



Trustees' Annual Report for the period

Period start date

From

Period end date

To

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

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
management**

Structure, governance and

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

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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

<i>Balance at 30/06/2020</i>	£ 11, 096.54
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<i>Donations</i> <i>On 22/01/21</i>	£ 250.00
<i>Fund-raising</i> <i>(Sponsored Walk in Dec 2020)</i>	£360.00
<i>Grants</i> <i>(National Lottery Community Fund</i> <i>grant on 17/07/2020)</i>	£ 9,950
<i>Other</i> <i>(credited amount from Access Insurance on</i> <i>23/03/2021)</i>	£106.00
Total	£ 21,762.54

EXPENDITURE

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