



CHARITY COMMISSION
FOR ENGLAND AND WALES

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	

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	<p>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</p>

		<p>still provide advice and assistance remotely (ie- telephone calls, email or video platform meetings).</p> <p>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.</p> <p>BRADICAL was able to secure a number of achievements during this accounting period. An example of some of these achievements include:</p> <p>Summary of achievements. Examples of settlements/tribunal awards/reinstatement</p> <ul style="list-style-type: none"> • 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 <p>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.</p>
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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 BRADCIAL is signposted that the demand for this type of assistance remains.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	

Other		
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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	

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		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

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

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
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Full name(s)	Gurpreet Rheel	Eugene Komeng
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Position (eg Secretary, Chair, etc)	Chair	Acting Secretary
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Date	29/04/2025
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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	£12,667.64
(For casework supervisor)	
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.