



## Trustees' Annual Report for the period

Period start date

**From**

Period end date

**To**

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  
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. 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

	<b>Full name(s)</b>
Gurpreet Rheel	
Eugene Komeng	

	<b>Position (eg Secretary, Chair, etc)</b>
Chair	
Acting Secretary/Trustee	

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

### **EXPENDITURE**

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

**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.