of £23,500 in relation to claims brought by a client at the ET for unfair dismissal, redundancy and holiday pay. This client made a donation to BRADICAL of £1800 for our assistance;
- (b) Settling a sex discrimination claim for £3,500;
- (c) Disability discrimination claim was eventually settled at £10,000;
- (d) Race discrimination claim (including a constructive dismissal claim) was settled for just over £20,000.

In addition to the above, BRADICAL was able to continue securing non- financial outcomes for clients such as negotiating favourable references, providing advice to clients on a range of legal topics to assist them in navigating through potential problems in the workplace.

From the end of 2021, BRADICAL was able to re-launch its website which has proven helpful in spreading the word of the services we offer and providing another way for clients to contact us for help.

Due to BRADICAL being in a more financially secure position during this accounting period, we were able to consider the option of leasing premises to re-introduce our face-to-face clinics, whilst also offering a space for our casework supervisor and volunteers to work and discuss cases from. BRADICAL has been successful in securing those premises since March 2023.

Section E

Financial review

Brief statement of the charity's policy on reserves

None

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Our income (as of 30 June 2022) of **£17,156.21** was obtained through donations (from clients and former stakeholders) and the remaining balance from the accounting period ending 30 June 2021.

Please see further details below in respect of how other expenses were covered during this accounting period.

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

G. Rheel

E. Komeng

Full name(s)

Gurpreet Rheel
Eugene Komeng

Position (eg Secretary, Chair, etc)

Chair
Acting Secretary/Trustee

Date

25/04/2023

BRADICAL Employment Rights CIO

RECEIPTS AND PAYMENTS 01/07/2021 - 30/06/2022

INCOME

Balance at 30/06/2020

£ 12,332.87

| | |
|---------------------------------|--------------------|
| <i>Donations</i> On 22/01/21 | £20,505 |
| <i>Fund-raising</i> | £0 |
| <i>Grants</i> | £ 0 |
| <i>Other</i> | £1.40 |
| Total | £ 32,837.87 |

EXPENDITURE

| | |
|--|-------------------|
| <i>Pay</i> (For Dominic Allaway from 01/07/21 to 30/06/2023) | £10,258.50 |
| <i>Bank charges (monthly charge of £8)</i> | £96.00 |
| <i>Expenses for Dominic Allaway</i> (to include phone, laptop/laptop maintenance , limited travel) | £453.35 |
| <i>Insurance -Ansvar</i> (payments made on 28/09/2021- £246 and 15.11.2021-£466.09) | £712.09 |
| <i>Repayment of loan owed to Chair</i> (made on 15.07.2021 for a loan from previous accounting period and 27.01.2022 for card payment for HMRC payment) | £3,123.24 |
| <i>ICO (made on 22.03.2022)</i> | £40 |
| <i>Website fee (made on 06.12.2021-£500 and 13.01.2022-£500)</i> | £1,000 |
| Total | £15,258.50 |

BALANCE at 30/06/2021 £17,156.21.

Note: These accounts are based on CAF bank statements, cheque payments and paying-in slips: they have not been audited.

BRADICAL EMPLOYMENT RIGHTS CIO

England & Wales - Charity number 1166780

Accounts



Trustees' Annual Report for the period

| | From | |
|-------------------|-------------|--|
| | To | |
| Period start date | | |
| Period end date | | |

01
07
2020

30
06
2021

Section A
details

Reference and administration

Charity name

Radical Employment Rights CIO

Other names charity is known by

BRADICAL
BER

Registered charity number (if any)

1166780

Charity's principal address

3 Middle Hill Barns

Shareshill

Wolverhampton

Postcode
WV10 7LT

Names of the charity trustees who manage the charity

Trustee name
Office (if any)
Dates acted if not for whole year
Name of person (or body) entitled to appoint trustee (if any)

Gurpreet Rheel
Chair

Board

1

Eugene Komeng
Acting Secretary

Board

2

Usha Khera

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Board

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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name
Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser

Name

Address

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

The Constitution is based on the Charity Commission model.

How the charity is constituted
(eg. trust, association, company)

Association

Trustee selection methods
(eg. appointed by, elected by)

Appointment by the Board

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The Board currently consists of three trustees who meet regularly to consider how BRADICAL is best able to continue offering its services in employment and discrimination law to the public. It considers matters ranging from finance and fundraising, to recruitment and casework.

BRADICAL has positive working relationships with many educational establishments and non-profit organisations such as the Birmingham City University, The University of Law, BPP, Birmingham Citizens' Advice Bureaux and the Birmingham Peoples' Centre. We intend to expand our working relationships with other organisations in the Birmingham area, particularly those which offer assistance to those facing discrimination.

As a result of securing funding during the pandemic from the National Lottery Community fund in Summer 2020, we were able to offer our services remotely from October 2020.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Our objective is to provide free legal advice and assistance on employment and discrimination matters to the people in Birmingham who have limited means and are unable to afford legal advice. We offer this service free of charge but accept donations.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

We provide a service with the help of law students and other volunteers, which involves interviewing clients, advising them on their options and assisting them with finding a solution in all areas of employment and discrimination law. Our trustees have had regard to the guidance from the Charity Commission.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

As a result of the national pandemic, the Board had to respond appropriately to Government guidance, particularly in relation to how advice was communicated to clients from the date of the first lockdown (March 2020). Unfortunately, the ability for volunteers to get involved in our clinic whilst further funding was sourced proved difficult to put into practice, again due to the lockdown restrictions. We are now in the process of recruiting volunteers again and since December 2021, have started taking on student volunteers from the University of Law to assist with our remote services.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

As mentioned above, we were able to offer our services on a remote basis to clients in the Birmingham area from 26 October 2020 (after 9-10 months of not being able to operate). These were spearheaded by our newly appointed casework supervisor, Dominic Allaway who worked on a part-time basis and continues to do so beyond this accounting period.

During the accounting period of 26 October 2020 to 30 June 2021, BRADICAL has been successful, despite having to operate remotely and people responding to matters differently due to the pandemic, in securing successful outcomes for clients, some of which have included (though not limited to):

- (a) reinstatement of an employee after being dismissed from a job she held for over 20 years;
- (b) Settlement of £8,500 and agreed reference for a race discrimination claim;
- (c) Successfully advising client on how to persuade his employer (in emergency services) to reinstate his promotion after what appeared to be withdrawn as a result of "philosophical belief" discrimination;
- (d) Advising client on merits of claim to ensure he was protected against a large costs order being made against him.

We noticed during this period (and perhaps due to the uncertainties of employability during the pandemic) that a larger proportion of clients were more keen to secure references, secure settlements to avoid Tribunal hearings and to challenge dismissals internally to retain their employment. It remains to be seen how those trends will change over time.

Section E

Financial review

Brief statement of the charity's policy on reserves

None

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Our income (as of 30 June 2021) of **£12,332.87** was obtained through grants, donations, fundraising and the remaining balance from the accounting period ending 30 June 2020.

Please see further details below in respect of how other expenses were covered during this accounting period.

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

G. Rheel

E. Komeng

| | Full name(s) |
|----------------|---------------------|
| Gurpreet Rheel | |
| Eugene Komeng | |

| | Position (eg Secretary, Chair, etc) |
|--------------------------|--|
| Chair | |
| Acting Secretary/Trustee | |

| | Date |
|------------|-------------|
| 18/04/2022 | |

BRADICAL Employment Rights CIO

RECEIPTS AND PAYMENTS 01/07/20120 - 30/06/2021

INCOME

Balance at 30/06/2020

£ 11, 096.54

| | |
|---|--------------------|
| <i>Donations</i> On 22/01/21 | £ 250.00 |
| <i>Fund-raising</i> (Sponsored Walk in Dec 2020) | £360.00 |
| <i>Grants</i> (National Lottery Community Fund grant on 17/07/2020) | £ 9,950 |
| <i>Other</i> (credited amount from Access Insurance on 23/03/2021) | £106.00 |
| Total | £ 21,762.54 |

EXPENDITURE

| | |
|--|------------------|
| <i>Pay</i> (For Dominic Allaway from 26/10/20 to 01/07/2021) | £5,010 |
| <i>Bank charges</i> | £78.00 |
| <i>Laptop + case</i> | £711.97 |
| <i>Phone</i> | £149.99 |
| <i>Rent/Admin</i> (Lozells Methodist Centre made on 20/10/2020) | £392.40 |
| <i>Insurance -Ansvar</i> (payments made on 20/10/2020, 22/01/2021) | £829.31 |
| <i>Advice UK membership</i> (on 08/02/2021) | £258.00 |
| <i>Repayment of loan owed to Chair</i> (made on 08/02/2021) See notes from previous set of accounts. | £2,000 |
| Total | £9,429.67 |

BALANCE at 30/06/2021 **£12,332.87.**

Note: These accounts are based on CAF bank statements, cheque payments and paying-in slips: they have not been audited.