

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

England & Wales · Charity number 1170313

Details

Status Registered

Legal form CIO

Registered 2016-11-22

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

Contact

Address Recc
Room 203
Heraldic House
160-162 Cranbrook Road
Ilford
Essex

Phone 02085518178

Email office1@redbridgeequalities.org.uk

Website www.redbridgeequalities.org

Activities

Objects: TO PROMOTE EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT GROUPS AND CIRCUMSTANCES, HAVING REGARD TO AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION OR BELIEF, SEX, SEXUAL ORIENTATION, MARRIAGE AND CIVIL PARTNERSHIP, AND PREGNANCY AND MATERNITY TO WORK TOWARDS THE ELIMINATION OF DISCRIMINATION ON THOSE GROUNDS

Activities: We work across Redbridge's diverse communities to encourage volunteering, build participation. increase access to public services, support victims of hate crime, harassment and discrimination and to help prevent hate crime, harassment and discrimination.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Redbridge

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£84,773	£89,441	-	-
2024-03-31	£119,101	£103,582	-	-
2023-03-31	£100,078	£102,377	-	-
2022-03-31	£388,807	£85,048	-	-
2021-03-31	£83,401	£86,146	-	-

Trustees

Name	Role	Appointed
Adrian Clinkett		2024-01-16
Barbara White		2022-07-13
Bob Littlewood		2022-07-13
JoAnne McConnell		2018-12-10
Mehmet- Tarhan		2025-10-10
Ross Hatfull		2022-09-13
Surinder Pahl		2021-07-14

Accounts

Redbridge Equalities and Community Council (RECC) Annual Report 2024-2025

Message from the Trustees

It is with great pleasure that we present the Annual Report for the Redbridge Equalities and Community Council (RECC) covering the period 2024-2025. This year has been marked by significant activity and continued commitment to our mission of promoting equality, diversity, and community cohesion across Redbridge.

We have successfully delivered a range of impactful events and initiatives, collaborating closely with our partner organizations and the wider community. Our work continues to address critical issues faced by diverse groups within the borough, ensuring that every resident has a voice and the opportunity to thrive.

We take this opportunity to express our appreciation and thanks to our staff, volunteers, funders, partners, membership and stakeholders for your valued contributions, time and commitment. Your efforts and support during 2024-2025 has helped RECC to deliver its projects.

As we look ahead, RECC remains committed to building on this progress, tackling new challenges, and working towards a truly equitable and inclusive Redbridge. We aim to find new funding sources, expand our volunteers, and recruit more staff in the year ahead to deliver on serving the communities of Redbridge

Who we are?

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford, IG1 4PE
Tel 020 8551 8178
Email office1@redbridgeequalities.org.uk
Website: www.redbridgeequalities.org

Chair

JoAnne McConnell

Treasurer

Ross Hatfull

Staff Team 2024/2025

Cecelia Rufus Equalities Coordinator Outreach and Advice
Mai Anwar Reaching Communities Project Officer (To August 2024)
Khadra Mohammed Finance Officer
Ruthba Amin Hate Crimes and Reaching Communities Projects (To May 2024)

Volunteers

Razwana Wahid and Marek Wesolowski, for supporting on casework in a voluntary capacity

The Board

Adrian Clinkett, Ross Hatfull, Barbara White, Bob Littlewood, Michelle Harewood
Surinder Pahl, Isha Isidore, JoAnne McConnell

Staff Report - The Reaching Communities Project

This is in its 4th year of funding by the National Lottery. Already in the initial first two years of the project we have already exceeded our targets of engagement of 500 to 1000 participants by the end of the five year period of the project. By the end of year two we had already engaged 800 participants and by end of year three we had engaged with 1200 participants. Last year, year 3, we continued to hold further events and activities which help to bring communities together, building and strengthening community cohesion and helping to give our communities a platform to voice their views and share experiences with each in a safe welcoming space. Year 3 was an extremely successful year where we had a total of over 400 participants in our combined events and activities

Please note despite staff shortages, we still achieved in successfully hosting events, further building the numbers of people brought together in community participation for the project in autumn of last year, and aim to recruit new staff shortly .

Advice and Advocacy and Outreach, Staff Report – Funded by Trust For London

We continue to provide vital support helping our community with advice, advocacy, outreach and hate crime projects. Some of these cases have been extremely challenging but we have had some great successes and breakthroughs during last year. This work is crucial in helping our community to access services and support, challenging discrimination and poverty and being the voice of the community to speak on our client's behalf and truth to power.

Although many clients have been extremely challenging due to dealing with clients with multi complex needs – this work and being able to provide support in resolving cases has been extremely rewarding. On average we deal with 3- 5 clients per day.

Our telephone conference calls – where we connect the client with the service provider with us acting as an intermediary on their behalf -- are extremely successful in resolving cases very quickly, and in one conference call a case can be resolved. During this year we have had conference calls helping to resolve four months of universal credits payments, Council tax arrears, HMRC arrears, Social and Private housing eviction cases, re housing into suitable accommodation and tenancy sustainment, primary and social care services access, domestic violence case support, including conference calls with other agencies.

Last year our advice and advocacy and casework continued its work working with our clients which is tailored to each client, working with the client. This work can range from one off advice to providing advocacy and casework if needed to provide support in resolving the client case.

We provide outreach via our general advice surgeries and home visits to disabled and chronically ill clients and can also provide help for clients who are digitally excluded. Last year we continued to hold our Outreach Advice sessions dealing with a range of cases, some very complex dealing with a complex case that involved a client desperate to return to India due his severe epileptic seizures and street homelessness via the voluntary returns project who had been refused support from Migrant Helpline to accommodate him pending his return and who we managed to get support for food and clothing from the Welcome Centre after he found it difficult to get their support. This particular client slept in front of Ilford Central Library and had his shoes stolen whilst he slept. When I had seen him he was barefooted with no socks but had managed to get some sliders!

Currently despite staff shortages our work continues with casework and the outreach advice. Here are some examples of successful interventions last year:

- Provided advice and advocacy support e.g a Universal Credit Client who received a huge overpayment of £32,543.14 of 2 years of UC payments. We supported the client through the UC Mandatory Reconsideration process resulting in our client stating UC have changed their original decision and the overpayment of £32,543.14 has been removed.
- Rehousing of a neurodivergent client with multiple personality disorders, who had been threatened with street homeless and making himself intentionally homeless. The Client was refused duty and slept rough on the streets with his assistance dog. Our interventions

resulted with the Council accepting duty and rehousing client being rehoused in emergency accommodation, pending rehousing in suitable accommodation.

Hate Crime Project Funded by the National Lottery

The Hate crime project work continues with the work of dealing with hate crime and harassment cases. An example of some of the work involved, we have requested and attended a Community Multi Agency Risk Assessment Conference (CMARAC) which resulted in the immediate success as a result of our representations for the Police to reopen Hate Crime case that they had previously closed before the CMARAC meeting had ended. We have also worked hard with the police requesting further cases to be reopened and requesting for enforcement action with Hate Crime Harassment notices to be issued.

However, some of this work can be extremely challenging especially if there are threats of violence made to victims and verbal abuse.

The combined work of both the outreach, advice, advocacy and hate project has continued despite being challenged due to staff shortages

BREAK DOWN OF EVENTS

International Women's Day Seminar- Saturday 22nd of March 2025 Redbridge Library



We were delighted that women of ages came together to celebrate unity on International Women's Day with our empowering seminar with the theme Accelerate Action. It was an inspiring event looking at how gender inequalities affect different aspects of our lives and how we can take action to make change.

This Seminar was hosted by Adanna Women's Group in collaboration with Redbridge Equalities and Community Council in celebration of International Women's Day on Saturday 22nd March.



The Seminar was a dynamic and warm and welcoming event at the only Women's Museum in East London which hosted our event for the first time.

There were Guest Speakers discussing topics of inequality and empowering women on how to overcome them in areas such as politics, careers and health giving their powerful testimonies of their personal journey challenges and how they overcame them

During the event there were vibrant performances with African Drumming combined with an African Drumming workshop where attendees had fun participating with on drums and african percussion. Also attendees were inspired by making their own holistic aromatherapy fragrances with an interactive aromatherapy workshop and were thoroughly entertained with singing performances by a singer songstress.



We were delighted the event was a huge success with women participating in equalities and politics themed 'break out' workshop' sessions and fully enjoyed and participated in dancing and singing. There was also a selection of tasty English, Asian, African and Caribbean food and refreshments to enjoy!

Empowering Black Women's Health Matters Symposium - 26th October 2024 - Theme; 'Reclaiming the Narrative'

Adanna's Women Support Group in partnership with Redbridge Equalities and Community Council (RECC), hosted a symposium this Black History Month Empowering Black Women's Health Matters at Redbridge Central Library Gloucester Room on 26th October 2024.

The event was a great success where the community came together to discuss health challenges faced by BAME Women, disparities in access to health care, cultural barriers, and the impact of socio-economic factors. Also strategies for improving health outcomes and ensuring equitable care for ourselves. The event raised awareness and delved into actionable solutions to address health issues within our community discussing inequalities that exist in various pain diseases, sickle cell, breast cancer, fibromyalgia, narcolepsy, lupus and other conditions.



The event had a great selection of guest speakers, entertainment with a fantastic rendition by a singer song stress, African drumming song, dance and drumming workshop and a delicious selection of African, Caribbean and Asian food.

BLACK HISTORY CULTURAL DAY 6th October 2024

The Association for Redbridge African and Caribbean Communities (TARACC) in Collaboration with Redbridge Equalities and Community Council (RECC), hosted Black History Cultural Day at Redbridge Sports and Leisure Jack Petchey Hall on 6th October.

The event was a huge success! Especially as we had a very special guest present in addition to the Mayor of Redbridge, **Muhammad Ali's son, Muhammad Ali Junior** who made the event even more spectacular !!!



The event programme included a Fantastic Community Carnival Parade joined by the attendees

present dressed in Notting Hill Gate Carnival Costumes, vibrant Steel Pan performances, Guest Speakers , IROKO Drummers, Multi Genre Violinist Jamal Hope, recently featured on the second season of Netflix period drama Bridgerton, RECC Black History Exhibition, over 20 Black Business stalls and many more activities for the community to enjoy!



Governance

We are an charitable incorporated organisation registered with the charities commission under reference number 1170313

There have been no major changes to the governance structure during 2024/2024

While we are a small organisation, work to strengthen the capacity, diversity, skills and resilience of the Board has been actively pursued throughout the year and is continuing as RECC moves forward.

Auditors and Finance

Managing the finance has been difficult during the last 12 months, due to significant issues with our quickbooks accountancy software duplicating transactions and payroll after an upgrade which our staff were unable to resolve with quickbooks, meaning it has been difficult to adequate forecast spending and monitor and set budgets during the year. However these are now being resolved, and a full audit was done at end of year using manual reconciliations

There have also been significant problems with CAF bank following the move to a new platform - where neither myself or the finance officer could access the bank account for a period. These problems seem to have been widespread across the charity sector. These have been resolved and the bank account is now working properly. The organisation can still cover its normal daily costs from grant income, however the RECC does face significant financial challenges for 2025/2026

RECC has £71,240 in the bank as of 31.03.2025. This is mainly from grants supplied by the National Lottery and Trust For London. Of this 68,453 is restricted for projects. The RECC would like to thank our funders

RECC has again appointed Charles Osei, BSc (Hons), MSc, FCIE, AFA, ATA, MClpp, of Flat 3, 11 Rochdale Way, Deptford, London, SE8 4LY to act as independent examiner

And his independent examination can be found on the report attached - See Appendix 1. These were prepared on a payment and receipts basis

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No.

1170313

ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES:

Adrian Clinkett
Ross Hatfull
Barbara White
Bob Littlewood
Michelle Harewood
Surinder Pahl
Isha Isidore
JoAnne McConnell

REGISTERED OFFICE:

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford London
IG1 4PE

INDEPENDENT EXAMINER:

Charles Osei, BSc (Hons), MSc, FCIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way
Deptford
London
SE8 4LY

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

I report on the financial statements for the year ended 31 March 2025 set out on pages 4 - 12.

This report is made solely to the Trustees of Redbridge Equalities and Community Council (RECC), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees 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 Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with Section 130 of the Charities Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, FCIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

Date 10/10/25

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	2024/25 Total Funds	2023/24 Total Funds
	Notes	£	£	£	£
Resources Arising				Note 1	Note 1
Income from Charitable Activities	1 & 2	1,489	83,284	84,773	119,101
Total Income		1,489	83,284	84,773	119,101
 Direct Charitable Expenditure	 3	 5,115	 84,326	 89,441	 103,582
Total Expenditure		5,115	84,326	89,441	103,582
Resources retained for further use		(3,626)	(1,042)	(4,668)	15,520
Transfer between Funds					
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2024		6,413	69,495	75,908	60,388
 Carried forward 31/03/2025		 2,787	 68,453	 71,240	 75,908

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF ASSETS & LIABILITIES

AS AT 31 MARCH 2025

	<u>Notes</u>	<u>2024/25</u> £	<u>2023/24</u> £
Fixed Assets	9	-	-
Current Assets			
Debtors		-	-
Cash at Bank and in hand	10	71,240	75,908
Creditors			
Amount due within One Year			
Other Creditors		-	-
Net Assets/Liabilities		<u>71,240</u>	<u>75,908</u>
Reserves			
General Funds		2,787	6,413
Restricted Funds:		68,453	69,495
		<u>71,240</u>	<u>75,908</u>

The Financial Statements were approved by the Trustees on 10/ October/ 2025
and signed on their behalf by:

Signature R Hatfull Date 10/10/25

Ross Hatfull

Trustee - Treasurer

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2024/25 £	2023/24 £
Cash flows from operating activities			
Cash generated from operations	14	(4,668)	15,520
Net cash (used in)/provided by operating activities		(4,668)	15,520
Change in cash and cash equivalents in the reporting period		(4,668)	15,520
Cash and cash equivalents at the beginning of the reporting period		75,908	60,388
Cash and cash equivalents at the end of the reporting period		71,240	75,908

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1107313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

BASIS OF PREPARATION

These accounts have been prepared on receipts and payments basis and include income and expenditure as cash received or paid. The recommendations of the Financial Reporting Standard applicable in the UK and Republic of Ireland (frsre) and Charities Act 2011 have been followed. Please note, the prior year accounts were prepared on accrual basis, as opposed to receipts and payments basis.

INCOME

All income is prepared in the Statement of Financial Activities once the charity has received the funds, it is certain that the income is received.

EXPENDITURE

Liabilities are paid as experienced as soon as there is a legal or constructive obligation committing the charity to that expenditure. Expenditure is accounted for on payments basis and has classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

The general funds consist of funds that the Trustees may use for RECC 's charitable purposes at their discretion.

The restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding. Restricted funds held in reserve at the end of the year represent income received from donors to be spent within the following year. Details of these funds are set out on the separate schedule in Note.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

VOLUNTARY INCOME

All voluntary income and donations are recognised and included in the accounts as they are received.

GOVERNANCE COSTS

Include those costs associated with meeting the constitutional and statutory requirements of the charity.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2024/25	Restricted 2024/25	2024/25	2023/24
	£	£	£	£
Gifts and Donations	360	-	360	657
Grants Trust for London	950	4,050	5,000	39,850
Membership Fees	53	-	53	253
Bank Interest	126	-	126	131
Grants - National Lottery	-	79,234	79,234	78,211
Redbridge Strategic Partnership (MOPAC Small Grant)	-	-	0	-
	1,489	83,284	84,773	119,101

3 CHARITABLE ACTIVITIES COSTS	2024/25 Direct Costs (see note 5)	2024/25 Support Costs (see note 6)	2023/24 Total
	£	£	£
Charitable Activities	84,326	5,115	89,441

4 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2024/25	Restricted 2024/25	Total 2024/25	Total 2023/24
	£	£	£	£
Advertising and Publicity	-	-	-	-
Hall Hire	-	-	-	601
Insurance	-	1,638	1,638	2,722
Interpreting and Translation	-	-	-	25
Laptops	-	-	-	253
Miscellaneous	-	-	-	-
Account Fee	50	-	50	60
Equipment	-	-	-	427
Office Expenses	609	-	609	333
Online Quick Books	596	-	596	309
Payroll Liabilities	-	7,059	7,059	18,404
Rent and Rates	-	5,122	5,122	6,347
Printing and Reproduction	-	613	613	269
Professional Fees	1,300	-	1,300	1,750
Community events & activities	-	2,123	2,123	1,333
Staff Pensions	-	2,026	2,026	4,612
Staff Salaries	-	65,745	65,745	63,152
Stationery & Printing	-	-	-	244
Telephone & Broadband	1,347	-	1,347	1,461
Web-email	1,057	-	1,057	962
ZOOM VC	156	-	156	187
Mobile Expenses	-	-	-	130
Total	5,115	84,326	89,441	103,582

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

5 SUPPORT COSTS

	2024/25 £
Charitable Activities	5,115

Support costs, included above, are as follows:

	2024/25 Charitable activities £	2023/24 Charitable activities £
Premises cost (incl. utilities)	-	6,347
Insurance	-	2,722
Office running cost	1,205	642
Printing, postage, stationery, telephone, email and ZOOM	2,560	2,610
Professional fees	1,300	1,750
Miscellaneous	-	-
Account fee	50	60
Squarespace	-	-
Total	5,115	14,131

6 NET INCOME/(EXPENDITURE)

	2024/25 £	2023/24 £
Depreciation - owned assets	0	0

7 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024.

8 STAFF COSTS

	2024/25 £	2023/24 £
Wages and salaries	65,745	63,152
Social security costs	7,059	18,404
Other pension costs	2,026	4,612
	74,830	86,169

The average monthly number of employees during the year was as follows:

	2024/25	2023/24
Full-time	2	2
Part-time	3	3

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

8 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

9 TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Computer equipment £	Totals £
COST			
At 1st April 2024 and 31st March 2025	37,579	12,271	49,850
DEPRECIATION			
At 1st April 2024 and 31st March 2025	37,579	12,271	49,850
NET BOOK VALUE			
At 31st March 2025	-	-	-
At 31st March 2024	-	-	-

10 CASH AT BANK AND HAND

	Unrestricted Funds 2024/25 £	Restricted Funds 2024/25 £	Total 2024/25 £
Petty Cash	3	-	3
RECC Internal Management Cost	-	-	-
Redbridge Equalities CAF Bank	-	51,737	51,737
RedbridgeEqualities CAF Bank Deposit	19,500	-	19,500
	19,503	51,737	71,240

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2024/25 Total funds	2023/24 Total funds
	£	£	£	£
Fixed assets	0	0	0	0
Current assets	19,503	51,737	71,240	75,908
Current Liabilities	0	0	0	0
	<u>19,503</u>	<u>51,737</u>	<u>71,240</u>	<u>76,908</u>

12 MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	6,413	(3,626)	2,787
Restricted funds			
Restricted fund	<u>69,495</u>	<u>(1,042)</u>	<u>68,453</u>
	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,489	5,115	(3,626)
Restricted funds			
Restricted fund	83,284	84,326	(1,042)
TOTAL FUNDS	<u>84,773</u>	<u>89,441</u>	<u>(4,668)</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

13 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2025.

14 RECONCILIATION OF NET (EXPENDIYURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024/25	2023/24
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	(4,668)	15,520
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in detors	0	0
Increase/(decrease) in creditors	0	-
Net cash (used in)/provided by operations	(4,668)	15,520

15 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net Cash			
Cash at Bank and in hand	75,908	(4,668)	71,240
	75,908	(4,668)	71,240
Total	75,908	(4,668)	71,240

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No.

1170313

ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES:

Adrian Clinkett
Ross Hatfull
Barbara White
Bob Littlewood
Michelle Harewood
Surinder Pahl
Isha Isidore
JoAnne McConnell

REGISTERED OFFICE:

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford London
IG1 4PE

INDEPENDENT EXAMINER:

Charles Osei, BSc (Hons), MSc, FCIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way
Deptford
London
SE8 4LY

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

I report on the financial statements for the year ended 31 March 2025 set out on pages 4 - 12.

This report is made solely to the Trustees of Redbridge Equalities and Community Council (RECC), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees 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 Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with Section 130 of the Charities Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, FCIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

Date 10/10/25

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 MARCH 2025

				2024/25	2023/24
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
				Note 1	Note 1
Resources Arising					
Income from Charitable Activities	1 & 2	1,489	83,284	84,773	119,101
Total Income		1,489	83,284	84,773	119,101
Direct Charitable Expenditure	3	5,115	84,326	89,441	103,582
Total Expenditure		5,115	84,326	89,441	103,582
Resources retained for further use		(3,626)	(1,042)	(4,668)	15,520
Transfer between Funds					
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2024		6,413	69,495	75,908	60,388
Carried forward 31/03/2025		2,787	68,453	71,240	75,908

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF ASSETS & LIABILITIES

AS AT 31 MARCH 2025

	Notes	2024/25 £	2023/24 £
Fixed Assets	9	-	-
Current Assets			
Debtors		-	-
Cash at Bank and in hand	10	71,240	75,908
Creditors			
Amount due within One Year			
Other Creditors		-	-
Net Assets/Liabilities		<u>71,240</u>	<u>75,908</u>
Reserves			
General Funds		2,787	6,413
Restricted Funds:		68,453	69,495
		<u>71,240</u>	<u>75,908</u>

The Financial Statements were approved by the Trustees on 10/ October/ 2025
and signed on their behalf by:

Signature R Hatfull Date 10/10/25

Ross Hatfull

Trustee - Treasurer

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2024/25 £	2023/24 £
Cash flows from operating activities			
Cash generated from operations	14	(4,668)	15,520
Net cash (used in)/provided by operating activities		(4,668)	15,520
Change in cash and cash equivalents in the reporting period		(4,668)	15,520
Cash and cash equivalents at the beginning of the reporting period		75,908	60,388
Cash and cash equivalents at the end of the reporting period		71,240	75,908

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1107313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

BASIS OF PREPARATION

These accounts have been prepared on receipts and payments basis and include income and expenditure as cash received or paid. The recommendations of the Financial Reporting Standard applicable in the UK and Republic of Ireland (frsre) and Charities Act 2011 have been followed. Please note, the prior year accounts were prepared on accrual basis, as opposed to receipts and payments basis.

INCOME

All income is prepared in the Statement of Financial Activities once the charity has received the funds, it is certain that the income is received.

EXPENDITURE

Liabilities are paid as experienced as soon as there is a legal or constructive obligation committing the charity to that expenditure. Expenditure is accounted for on payments basis and has classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

The general funds consist of funds that the Trustees may use for RECC 's charitable purposes at their discretion.

The restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding. Restricted funds held in reserve at the end of the year represent income received from donors to be spent within the following year. Details of these funds are set out on the separate schedule in Note.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

VOLUNTARY INCOME

All voluntary income and donations are recognised and included in the accounts as they are received.

GOVERNANCE COSTS

Include those costs associated with meeting the constitutional and statutory requirements of the charity.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2024/25	Restricted 2024/25	2024/25	2023/24
	£	£	£	£
Gifts and Donations	360	-	360	657
Grants Trust for London	950	4,050	5,000	39,850
Membership Fees	53	-	53	253
Bank Interest	126	-	126	131
Grants - National Lottery	-	79,234	79,234	78,211
Redbridge Strategic Partnership (MOPAC Small Grant)	-	-	0	-
	1,489	83,284	84,773	119,101

3 CHARITABLE ACTIVITIES COSTS	2024/25 Direct Costs (see note 5)	2024/25 Support Costs (see note 6)	2023/24 Total
	£	£	£
Charitable Activities	84,326	5,115	89,441

4 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2024/25	Restricted 2024/25	Total 2024/25	Total 2023/24
	£	£	£	£
Advertising and Publicity	-	-	-	-
Hall Hire	-	-	-	601
Insurance	-	1,638	1,638	2,722
Interpreting and Translation	-	-	-	25
Laptops	-	-	-	253
Miscellaneous	-	-	-	-
Account Fee	50	-	50	60
Equipment	-	-	-	427
Office Expenses	609	-	609	333
Online Quick Books	596	-	596	309
Payroll Liabilities	-	7,059	7,059	18,404
Rent and Rates	-	5,122	5,122	6,347
Printing and Reproduction	-	613	613	269
Professional Fees	1,300	-	1,300	1,750
Community events & activities	-	2,123	2,123	1,333
Staff Pensions	-	2,026	2,026	4,612
Staff Salaries	-	65,745	65,745	63,152
Stationery & Printing	-	-	-	244
Telephone & Broadband	1,347	-	1,347	1,461
Web-email	1,057	-	1,057	962
ZOOM VC	156	-	156	187
Mobile Expenses	-	-	-	130
Total	5,115	84,326	89,441	103,582

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

5 SUPPORT COSTS

	2024/25 £
Charitable Activities	5,115

Support costs, included above, are as follows:

	2024/25 Charitable activities £	2023/24 Charitable activities £
Premises cost (incl. utilities)	-	6,347
Insurance	-	2,722
Office running cost	1,205	642
Printing, postage, stationery, telephone, email and ZOOM	2,560	2,610
Professional fees	1,300	1,750
Miscellaneous	-	-
Account fee	50	60
Squarespace	-	-
Total	5,115	14,131

6 NET INCOME/(EXPENDITURE)

	2024/25 £	2023/24 £
Depreciation - owned assets	0	0

7 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024.

8 STAFF COSTS

	2024/25 £	2023/24 £
Wages and salaries	65,745	63,152
Social security costs	7,059	18,404
Other pension costs	2,026	4,612
	74,830	86,169

The average monthly number of employees during the year was as follows:

	2024/25	2023/24
Full-time	2	2
Part-time	3	3

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

8 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

9 TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Computer equipment £	Totals £
COST			
At 1st April 2024 and 31st March 2025	37,579	12,271	49,850
DEPRECIATION			
At 1st April 2024 and 31st March 2025	37,579	12,271	49,850
NET BOOK VALUE			
At 31st March 2025	-	-	-
At 31st March 2024	-	-	-

10 CASH AT BANK AND HAND

	Unrestricted Funds 2024/25 £	Restricted Funds 2024/25 £	Total 2024/25 £
Petty Cash	3	-	3
RECC Internal Management Cost	-	-	-
Redbridge Equalities CAF Bank	-	51,737	51,737
RedbridgeEqualities CAF Bank Deposit	19,500	-	19,500
	19,503	51,737	71,240

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2024/25 Total funds	2023/24 Total funds
	£	£	£	£
Fixed assets	0	0	0	0
Current assets	19,503	51,737	71,240	75,908
Current Liabilities	0	0	0	0
	<u>19,503</u>	<u>51,737</u>	<u>71,240</u>	<u>76,908</u>

12 MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	6,413	(3,626)	2,787
Restricted funds			
Restricted fund	<u>69,495</u>	<u>(1,042)</u>	<u>68,453</u>
	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,489	5,115	(3,626)
Restricted funds			
Restricted fund	83,284	84,326	(1,042)
TOTAL FUNDS	<u>84,773</u>	<u>89,441</u>	<u>(4,668)</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

13 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2025.

14 RECONCILIATION OF NET (EXPENDIYURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024/25	2023/24
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	(4,668)	15,520
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in detors	0	0
Increase/(decrease) in creditors	0	-
Net cash (used in)/provided by operations	(4,668)	15,520

15 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net Cash			
Cash at Bank and in hand	75,908	(4,668)	71,240
	75,908	(4,668)	71,240
Total	75,908	(4,668)	71,240

Accounts



Redbridge Equalities and Community Council

Annual Report 2023– 2024



Registered Charity No: 1170313

ANNUAL REPORT 2023-24

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Our thanks to RECC’s funders in 2023-24:



Mayor's foreword



29th August 2024

The Redbridge Equalities and Community Council has been active in the London Borough of Redbridge for many years, providing vital services.

This organisation has been active in the London Borough of Redbridge for many years, providing vital services for our Redbridge Community, promoting human rights and equalities, challenging discrimination, helping all our communities, including the most vulnerable, isolated and marginalised communities in Redbridge to get help, support and access to services as well as building community cohesion to foster good relations within our Redbridge community.

The ideals of human rights and a fair and equal society are absolutely fundamental to our humanity, which I truly believe will help to improve and transform lives for our residents, our world and future generations to come. These values underpin the core aims and mission of RECC which I also share with my dedication and commitment in my charitable work, helping the most vulnerable in our community, including those who are challenged by sickness and disability within our society.

RECC are amongst our longest established Charities whom we are extremely fortunate to have in Redbridge. Their work is indeed, needed more than ever in these very challenging times.

I am pleased the organisation, through National Lottery and Trust for London funding, has been able to continue providing RECC community services, projects and activities and hope they will be able to secure further funding to continue their vital work. I sincerely thank all the staff, Trustees and volunteers for their tremendous dedication and commitment in helping our Redbridge residents and wider community.

Mayor of Redbridge 2024-25
Councillor Sheila Bain

Who we are

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford IG1 4PE

Tel: 020 8551 8178

Email: office1@redbridgeequalities.org.uk

Website: www.redbridgeequalities.org

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Mailing
Kent ME19 4JQ

Independent External Examiner 2024

Charles Osei (BSC Hons, MSc, ACIE, AFA, ATA, MCIPP)
Address: Flat 3, 11 Rochdale Way, Deptford
London, SE8 4LY

STAFF TEAM 2023-24

Outreach Advice Advocacy and Hate Crime Project

Cecelia Rufus Equalities Coordinator Outreach and Advice (part- time fixed term) 3 combined part-time roles = full time fixed term equivalent.

Razwana Wahid Equalities Coordinator Hate Crime and Cohesion (part- time fixed term to June 2023)

Marek Wesolowski Equalities Coordinator Hate Crime and Cohesion (part- time fixed term to June 2023)

Reaching Communities Project

Cecelia Rufus Reaching Communities Support (part time fixed term)

Mai Anwar Reaching Communities Project Officer (full & part time fixed term)

Ruthba Amin Reaching Communities Project Officer (part time fixed term)

Office Administration

Cecelia Rufus Administration/ Office Manager (part- time fixed term)

Khadra Mohammed Finance Officer (part-time fixed term)

VOLUNTEERS 2023-24

Razwana Wahid Telephone and events

Marek Wesolowski Telephone

Lirie Haxhiu Events

Iqra Wahid Publication

Aneela Rajput Events

Roxanna Lenghel Roma Community Witness Team and support

Denista Fazacas Roma Community Witness Team and support

James Rufus Events

Suraya Sohail Street Homeless

Sharon Gore Street Homeless

Nellas David Mailing List

Chithra Events

Board of Trustee during the period 1st April 2023- 31st March 2024

Noor Jahan Begum resigned – 1 August 2023

Isabelle Ercan resigned – 1 August 2023

Diana Neslen - retired 27th September 2023

(ending several terms of committed service)

Michelle Harewood

Ross Hatfull

Isha Isidore

Bob Littlewood

JoAnne McConnell

Surinder Phal

Barbara White

Adrian Clinkett Co-opted 16th January 2024

Honourary Officers

Mohammed Khaled Noor Chair - resigned 1st August 2023

Michelle Harewood Vice - Chair

Interim Chair from 1st August 2023 - 27th September 2023

Michelle Harewood - elected Co- Chair 27th September 2023, resigned 5th February 2024

Ross Hatfull -Treasurer

JoAnne McConnell - elected Co - Chair 27th September 2023

Chair of Trustees Statement

I am pleased to present the Trustees Annual Report covering the period 1st April 2023 to 31st March 2024.

At the AGM held on the 27th September 2023, I was honoured alongside Michelle Harewood to become Co-Chair of Trustees. Michelle was previously Vice Chair and Acting Chair of Trustees.

This change to previous arrangements was an initiative to pilot a new approach to the leadership and governance of RECC at a pivotal time of governance instability and inertia. The primary aims of the pilot were:

👉 to promote collaboration and engagement by Trustees in the running of RECC

👉 provide accountability, greater transparency and assurance to staff, volunteers, funders, beneficiaries and others in the wider local community.

👉 to develop Board capacity and improvements in performance

The Mission

1. To promote equality of opportunity and good relations between persons of different groups and circumstances, having regard to age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity

2. To work towards the elimination of discrimination on those grounds

Reflecting on RECC and its Mission over the past year - 2023/24, my perspective is that the effectiveness and performance of the Board has been hampered in particular by attendance and engagement issues, due in part to illnesses.

These challenges and other identified risks have threatened the Charity's mission, strategic development, direction and survival.

Ongoing work to strengthen the capacity, diversity, skills and resilience of the Board has been actively pursued since November 2023, through initiatives, for example:

- Trustee Recruitment campaigns
- 1-2-1 Trustee Review
- Development of a culture of high expectations for performance

At the same time as the establishment of a new collaborative partnership with Enterprise Enfield and its Digital Experts programme, aimed at the development of people, operational systems, harnessing the benefits of information technology and digital tools to support project workplans, daily processes, optimise efficiency, flexibility, digital competence and impact.

Inevitably 2024/25 will present further challenges to RECC and uncertainty about the future, including its short to medium term financial health and sustainability.

The Future

The Charity has **growth potential** and opportunities to increase and generate income.

Going forward, the existence of RECC will largely depend on:

- commitment, enthusiasm by all for the vision for improvements, growth and impact
- skilful leadership, sound governance and integrity
- rigour to progress to completion the work of transforming operating systems and processes
- independent judgement and collective decision making by the Board
- Trustees engagement and robust scrutiny of its people and culture to provide developmental support, guidance, increased connectivity and communication
- establish an infrastructure Model capable of strategic developments, sustainable growth, aligned to RECC'S mission and purpose
- build capacity for agile delivery and evidence-based impact of services and projects
- increase community outreach and engagement activities to widen participation, build a strong membership base and open channels to monitor trends in community relations and receive feedback
- effectively and efficiently deliver more to best serve the interests of our beneficiaries, funders and Redbridge communities

May I take this opportunity to express my appreciation and thanks to Co -Trustees, staff, volunteers, funders, partners, members and stakeholders for your valued contributions, time and commitment.

Your efforts and support during 2023-2024 helped RECC to deliver events, workshops, advice, advocacy and other activities which are set out in the **staff report on pages 7- 27.**

JoAnne McConnell

Chair of Trustees for and on behalf of Redbridge Equalities and Community Council
September 2024

Staff Report

RECC have despite the challenges with face within our communities and society at large which year on year with the strong commitment of staff have continued to provide support and assistance with our services and projects to all our community including the most vulnerable in our Redbridge community.

Reaching Communities Project – funded by The National Lottery Fund

The Reaching Communities Project (RCP) completed its 2nd year at the end of December 2023. We are extremely pleased that our combined events activities and community forums have already engaged over 800 people by the end of year two of the project. This has hugely exceeded our 5-year funded target of a minimum of 500 to 1000 people engagement by the end of the lifetime of the project. Events such as the Citizens Assembly on Islamophobia and Black History Cultural Day Celebrations further increased community engagement and participation with the largest attendance at our BHM event partnered with TARACC at Ilford Town Hall. The Citizens Assembly on Islamophobia was one of our largest collaborated and supported events with over seven collaborators in the themed community forum event such Islamophobia Awareness Month, Islamophobia Response Unit, Educate Against Islamophobia, Redbridge Faith Forum, Ilford Islamic Centre, One Place East, Choices Hackney (Disability organisation), Redbridge Trades Council.

In addition to hosting events, we also focus on building networks and helping to reach out and make connections to groups and organisations, providing a platform within safe welcoming space for people to voice their views, taking up issues that people are facing to help benefit the community.

The Reaching Communities Project (RCP) has undertaken a series of mini forums across various community organisations with the aim of fostering community cohesion and addressing pertinent issues faced by different demographic groups. These forums serve as

platforms for individuals to express their concerns freely, particularly those from specific backgrounds who may feel more comfortable sharing within their own community settings.

Reaching Communities Project Community Events Highlights 2023/24

Islamophobia Citizens' Assembly Ilford Central Library- 10th June 2023



RECC hosted the Citizens' Assembly in Redbridge in Ilford Library.

We came together as a community to learn about and discuss the issues, experiences concerning Islamophobia and to reach conclusions how this can be tackled and find out what citizens think should happen. *The Assembly was a free event bringing the community together in a range of event activities:*

Exhibition- Information stalls -Workshops- Discussion with panel of speakers.



Islamophobia Conference with Mayor, Panel, attendees and conference workshop

The programme commenced with:

Welcome and Introduction – The Chair of RECC welcomed the attendees and spoke of the importance of the event and spoke of the proposed definition of Islamophobia to be fully adopted: "Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness,"

There was great participation with all the event activities, ice breaker activity myth or fact via using the interactive platform Menti.com, interactive workshops and educational exhibition exploring themes of Islamophobia in the workplace, media, in areas of everyday life and great participation in discussion were there were very moving testimonials by attendees sharing both their personal and other people experiences of Islamophobia,

There was great feedback from attendees of their enjoyment of having participated with comments highlighting the successful event... *'resourceful, interesting and very well organised and it was an excellent event!'*

Prior the event, we have launched a survey with focus group that have been developed in which feedback has shown the community would benefit from a community event to build awareness of Islamophobia and how to tackle this form of racism, prejudice and discrimination. For that reason, we hosted the event with over fifty individuals enthusiastic participation in the event, coming together as a community to delve into issues and experiences related to Islamophobia and to collaboratively devise strategies to address this critical issue. The assembly featured three enlightening workshops delivered by the Islamophobia Response Unit, Educate Against Islamophobia, and Islamophobia Awareness Month, complemented by an engaging Islamophobia Awareness Month Exhibition. This event was held in Central Library new studios on the 1st Floor.

Black History Cultural Day Ilford Town Hall- 8th October 2023





We are pleased to have hosted one of our largest Reaching communities' event in partnership with TARACC at the prestigious venue of Ilford Town Hall – Black History Cultural Day event on 8th October 2023, celebrating Black History month with guest speakers, RECC Black History Exhibition, Steel Pan with workshops , African drumming with IROKO, A vibrant interactive Carnival Parade with participation from the community, Group dancing and singing and uplifting and inspirational Gospel Choir. There was also market stalls of over 20 Black Independent Business owners and traders showcasing arts and crafts, books by Black authors, BHM History training programmes and a very popular stall with delicious homemade smoothie. We were absolutely delighted the event was a huge success. The event was publicised on Eventbrite with well over 300 people in attendance, which was the biggest turnout at any of our hosted community events. Attendees also

enjoyed a fantastic of delicious Caribbean and African food. The feedback from attendees was extremely positive with statements “This was an excellent event, well organised!

International Women’s Day Symposium Saturday 16th March 2024 Ilford Library





Women at the International Day Symposium sharing their ideas in a breakout session

ADANNA Women's Support Group in collaboration with Redbridge Equalities and Community Council (RECC) hosted an exciting seminar in celebration of International Women's Day on Saturday 16th March 2024 at Ilford Central Library themed *Inspire Inclusion*. The words EDI Equality, Diversity and Inclusion are mentioned a lot these days but what does it really mean? Women were invited to delve into this topic and share experiences. It was a fantastic opportunity to network, connect with other amazing women, share stories, and empower each other. We had a great line up of powerful speakers who inspired and motivated us all.

It was an incredible annual event where women discussed what inclusion meant for them, danced and sang together to vibrant African drumming and uplifted by the inspirational

songs by a singer songstress, break out rooms and a range of activities empowering women at the International Women's Day event.

There were also stalls at the event to promote businesses and groups. Women were invited to keep sharing their thoughts on what inclusion means to them to empower other women via the event organisers social media account.

In addition to our community events, we hold mini forums – platforms which give our communities a voice where they can share their views and ideas.

Forum Highlights:

Redbridge Rainbow Community

One notable event occurred on December 5th, 2023, during a winter gathering at **Redbridge Rainbow Community**, dedicated to supporting the LGBT community. At this gathering, a project worker engaged with attendees, revealing challenges faced by many individuals in expressing their identities openly in public spaces. Additionally, concerns were raised regarding the lack of understanding and awareness among general practitioners regarding the specific healthcare needs of queer women.



<https://www.redbridgerainbowcommunity.org.uk/>

Disabled Asian Women's Network



Another significant forum was held at **DAWN (Disabled Asian Women Network)** on January 23rd and 24th, 2024. With a focus on addressing language barriers and disabilities, project workers facilitated discussions to ensure all participants could freely communicate their concerns. The utilisation of a traffic light system with cards and the implementation of group discussion formats proved to be effective strategies in encouraging open dialogue.

Survey Findings:

A survey conducted among 39 elder South Asian disabled women provided valuable insights into various aspects of community services and well-being. The survey consisted of the following questions:

1. How do you feel about Redbridge Council services?
 - Red (poor): 15 (38.5%)
 - Yellow (okay): 7 (17.9%)
 - Green (good): 17 (43.6%)

2. Do you feel the Council is providing enough support for the elderly and disabled people?

- Red (poor): 25 (64.1%)
- Yellow (okay): 6 (15.4%)
- Green (good): 8 (20.5%)

3. How do you feel about access to GP and other healthcare services?

- Red (poor): 25 (64.1%)
- Yellow (okay): 4 (10.3%)
- Green (good): 10 (25.6%)

4. How safe do you feel in your local area?

- Red (poor): 26 (66.7%)
- Yellow (okay): -
- Green (good): 13 (33.3%)

5. How have you been affected by the cost of living crisis? Has this had any effect on your health and well-being?

- Red (poor): 39 (100%)
- Yellow (okay): -
- Green (good): -



Main Findings from DAWN Mini Forum:

Support for Elderly and Disabled People:

- Major challenges with Dial-a-Ride services, including inconsistent timing of arrival of Dial a Ride buses or buses not turning up at all with elderly users left stranded, frequent removal from the Dial a Ride service without any notice given with the elderly users who are digitally excluded not having the knowledge to get themselves back on to the service. These problems with Dial a Ride have been persisting since the onset of COVID-19 have increased considerably exacerbating isolation amongst the elderly. The RECC staff will contact TFL with regard to these issues with Dial a Ride to help these resolved and improved for elderly and disabled users.

Highlights – other RCP activities



Redbridge in Conversation:

Tuesday, 30th January 2024 at Uphall Primary School, Ilford

Attendance: RCP Officer, Residents of Loxford, Clementswood, Council Leader, Local Councillors, Council Officers (Enforcement, Planning, Housing, Revenue and Benefits)

Summary:

The Redbridge in Conversation meeting held on January 30th, 2024, provided an avenue for residents of Loxford, Clementswood, and Ilford Town Ward to voice their concerns and

engage with local authorities. The RCP Officer represented the interests of the community and raised several pertinent issues with the council leadership and relevant officers.

Local Issues Raised:

1. Transport:

- Concerns were raised about the infrequency of the 366-bus service, particularly its inadequate capacity for vulnerable individuals such as wheelchair users or those with prams.
- Action: The council has initiated communication with relevant authorities to address this issue and explore options for increasing the frequency of the service.

2. Safety Concerns on Ilford Lane:

- Residents highlighted safety issues around pedestrian areas on Ilford Lane, especially near the new police engagement hub.
- Action: Immediate measures including the installation of bollards and CCTV cameras have been planned to address safety concerns. Additionally, traffic wardens will be advised to extend their working hours to manage traffic effectively.

3. Road Crossing Safety:

- Complaints were raised regarding inadequate pedestrian crossings on Ilford Lane, leading to unsafe crossing practices.
- Action: The timing sequence of the pelican crossing has been reported to TFL for review and potential adjustments.

4. New Property Development on Loxford Lane:

- Concerns were expressed about the strain on existing infrastructure due to new property developments, particularly in relation to healthcare services.

- Action: The council has committed to investigating infrastructure levy utilization to ensure improvements align with community needs.

5. Increase in Vaping Among School Children:

- Residents reported an increase in school children vaping in and around Loxford Lane, posing health and safety risks.
- Action: The matter has been reported to the police, who will increase patrols in the area to deter such behaviour.

6. Rise in Homelessness:

- Observations were made regarding a rise in homelessness within the borough, with many affected individuals having no recourse to public funds (NRPF).
- Action: The RCP Officer recommended collaboration between the council and relevant charities to support individuals with NRPF.

7. Conflict Between Business and Residential Needs:

- Concerns were raised regarding the conflicting needs of businesses and residents within the community.
- Action: The RCP Officer proposed the establishment of a residents and business forum to facilitate constructive dialogue and collaboration on shared issues.

The Redbridge in Conversation meeting served as a platform for meaningful dialogue between residents and local authorities, with actionable steps identified to address various community concerns. Continued engagement and collaboration are essential for ensuring the well-being and prosperity of the Redbridge community. These issues inform the work of our organisation and can help us formulate various possible campaigns to be launched this year.

Loxford Youth Centre

The Loxford Youth Centre, which had temporarily closed and was scheduled to reopen in September 2022, underwent a delayed reopening process. Following proactive engagement from the RCP Officer, who initiated correspondence with the council regarding the reopening timeline, the centre resumed operations in October 2023. The RCP Officer's persistent efforts included multiple calls and emails emphasising the significance of restoring this vital community service.



LOXFORD YOUTH CENTRE
LOXFORD LANE, ILFORD, IG1 2NS

Tuesdays & Thursdays
3.30-6.30pm
AGE 11-18

What's happening?

COOKING ON A BUDGET
HOMEWORK CLUB
BOX-UP-FITNESS-CIRCUIT TRAINING
MUSIC PRODUCTION
& MANY MORE

FOR MORE INFORMATION PLEASE CONTACT
07586 713864

Please sign up with the link below www.redbridge.gov.uk/young-people/get-involved-see-whats-on-for-you/

London Borough of Redbridge

LOXFORD YOUTH CENTRE

Loxford Lane
Ilford, IG1 2NS

Tuesdays & Thursdays
From 3:30pm-6:30pm



FITNESS ACTIVITIES AND MULTI-USE GAMES AREA

COOKING

- Nutritional meals
- Food Hygiene and kitchen safety
- Preparing meals
- Cooking on a budget
- Make your own recipe
- AQA accreditation

MUSIC PRODUCTION

- Producing music
- Lyric writing
- Music engineering
- Make your own music
- Singing
- Rapping

GIRLS GROUP

- Plan your own programme activities
- Every Wednesday from 3:30pm to 6:30pm

Subsequent to its reopening, the RCP Officer conducted several site visits to assess the centre's activities and engagement with the community. Recognizing the previous success of boxing classes at the facility, the RCP Officer advocated for the reintroduction of these sessions. As a result, the Loxford Youth Centre has secured the services of an instructor from Box Up Gym to conduct weekly boxing classes for youth attendees. These sessions are scheduled every Thursday from 5:00 pm to 6:30 pm, contributing to the centre's mission of providing constructive and engaging activities for its participants.

Conclusion:

The insights gathered from our events and activities underscore the importance of tailored community engagement initiatives in addressing the diverse needs and concerns of all our Redbridge communities including marginalised groups. The project's mission and commitment is to bring our communities together and foster positive change within our communities. Our dedicated team will continue to develop this project, which is continually evolving, identifying our community needs and by collaborating with local stakeholders, the Reaching Communities Project aims to improve the well-being and quality of life for our communities within the Redbridge.

The project has grown its reach considerably with the numbers of people that have participated in our events and activities. It is now in its second year supported by Cecelia with Mai and with Ruthba who joined June 2023. Together they have been working tremendously hard as a team community engagement and participation through our events and activities building and strengthening community cohesion 'bringing our Redbridge community together'.

Advice Advocacy Casework and Outreach Project - funded by Trust for London



We are thankful to Trust for London for their commitment in funding our Advice, Advocacy and Outreach Service, which has been a lifeline of support to our residents and in neighbouring boroughs to get help and support they need to access a variety of services.

Many of our cases deal with multi-complex cases which are extremely challenging because of clients' multiple problems areas that need resolution and also who have multi-complex needs, leading to many unsocial hours for Cecelia. We have been running the advice service for many years and year on year we have seen an increase in poverty and deprivation within our community. The Cost-of-living crisis has laid bare these inequalities for our most vulnerable, marginalised and isolated communities in Redbridge.

Our outreach services continue to provide easily accessible advice to the community. We provide general advice outreach surgeries in a wide range of areas such as housing, homelessness, eviction, street homelessness, welfare, debt, overpayments, asylum and refugee resettlement and in many other areas of advice, alongside referral and sign posting support. We hold general advice outreach surgeries in public spaces such as libraries and also do home visits to the chronically ill and disabled clients to enable them to access help and support and outreach advice work. As mentioned, many of the clients we see have complex cases and often require further ongoing casework to resolve their cases which may, depending on the nature of their case, take weeks, months or longer to resolve.

This telephone conferencing, consisting of a triangulation of calls with the client, agency and us, continues to be a huge success with our clients in providing vital access, immediate help and support to our clients where we advocate on their behalf with agencies and services with if required the assistance of additional interpretation support. In many cases, in just one phone call a client case that they have been troubled by for months or even years can be dealt with in just one conference call.

In all areas of our provision of advice and advocacy, we remain extremely proud of the work we do with our interventions acting as an intermediary, connecting our clients directly to the relevant agencies to access support and services combined with strong casework support and powerful written submissions in the resolution of cases made on our client's behalf continue a key factor of our service.

The advice advocacy outreach and casework service consists of :

- ***Outreach advice surgeries and Street outreach*** -bringing direct advice help and support to the community.
- ***Telephone advice*** – Providing remote and digital support to our clients
- ***Advocacy and casework***- Providing advocacy acting as an intermediary with complex casework supporting clients with multi complex needs.
- ***Referrals and signposting***- Advice work will include signposting clients or making referrals to appropriate agencies. In some ongoing cases with multicomplex needs where needed, we will make referrals to specialist organisations or for legal support.
- ***Home visits*** - provide direct advice support to those with disabilities, physical and mental health conditions and chronic illness, clients with multiple problems and complex needs.
- ***McKenzie friend service*** – We attend tribunal, court hearings, client representation at Panels providing client advocate support.
- ***Community Representation***- Informed by our work we participate in boards, services panels helping to be a voice for all in the community for equal and fair access to services.

The combination of this work and time and effort invested has been extremely rewarding and challenging, in which we continue to work tirelessly in the front-line

delivery of the service - working many unsocial hours to ensure our clients get the best outcome possible.

We hope with further funding we can work towards building an advice team of more advisors to help deal with the increasing workload and help more people within our community.

Please see the following example of the type of cases in which we act as an intermediary. The majority of our casework is usually consisting of Housing cases followed by welfare benefit cases.

Casework example -Welfare Benefit case

UC overpayment in excess of £30,000 - Roma client

This involved a triangulation of calls between UC, our client, and ourselves last year in which our client had a huge overpayment of over £30,000 in Universal Credit Benefit. They had received letters of overpayment and were signposted by friends and family to our organisation for support. The wife was suffering from depression and the overpayment had caused her considerable distress and anxiety. We helped to provide advice and advocacy to resolve the overpayment by having numerous conference call to find out the reasons for the overpayment and discovered that this was due to the client not responding to a UC review requesting information by a specific date which had generated an automated system repayment of three tax years of UC payments. We explained to the UC Team our clients had not been asked in the letter what information that had to be sent to the UC Team and had not responded to the review and furthermore they were completely unaware that failure to respond would generate such a large overpayment.

We requested the information that was needed by the Universal Credit review and were informed by the UC Team these were 2 passport identification, and European status documentation.

We requested a mandatory reconsideration of the overpayment and resubmitted the documentation that they needed on behalf of our clients in order to clear the overpayment. The clients were extremely pleased to have our help and assistance after not knowing who they could turn to for help and support.

This case study showcases the hard challenges that RECC are working hard to change and bring about the best possible outcomes with our intermediary work. It shows the powerful difference we can make to improve people's lives with our interventions, where we challenge and try to effect policy and practice change, providing much needed support and help to voice the needs of our community.

Discrimination Casework

Despite having no specific funding for discrimination caseworker. This work ultimately is a fundamental part of the advice, advocacy and casework project. The majority of our cases continue to be around disability discrimination in housing cases, where we influence 'reasonable adjustments for people with disabilities' to be made by local authority and social housing providers for rehoused clients to have suitable accommodation, rehousing improvements and specialist support provision to families

Hate Crime Project - previously funded by MOPAC

Despite having no major funding sources for our Hate Crime work we have continued to deliver the service. This work has been continued by Cecelia previously funded by LBR Safer Partnership funding through MOPAC Small grant enabling the work of the hate crime team staff members until June 2023. This has been continued through her many years of experience and direct front line work. The hate crime project has several key service areas which are: *to provide advice advocacy support and casework for victims of hate crime/survivors and to build awareness in the community on how to address hate crime and harassment.*

Through our work we aim to achieve the following outcomes successfully:

- *Victims /survivors feel safer in their communities.*
- *Break isolation and fear*
- *Achieve improved response by relevant agencies to hate crime.*
- *Reduce incidence of hate crime, violence, and anti-social behaviour*
- *Increase access to services and rehousing.*
- *Build awareness of hate crime*
- *Encourage reporting and challenge under recording of hate crime*

We support victims who have gone through considerable distress and trauma as victims of hate crime ranging from race, religious hate crimes to disability and homophobic hate crime. Much of this work has involved long unsocial hours, involving some cases where there have been threats of violence, vandalism and property destruction.

We are currently supporting seven hate crime and harassment victims working with multi-agencies such as the Police, Anti-Social behaviour Team, Housing Providers and other agencies in order to resolve our client's cases. Our interventions with agencies have led to increased patrols in to help clients and the wider community feel safer in their communities and in cases of no enforcement action being taken or cases being closed as no further action, being reviewed and reopened by agencies.

We hope to secure further hate crime funding for this vital work, especially during these very challenging times, providing essential support to our most vulnerable marginalised, ethnic and minority communities.

Staff Thanks

We have continued to have tremendous support from our donors. We are extremely grateful for their ongoing support for our organisation. We would like to extend our great appreciation to them all.

In addition, we would like to give special thanks to one of our longest donors, who has continued to provide donations for over 23 years. We would also like to thank our CAF Bank donors who have been continually committed in the giving of their regular donations to our organisation for many years.

Finally, we would like to take the opportunity to thank all project and finance staff, volunteers and trustee's past and present for their tremendous hard work, fantastic support, dedication and commitment to our organisation.

Cecelia Rufus

Mai Anwar

Ruthba Amin

Reporting period year ended 31st March 2024

Governance

Since our previous unincorporated charity (Registration number 1002357) was formally removed from the Register of Charities on 23 June 2020 with all assets fully transferred to Charitable Incorporated Organisation (Registration number 1170313) which succeed it. RECC's trustees are trustees of this Charitable Incorporated Organisation.

COVID-19 Resolution: RECC Governance has updated its provisions to include Online/Virtual meetings.

Reserves Policy

1. It is RECC's policy to maintain an appropriate level of financial reserves to ensure that it is able to meet its financial obligations and, as far as possible, to maintain continuity of service provision.
2. RECC will maintain a **Restricted Reserve**, made up as follows:
 - Three months' rent and other office expenses
 - Costs of expected redundancies
 - Costs of staff's entitlement to notice
 - A reasonable sum to cover other contingencies
3. Reserves exceeding the restricted reserve will form an **Unrestricted Reserve**.
4. At the end of every financial year, and whenever else it is necessary to do so, the Treasurer will report to the Trustees on the level of the Restricted and Unrestricted Reserves and their compliance with this policy. The Trustees may decide to transfer funds to or from the Restricted Reserve to maintain consistency with paragraph 2 above.

Finance

Redbridge Equalities Community Council secured long-term funding from the National Lottery of £327,690, the largest funding secured in RECC history, to be used over five years. This enabled our organisation to have financial stability over the next five years up to 2026 for our work on Community Cohesion, supported by RECC other core activities and services. In 2022 we were successful in receiving £80k continuation funding for three years to 2025 from Trust for London for our Advice, Advocacy, Casework and Outreach service. However, these funding are due to come to an end within the next year to two years and further funding will be needed. We gratefully acknowledge that the work of our organisation would not be possible without our funders. We are extremely thankful to the National Lottery and Trust for London who have allowed us to continue our work within our Redbridge community during the last financial year.

However, the charity needs to raise additional medium to long term unrestricted funds to further secure the financial future of the organisation. While we have adequate restricted grant funding, this can only be used for specific purposes whilst securing unrestricted funds that can be used for any wider purpose that aligns with the organization's goals, will bring even greater benefits in our service to the Redbridge community.

We aim to rise to the challenge to achieve further unrestricted funding sources over the next financial year.

Ross Hatfull

Treasurer

New Auditors 2023-24

RECC has appointed Independent Examiner Charles Osei (BSC Hons, MSc, ACIE, AFA, ATA, MCIPP) for the year ending 31 March 2024.

Address: Flat 3, 11 Rochdale Way, Deptford, London, SE8 4LY

Commentary on the Financial Statements for 31 March 2024

The Independent Examiner has examined Redbridge Equality Community Council Financial Statements for 31 March 2024.

Commentary made on notes 1 and 2 of financial statement.

Recommendation To approve and adopt the Financial Statements for 31 March 2024

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

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5	Statement of Receipts and Payments
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7 - 12	Notes to the Accounts

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No.

1170313

ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2024

REGISTERED OFFICE:

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford London
IG1 4PE

ACCOUNTANTS:

Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way
Deptford
London
SE8 4LY

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

I report on the financial statements for the year ended 31 March 2024 set out on pages 4 - 12.

This report is made solely to the Trustees of Redbridge Equalities and Community Council (RECC), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsse). My work has been undertaken so that I might state to the Trustees 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 Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with Section 130 of the Charities Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA, ACIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

Date 10/01/25

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF ASSETS & LIABILITIES

AS AT 31 MARCH 2024

	Notes	2023/24 £	2022/23 £
Fixed Assets	9	-	-
Current Assets			
Debtors		-	-
Cash at Bank and in hand	10	75,908	60,388
Creditors			
Amount due within One Year			
Other Creditors			
Net Assets/Liabilities		<u>75,908</u>	<u>60,388</u>
Reserves			
General Funds		6,413	19,503
Restricted Funds:		69,495	40,885
		<u>75,908</u>	<u>60,388</u>

The Financial Statements were approved by the Trustees on

and signed on their behalf by:

Signature..... Date..... 7/1/25

Ross Hatfull

Trustee - Treasurer

Signature..... Date..... 07-01-25

Adrian Clinkett

Trustee

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted	Restricted	2023/24	2022/23
	Notes	Funds	Funds	Total Funds	Total Funds
		£	£	£	£
Resources Arising				Note 1	Note 1
Income from Charitable Activities	1 & 2	1,041	118,061	119,101	100,078
Total Income		1,041	118,061	119,101	100,078
 Direct Charitable Expenditure	 3	 14,131	 89,451	 103,582	 102,377
Total Expenditure		14,131	89,451	103,582	102,377
Resources retained for further use		(13,090)	28,610	15,520	(2,299)
Transfer between Funds					
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2023		19,503	40,885	60,388	62,687
 Carried forward 31/03/2024		6,413	69,495	75,908	60,388

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2023/24 £	2022/23 £
Cash flows from operating activities			
Cash generated from operations	14	15,520	(2,299)
Net cash (used in)/provided by operating activities		15,520	(2,299)
Change in cash and cash equivalents in the reporting period		15,520	(2,299)
Cash and cash equivalents at the beginning of the reporting period		60,388	62,687
Cash and cash equivalents at the end of the reporting period		75,908	60,388

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1107313

NOTES TO THE ACCOUNTS **FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

BASIS OF PREPARATION

These accounts have been prepared on receipts and payments basis and include income and expenditure as cash received or paid. The recommendations of the Financial Reporting Standard applicable in the UK and Republic of Ireland (frs) and Charities Act 2011 have been followed. Please note, the prior year accounts were prepared on accrual basis, as opposed to receipts and payments basis.

INCOME

All income is prepared in the Statement of Financial Activities once the charity has received the funds, it is certain that the income is received.

EXPENDITURE

Liabilities are paid as experienced as soon as there is a legal or constructive obligation committing the charity to that expenditure. Expenditure is accounted for on payments basis and has classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

The general funds consist of funds that the Trustees may use for RECC's charitable purposes at their discretion.

The restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding. Restricted funds held in reserve at the end of the year represent income received from donors to be spent within the following year. Details of these funds are set out on the separate schedule in Note.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

VOLUNTARY INCOME

All voluntary income and donations are recognised and included in the accounts as they are received.

GOVERNANCE COSTS

Include those costs associated with meeting the constitutional and statutory requirements of the charity.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2023/24	Restricted 2023/24	2023/24	2022/23
	£	£	£	£
Gifts and Donations	657	-	657	7,370
Grants Trust for London	-	39,850	39,850	13,150
Membership Fees	253	-	253	23
Bank Interest	131	-	131	73
Grants - National Lottery	-	78,211	78,211	76,662
Redbridge Strategic Partnership (MOPAC Small Grant)	-	-	0	2,800
	<u>1,041</u>	<u>118,061</u>	<u>119,101</u>	<u>100,078</u>

3 CHARITABLE ACTIVITIES COSTS	2023/24 Direct Costs (see note 5)	2023/24 Support Costs (see note 6)	2023/24 Total
	£	£	£
Charitable Activities	<u>89,451</u>	<u>14,131</u>	<u>103,582</u>

4 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2023/24	Restricted 2023/24	Total 2023/24	Total 2022/23
	£	£	£	£
Advertising and Publicity	-	-	-	600
Hall Hire	-	601	601	817
Insurance	2,722	-	2,722	1,803
Interpreting and Translation	-	25	25	165
Laptops	-	253	253	525
Miscellaneous	-	-	-	167
Account Fee	60	-	60	64
Equipment	-	427	427	79
Office Expenses	333	-	333	444
Online Quick Books	309	-	309	389
Payroll Liabilities	-	18,404	18,404	19,806
Rent and Rates	6,347	-	6,347	6,189
Printing and Reproduction	-	269	269	280
Professional Fees	1,750	-	1,750	1,500
Community events & activities	-	1,333	1,333	1,809
Staff Pensions	-	4,612	4,612	5,718
Staff Salaries	-	63,152	63,152	59,121
Stationery & Printing	-	244	244	731
Telephone & Broadband	1,461	-	1,461	1,118
Web-email	962	-	962	738
ZOOM VC	187	-	187	174
Mobile Expenses	-	130	130	140
Total	<u>14,131</u>	<u>89,451</u>	<u>103,582</u>	<u>102,377</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

5 SUPPORT COSTS

2023/24

£

Charitable Activities

14,131

Support costs, included above, are as follows:

	2023/24 Charitable activities £	2022/23 Charitable activities £
Premises cost (incl. utilities)	6,347	6,189
Insurance	2,722	1,803
Office running cost	642	444
Printing, postage, stationery, telephone, email and ZOOM	2,610	2,390
Professional fees	1,750	1,500
Miscellaneous	-	167
Account fee	60	64
Squarespace	-	29
Total	<u>14,131</u>	<u>12,586</u>

6 NET INCOME/(EXPENDITURE)

	2023/24 £	2022/23 £
Depreciation - owned assets	<u>0</u>	<u>0</u>

7 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2023 nor for the year ended 31st March 2022.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2023 nor for the year ended 31st March 2022

8 STAFF COSTS

	2023/24 £	2022/23 £
Wages and salaries	63,152	59,121
Social security costs	18,404	19,806
Other pension costs	4,612	5,718
	<u>86,169</u>	<u>84,645</u>

The average monthly number of employees during the year was as follows:

	2023/24	2022/23
Full-time	2	2
Part-time	<u>3</u>	<u>3</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

8 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

9 TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Computer equipment £	Totals £
COST			
At 1st April 2023 and 31st March 2024	37,579	12,271	49,850
		-	
DEPRECIATION			
At 1st April 2023 and 31st March 2024	37,579	12,271	49,850
NET BOOK VALUE			
At 31st March 2024	-	-	-
At 31st March 2023	-	-	-

10 CASH AT BANK AND HAND

	Unrestricted Funds 2023/24 £	Restricted Funds 2023/24 £	Total 2023/24 £
Petty Cash	3	-	3
RECC Internal Management Cost	2,500	-	2,500
Redbridge Equalities CAF Bank	-	56,405	56,405
RedbridgeEqualities CAF Bank Deposit	17,000	-	17,000
	19,503	56,405	75,908

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2023/24 Total funds	2022/23 Total funds
	£	£	£	£
Fixed assets	0	0	0	0
Current assets	19,503	56,405	75,908	60,388
Current Liabilities	0	0	0	0
	<u>19,503</u>	<u>56,405</u>	<u>75,908</u>	<u>60,388</u>

12 MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	19,503	(13,090)	6,413
Restricted funds			
Restricted fund	<u>40,885</u>	<u>28,610</u>	<u>69,495</u>
	<u>60,388</u>	<u>15,520</u>	<u>75,908</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,041	14,131	(13,090)
Restricted funds			
Restricted fund	118,061	89,451	28,610
TOTAL FUNDS	<u>119,101</u>	<u>103,582</u>	<u>15,520</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

13 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2024.

14 RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023/24	2022/23
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	15,520	(2,299)
Adjustment for:		
Depreciation charges	-	-
(Increase)/decrease in debtors	0	0
Increase/(decrease) in creditors	0	-
Net cash (used in)/provided by operations	<u>15,520</u>	<u>(2,299)</u>

15 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net Cash			
Cash at Bank and in hand	60,388	15,520	75,908
	<u>60,388</u>	<u>15,520</u>	<u>75,908</u>
Total	<u>60,388</u>	<u>15,520</u>	<u>75,908</u>

Accounts



Redbridge Equalities and Community Council

Annual Report 2022– 2023



ANNUAL REPORT 2022-23

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Our thanks to RECC's funders in 2022-23:



Mayor's foreword



I am very pleased to have been asked to become the president of Redbridge Equality and Community Council for 2023-24. This organisation has been active in the London Borough of Redbridge for over 52 years, working tirelessly promoting equality of opportunity for these many years for residents of our Redbridge Community.

It is the embracement and development of human rights and equality of opportunity that will help to build and strengthen and develop a thriving Redbridge Community. These are ideals I am extremely passionate, have close to my heart in which I truly believe in which I have a strong interest and track record in the promotion of health and wellbeing. Also I am involved in the promotion of charitable projects that focus on these ideals caring for adult and children physical and mental health and support and those that provide access to vital services and the enhancement of both community and individual wellbeing.

RECC has worked very hard to support the Redbridge community with vital services, projects and activities and I am extremely excited that they have received continuation funding with Trust for London and have Lottery Reaching Communities funding to carry out this work which includes providing support to our most vulnerable in our Redbridge Community.

I am excited and look forward to supporting the ideals and values of the RECC which I closely share over this coming year as President. I sincerely thank all the staff, Trustees and volunteers for their considerable work, dedication and commitment as one of the longest established Charities serving our Redbridge community.

Mayor of Redbridge 2023-24
Councillor Joystna Islam

Who we are

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford IG1 4PE

Tel: 020 8551 8178

Email: office1@redbrideequalities.org.uk

Website: www.redbrideequalities.org

Chair from 2022

Khaled Noor

Vice Chair from 2022

Michelle Harewood

Treasurer from 2022

Ross Hatfull

STAFF TEAM 2022-23

Cecelia Rufus

Mai Anwar

Khadra Mohammed

Razwana Wahid

Marek Wesolowski

Equalities Coordinator Outreach and Advice

Reaching Communities Project Officer

Finance Officer

Equalities Coordinator Hate Crime and Cohesion

Equalities Coordinator Hate Crime and Cohesion

VOLUNTEERS

Lirie Haxhiu

Aneela Rajput

Suraya Sohail

Nellas David

Denista Fazacas

Roxanna Lenghel

Sharon Gore

Christine Hibbert

Iqra Wahid

EXECUTIVE COMMITTEE 2022 -2023

Trustees serving for three years+ from 2019-2023

Noorjahan Begum

JoAnne McConnell

Trustees serving for three years from 2020-2023

Isha Isidore

Diana Neslen (served 2 consecutive terms 2017 -2020, 2020 -2023)

Trustees serving for three years from 2021-2024

Ferzanah Ahmed

Sharika Alam

Isabelle Ercan

Surinder Pahl

Trustees serving for three years from 2022-2025

Barbara White Bob Littlewood

London Borough of Redbridge representatives 2022-23

Cllr Namreen Choudhry Cllr Michael Duffell

Staff Report

RECC, despite the array of socio- economic challenges impacting the local community such as the cost-of-living crisis, has continued to provide support and assistance with our services and projects to the most vulnerable in our Redbridge community.

Hate Crime Project

This project was initially funded by the London Mayor's Office for Policing and Crime (MOPAC) through the London Community Foundation funded from 2020 to 2022. As an organisation, we are extremely thankful for funding from our Anonymous donor and LBR Safer Communities Partnership (MOPAC small grants) administered by RCVS which has enabled us to continue to deliver the work of the project. Cecelia has continued to lead the hate crime project providing supervisory support for colleagues with her many years of experience and direct front line work alongside Razwana and Marek. This hate crime project has several key service areas which are: *to provide advice advocacy support and casework for victims of hate crime/survivors and to build awareness in the community on how to address hate crime and harassment.*

Hate Crime Advice and Casework

Throughout the reporting period, we support victims of hate crime and harassment in a range of cases dealing with multiple intersectionality in areas such as race, disability and homophobic hate crime. Our outreach work is not only important in building awareness of hate crime but also to provide community members with the tools to feel empowered to report cases. We have delivered hate crime surgeries in Libraries in order to help community raise awareness of hate crime and tools to tackle hate crime and services around them to address the issue.

We have disseminated hate crime materials across the borough of Redbridge to organisations and translated these into community languages, *Urdu, Somali, Tigrinya, Romanian and Polish*. As part of our service, we have Community Witness and Support Team volunteers that help to also provide home visit support to victims. We are extremely pleased to mention that as a lasting legacy to the project, we have trained Roma CWST volunteers to support victims of hate crime in the Roma community.

A client testimonial

'Thanks very much, you're very reassuring I was feeling very low and helpless about this situation!! I was stuck! Thanks a million! I'm motivated to keep going and take your kind advice.'

This is an example of the positive impact that we've had on a client, who was supported by RECC interventions with the Police, the Council Anti-Social Behaviour Team and their Housing Provider.

Through our work we aim to achieve the following outcomes successfully:

- *Victims /survivors feel safer in their communities.*
- *Break isolation and fear*
- *Achieved improved response by relevant agencies to hate crime.*
- *Reduce incidence of hate crime, violence, and anti-social behaviour*
- *Increase access to services and rehousing.*

We hope that with further hate crime funding we will be able continue this vital work providing essential support for disenfranchised members of the community (BAME and ethnic minorities the main beneficiaries).

Discrimination Casework

Despite having no specific funding, discrimination casework continues to be a very much needed part of our work which we are fully committed to providing for our clients. The majority of our cases continue to be around disability discrimination in housing cases, where we influence reasonable adjustments to be made by local authority and social housing providers for rehoused clients to have suitable accommodation. Our work has also extended to disability discrimination casework too - addressing the issue of disability access within buildings and equal access to benefits and services by other ethnic minority communities.

Advice Advocacy Casework and Outreach Service

We are extremely thankful to Trust for London for the continued funding for three years, which was awarded in 2022. Despite, socio economic challenges impacting our communities such as cost of living crisis and consequently increased poverty, unaffordable rental sector, social housing shortages - we have continued to provide the much needed help and assistance to tackle these challenges helping economically disadvantaged, marginalised and isolated communities.

Our outreach services provide easily accessible advice to the community, through our General Outreach Advice surgeries in libraries and also home visits to the chronically ill and disabled clients as support. Many clients' enquiries are complex and require further ongoing casework to resolve their cases. As in previous years clients have increasingly requested support in the area on housing and welfare benefits.



General Advice Outreach Surgery information leaflet in Ilford Town Centre Central Library

The work of our advice advocacy outreach and casework service yearly continues to be in high demand, due to agencies such as the CAB being oversubscribed. We deal cases that often have clients with multi-complex needs - including physical/mental health conditions, chronic illnesses and disabilities and therefore our help and support is vitally needed.

This has added to our challenging complex caseload in which Cecelia is providing advice, advocacy and casework support. These complex cases consist of housing cases ranging from ***preventing housing eviction, dealing with shelter accommodation provision request, local authority and social housing association resettlement, challenging housing evictions, unsuitable accommodation allocation, poor living conditions (i.e. infestation), disproportionate length of time in hostel allocation; welfare cases ranging from UC to ESA, work capability applications, Local authority Panel client representation and support, McKenzie friend court representation, debt cases resolution work, and support to domestic violence victims, in addition to numerous other areas.*** We also provide interpretation support to our clients when needed in the delivery in advice sessions and 'telephone conference calling' with agencies in a range of community languages such as Bengali, Urdu, Punjabi, Tigrinya and Romanian.

This telephone conferencing, consisting of a triangulation of calls with the client, agency and ourselves, continues to be a huge success with our clients in providing vital access, immediate help and support to our clients where we advocate on their behalf with agencies and services with if required the assistance of additional interpretation support.

In all areas of our provision of advice and advocacy, we remain extremely proud of the work we do with our interventions acting as an intermediary, connecting our clients directly to the relevant agencies to access support and services combined with strong casework support and powerful written submissions in the resolution of cases made on our client's behalf.

The combination of this work and time and effort invested has been extremely rewarding and challenging, in which Cecelia and the team have continued to work tirelessly in the front-line delivery of the service - working several unsocial hours to ensure our clients get the best outcome possible.

We hope with further funding we can build an advice team of more advisors to help deal with the increasing workload and volume of cases.

Street Outreach

We are in our sixth year of work dealing with street homelessness. Street outreach surgeries have continued to evolve – with direct street outreach work, where we provide advice to homeless people for where they can access safe shelter and other support provision. This work is particularly contingent on the valuable assistance of our volunteers.

Housing eviction packed belongings - March 2023



Case Studies and Statistics - Outreach, Advice, Advocacy and Casework services

We have assisted many people with advice, advocacy and/or signposting throughout this financial year, helping to support over 250 – 300 beneficiaries. We have achieved some great successes, continuing to transform lives – shown by the 98% of user satisfaction questionnaires.

Please see the following example of the type of cases in which we act as an intermediary above.

Casework example: Social Housing Eviction and rehousing of a Roma family

In March 2023, a Roma mother and father, with four children (the eldest child, six years old with a learning disability), was signposted to us by a family member with only 2 days left in their property before they were due to be evicted by bailiffs. The family who had no rent arrears, were being evicted due to the landlord wanting to sell their property. Our interventions with the Housing Team helped the family to secure emergency accommodation on the day of eviction. Our interventions continued for the family over a three month period. This consisted of sending a range of emails to Housing requesting renewal of their emergency accommodation which kept expiring with the family being told they had to leave and as a result we were successful in helping them to have their emergency accommodation renewed on three separate occasions. Also, the most important of our continued interventions with the housing team was for the family to be moved into suitable self-contained accommodation from the emergency accommodation which was eventually successful in securing the family a three bedroom house. The family were extremely grateful for our continued

help and assistance in securing this accommodation. This could not have been achieved without voicing their many challenges of being unable to secure themselves private accommodation, due to facing rejection as DSS clients and not being able to find a guarantor required by many agencies and Landlords as well as their daily challenge of not being able to afford daily takeaways to feed their family of six due to having no cooking facilities in their hotel room ! Also we highlighted to the Council this stark situation facing many families in emergency accommodation.

This case study showcases the hard challenges that RECC are working hard to change and bring about the best possible outcomes with our intermediary work. It shows the powerful difference we can make to improve people's lives with our interventions, where we challenge and try to effect policy and practice change, providing much needed support and help to voice the needs of our community.

Reaching Communities Project

One of the main aims of RECC is to challenge all forms of discrimination and prejudice and promote equality and good relations. We are focusing on Hainault ward and Ilford North/Loxford ward and Ilford South as they are considered to be the most divided areas in Redbridge. We aim to build cohesion in these two areas over the next couple of years with the establishment of different Community Forums that will communities together through activities, services and events with innovative ways to encourage community engagement and participation.

We have continued establishing networks and developing strong working relationships in both Hainault, Ilford North/ Loxford and Ilford South wards.

With our work, we have continued to make good progress in building networks with specialist organisations to increase the reach of marginalised, isolated and vulnerable communities to ensure they are included and feel part of the project and in this work we strive to promote equality, diversity, inclusion and sense of belonging, bringing together our culturally rich and diverse communities .

The Reaching Communities Project hopes to drive cohesion within all communities, including 'hard to reach' communities and further build our collaborations with numerous local organisations and community groups such as - *The Association of Redbridge African and Caribbean Communities(TARACC), Vine Roma Church, One Place East.*

Reaching Communities Events and Activities



Coffee Morning Ilford Central Library clarinet rendition by David Landau



Coffee Morning Central Library participants enjoying family board game to encourage social communication created by Aneela Rajput

In August we hosted Coffee mornings in Hainault Forest Community Association on 23rd August 2022 and at Central Library on the 25th August 2022 in which we engaged with local communities in these area to take part in activities, listened to guest speakers at the events, providing inspiration on how to navigate out of the cost of living crisis through business advice, free programmes to develop health, fitness and wellbeing and had people share their views with light breakfast and uplifting entertainment. In November we hosted Community Forums at John Bramston School in Hainault on 8th November and at Central Library 10th November.

These were vibrant events. At John Bramston school, the local community attended to see dance performances from the school children, listen to guest speakers, including the community engagement health and well-being officer from Vision Libraries. People were able to share their experiences of financial difficulty as a result of the cost-of-living crisis and also address concerns over crime and safety.

At Central Library the local community participated in an invigorating drumming workshop and participated in singing during the evening's forum In the Community Forums we have used Menti.com as an innovative way to stimulate discussion with great success. Also, the use of music and entertainment has been extremely successful as an event ice breaker, helping to promote a warm, relaxed, safe, welcoming space which we have found also beneficial to stimulate discussion.



Community Forum Ilford Central Library with panel with Menti.com with drumming workshop



Community Forum Ilford Central Library with panel with drumming workshop

Due to community concerns raised at the forums regarding the challenges from the Cost of Living crisis a booklet listing a range of services and support available is being devised. A volunteer has been recruited for the project to develop these publications. Once created these will be disseminated across ethnic, minority, community groups and organisations across Redbridge - providing vital information for the Redbridge Community.

Our Community Forums have had over 100 beneficiaries and has evolved with mini forums held with community groups and organisations to actively seek out the voice and opinions of wider sections of our community and we aim to continue this successful tool.

Large Community Event

We are pleased to have hosted a large Reaching communities' event in partnership with TARACC in Central Library newly built studios on the second floor – Black History Cultural Day event on 22nd October 2022, celebrating Black History month with guest speakers, RECC Black History Exhibition, Steel Pan, African drumming with workshops, Carnival Parade, Group dancing and singing. We were absolutely delighted the event was a huge success. The event was publicised on Eventbrite with well over 150 people in attendance. The event was held in Central Library new Studios on 1st Floor. Attendees also enjoyed delicious food at the event. The feedback from attendees was extremely positive with statements "This is the best Black History event I have ever been to! There was nothing, nothing at all that was missed! I am so happy to be here and to be a part of this. This truly reflects every aspect of African and Caribbean culture!"

Community Participation in Black History Cultural Day 2022 Celebration Ilford Central Library





Our dedicated RECC Reaching Community project officers are now forging a strong partnership with TARACC in preparation for the forthcoming Black History Month event scheduled in Oct 2023 at the Ilford Town Hall. This collaborative endeavor exemplifies our unwavering dedication to promoting cultural awareness and community involvement as well as building community cohesion.

Community engagement and participation

We are extremely pleased with the success and numbers of people that have engaged and participated with the project community events, forums and activities. We have already far exceeded our expectations of our minimum target of 500 participants during the 5 year lifetime of the project. We are in the second year of the project and to date we are very pleased indeed to have successfully had community engagement and participation at our combined events, forum and activities in excess of 500 people from our Redbridge Community. We are pleased that our development of mini forums with community groups and organisations is further increasing engagement and participation amongst our community and beneficial in bringing a wider cross section of our communities' voices working together with the project.

Community Survey – finding out what the community wants

In addition to our project events, we have constructed and circulated a survey that also continues to keep us informed on the community needs and helps us identify key themes to discuss in our forum. The survey will remain live, and we will continue to use the data to help address issues within our Redbridge community.

https://docs.google.com/forms/d/e/1FAIpQLSevB2IAA21ZiVo9UrM0prA97SrvXfmxz_NGjxJY04hRNe_b8xw/viewform?usp=sf_link

Barkingside and Hainault Community event

On the 19th February, in collaboration with Vision Libraries and Lifeline Project - the RC Project hosted its first outdoor event of the year in Ilford North at Barkingside recreation ground. We brought the Community together to enjoy a wide range of outdoor activities from multi sports, football, meditation and African drumming workshops and had around 80-100 people in attendance throughout the day.



Community event and activities engagement and participation summary

We hope to keep increasing our events, activities and building with community groups, schools, organisations, community leaders across the borough.

Cecelia provides 8 hours support alongside Mai, to drive forward the development and delivery of the project. Both will soon to be joined by a second Reaching communities' officer to continue their community work.

Fundraising

We have continued tremendous support from our donors. We are extremely grateful for their ongoing support for our organisation. We would like to extend our great appreciation to them all.

In addition, we would like to specially thank one of our longest donors, who has continued to provide donations for over 22 years. We would also like to thank our CAF Bank donors who have been donating to our organisation for many years and also to our anonymous donor who has funded projects and services such as our hate crime casework and also the Equalities Forum in previous years.

AQS Accreditation

We are extremely proud to announce that we have been awarded a quality mark accreditation in advice provision in the area of **housing, welfare and racial justice** by the Alliance Services. This is recognition of the tremendous hard work from all staff delivering the advice service and the governance work of the Trustees in the RECC organisation.

Staff Thanks

We would like to take the opportunity to thank all project staff, volunteers and trustee's past and present for their tremendous hard work, fantastic support, dedication and commitment.

Thank you to Khadra Mohammed for her administrative and finance support as our dedicated Finance Officer. Special thanks to Diana Neslen, one of our longest serving Trustees for her tremendous work, steadfast commitment and dedication to our organisation who has come to an end of her two consecutive three year terms.

Report completed by

Cecelia Rufus

Mai Anwar

Reporting period year ended 31st March 2023

Governance

Since our previous unincorporated charity (Registration number 1002357) was formally removed from the Register of Charities on 23 June 2020 with all assets fully transferred to Charitable Incorporated Organisation (Registration number 1170313) which succeed it. RECC's trustees are trustees of this Charitable Incorporated Organisation.

COVID-19 Resolution: RECC Governance has updated its provisions to include Online/Virtual meetings.

Reserves Policy

1. It is RECC's policy to maintain an appropriate level of financial reserves to ensure that it is able to meet its financial obligations and, as far as possible, to maintain continuity of service provision.
2. RECC will maintain a **Restricted Reserve**, made up as follows:
 - Three months' rent and other office expenses
 - Costs of expected redundancies
 - Costs of staff's entitlement to notice
 - A reasonable sum to cover other contingencies
3. Reserves exceeding the restricted reserve will form an **Unrestricted Reserve**.
4. At the end of every financial year, and whenever else it is necessary to do so, the Treasurer will report to the Trustees on the level of the Restricted and Unrestricted Reserves and their compliance with this policy. The Trustees may decide to transfer funds to or from the Restricted Reserve to maintain consistency with paragraph 2 above.

Finance

Redbridge Equalities Community Council secured long-term funding from the National Lottery of £327,690 to be used over five years will enable financial stability over the next five years up to 2026 for our work on Community Cohesion, supported by RECC activities and services. In 2022 we were successful in receiving £80k continuation funding for three years to 2025 from Trust for London for our Advice, Advocacy, Casework and Outreach service and also successful in securing £2,800 hate crime funding from the Redbridge Safer Neighbourhoods Fund (MOPAC Small Grant Fund) and a further £6398 from our regular anonymous donor to fund our hate crime work to end in June 2023. We are extremely thankful to the National Lottery and to all our funders who have allowed us to continue our work within our Redbridge community.

New Auditors 2022-23

RECC has appointed Independent Examiner Charles Osei (BSC Hons, MSc, ACIE, AFA, ATA, MCIPP) for the year ending 31 March 2023.

Address:

Flat 3, 11 Rochdale Way
Deptford
London
SE8 4LY

Commentary on the Financial Statements for 31 March 2022

The Independent Examiner has examined Redbridge Equality Community Council Financial Statements for 31 March 2023.

Commentary made on notes 1 and 2 of financial statement.

Recommendation To approve and adopt the Financial Statements for 31 March 2023.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. **1170313**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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24	Statement of Cash flow
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ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

REGISTERED OFFICE:

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford London
IG1 4PE

ACCOUNTANTS:

Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA, MCIPP
Flat 3, 11 Rochdale Way
Deptford
London
SE84LY

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL (RECC)

I report on the financial statements for the year ended 31 March 2023 set out on pages 21 - 29.

This report is made solely to the Trustees of Redbridge Equalities and Community Council (RECC), as a body, in accordance with regulations made under section 145 of the Charities Act 2011 and Charity SORP (frsfe). My work has been undertaken so that I might state to the Trustees 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 Charity and Charity's trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Trustees and independent examiner

As charity trustees, for the purposes of charity law, are responsible for the preparation of the financial statements, the Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- a) examine the accounts under section 145 of the 2011 Act;
- b) follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- c) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the reports limited to those matters set out in the statement on the next page.

INDEPENDENT EXAMINER'S REPORT ON THE FINANCIAL STATEMENTS
TO THE TRUSTEES OF REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL CRECC)

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with Section 130 of the Charities Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Charles Osei, BSc (Hons), MSc, ACIE, AFA, ATA, ACIPP
Flat 3, 11 Rochdale Way Deptford London SE8 4LY

4/10.23
Date

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

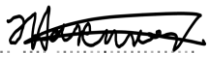
STATEMENT OF ASSETS & LIABILITIES

AS AT 31 MARCH 2023

	Notes	2022/23 £	2021/22 £
Fixed Assets	9		
Current Assets			
Debtors			
Cash at Bank and in hand	10	60,388	62,687
Creditors			
Amount due within One Year			
Other Creditors			
Net Assets/Liabilities		<u>60,388</u>	<u>62,687</u>
Reserves			
General Funds		19,503	31,021
Restricted Funds:		40,885	31,666
		<u>60,388</u>	<u>62,687</u>

The Financial Statements were approved by the Trustees on

and signed on their behalf by:

Signature  Date..03/10/23.....

**Michelle
Harewood**

Trustee -Chair

Signature  Date..03/10/23.....

Ross Hatfull

Trustee - Treasurer

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR

ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2022/23 Total Funds £ Note 1	2021/22 Total Funds Note 1
Resources Arising Donations and Legacies					
Income from Charitable Activities	1&2	1,068	99,010	100,078	388,770
Total Income		1,068	99,010	100,078	388,770
Direct Charitable Expenditure	3	12,586	89,791	102,377	85,048
Total Expenditure		12,586	89,791	102,377	85,048
Resources retained for further use		(11,518)	9,219	(2,299)	303,759
Transfer between Funds					
Net Movement in Funds					
Reconciliations of Funds					
Brought forward 01/04/2022		31,021	31,666	62,687	42,772
Carried forward 31/03/2023		19,503	40,885	60,388	346,531

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2022/23 £	2021/22 £
Cash flows from operating activities			
Cash generated from operations	14	(2,299)	0
Net cash (used in)/provided by operating activities		(2,299)	0
Change In cash and cash equivalents in the reporting period		(2,299)	0
Cash and cash equivalents at the beginning of the reporting period		62,687	
Cash and cash equivalents at the end of the reporting period		60,388	

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1107313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES BASIS OF

PREPARATION

These accounts have been prepared on receipts and payments basis and include income and expenditure as cash received or paid. The recommendations of the Financial Reporting Standard applicable in the UK and Republic of Ireland (frsse) and Charities Act 2011 have been followed. Please note, the prior year accounts were prepared on accrual basis, as opposed to receipts and payments basis.

INCOME

All income is prepared in the Statement of Financial Activities once the charity has received the funds, it is certain that the income is received.

EXPENDITURE

Liabilities are paid as experienced as soon as there is a legal or constructive obligation committing the charity to that expenditure. Expenditure is accounted for on payments basis and has classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% straight line
Computer equipment		20% straight line

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

The general funds consist of funds that the Trustees may use for RECC 's charitable purposes at their discretion.

The restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding. Restricted funds held in reserve at the end of the year represent income received from donors to be spent within the following year. Details of these funds are set out on the separate schedule in Note.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pensions scheme are charged to the Statement of Financial Activities in the period to which they relate.

VOLUNTARY INCOME

All voluntary income and donations are recognised and included in the accounts as they are received.

GOVERNANCE COSTS

Include those costs associated with meeting the constitutional and statutory requirements of the charity.

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted 2022/23	Restricted 2022/23	2022/23	2021/22
	£	£	£	£
Gifts and Donations	972	6,398	7,370	1,580
Grants Trust for London		13,150	13,150	
Membership Fees	23		23	
Bank Interest	73		73	
Grants - National Lottery		76,662	76,662	
Redbridge Strategic Partnership (MOPAC Small Grant)		2,800	2,800	
All Grants				387,190
	1,068	99,010	100,078	388,770

3 CHARITABLE ACTIVITIES COSTS	2022/23	2022/23	2022/23
	Direct Cost (see note 5)	Support Costs (see note 6)	Total
	£	£	£
Charitable Activities	89,791	12,586	102,377

4 DIRECT/SUPPORT COSTS OF CHARITABLE ACTIVITIES	Unrestricted 2022/23	Restricted 2022/23	Total 2022/23	Total 2021/22
	£	£	£	£
Advertising and Publicity		600	600	755
Hall Hire		817	817	
Insurance	1,803		1,803	1,145
Interpreting and Translation		165	165	340
Laptops		525	525	
Miscellaneous	167		167	
Account Fee	64		64	37
Equipment		79	79	
Office Expenses	444		444	1,882
Online Quick Books	389		389	
Payroll Liabilities		19,806	19,806	
Rent and Rates	6,189		6,189	8,430
Printing and Reproduction		280	280	
Professional Fees	1,500		1,500	3,120
Community events & activities		1,809	1,809	
Squarespace	29		29	
Staff Pensions		5,718	5,718	
Staff Salaries		59,121	59,121	61,595
Stationery & Printing		731	731	
Telephone & Broadband	1,118		1,118	
Web-email	709		709	
ZOOMVC	174		174	
Mobile Expenses		140	140	
Payment to Partner Organisations				7,781
Total	12,586	89,791	102,377	85,085

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

5 SUPPORT COSTS

	2022/23
	£
Charitable Activities	<u>12,585</u>

Support costs, included above, are as follows:

	2022/23	2021/22
	Charitable activities	Charitable activities
	£	£
Premises cost (incl. utilities)	6,189	8,430
Insurance	1,803	1,145
Office running cost	444	
Printing, postage, stationery, telephone, email and ZOOM	2,390	1,882
Professional fees	1,500	3,120
Miscellaneous	166	
Account fee	64	
Squarespace	29	
Total	12,585	<u>14,577</u>

6 NET INCOME/(EXPENDITURE)

	2022/23	2021/22
	£	£
Depreciation - owned assets	<u>0</u>	<u>0</u>

7 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustee's remuneration or other benefits for the year ended 31st March 2023 nor for the year ended 31st March 2022.

TRUSTEES' BENEFITS

There were no trustees' expenses paid for the year ended 31st March 2023 nor for the year ended 31st March 2022

8 STAFF COSTS

	2022/23	2021/22
	£	£
Wages and salaries	59,121	58,544
Social security costs	19,806	6,874
Other pension costs	<u>5,718</u>	<u>3,051</u>
	<u>84,645</u>	<u>68,469</u>

The average monthly number of employees during the year was as follows:

	2022/23	2021/22
Full-time	2	2
Part-time	<u>3</u>	<u>3</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

8 STAFF COSTS -continued

No employees received emoluments in excess of £60,000.

9 TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Computer equipment £	Totals £
COST			
At 1st April 2022 and 31st March 2023	37,579	12,271	49,850
DEPRECIATION			
At 1st April 2022 and 31st March 2023	37,579	12,271	49,850
NET BOOK VALUE			
At 31st March 2023 At	-	-	-
31st March 2022	-	-	-

10 CASH AT BANK AND HAND

	Unrestricted Funds 2022/23 £	Restricted Funds 2022/23 £	Total 2022/23 £
Petty Cash	3		3
RECC Internal Management Cost	2,500		2,500
Redbridge Equalities CAF Bank		40,885	40,885
RedbridgeEqualities CAF Bank Deposit	17000		17,000
	19,503	40,885	60,388

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	2022/23 Total funds	2021/22 Total funds
	£	£	£	£
Fixed assets	0	0	0	0
Current assets	19,503	40,885	60,388	349,489
Current Liabilities	0	0	0	2,967
	<u>0</u>	<u>40,885</u>	<u>60,388</u>	<u>352,456</u>

12 MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	31,021	(11,518)	19,503
Restricted funds			
Restricted fund	31,666	9,219	40,885
		<u>(2,299)</u>	<u>60,388</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,068	12,586	(11,518)
Restricted funds			
Restricted fund	99,010	89,791	9,219
TOTAL FUNDS	100,078	102,377	(2,299)

Registered Charity No. 1170313

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

13 RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31st March 2023.

14 RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022/23	2021/22
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of financial activities)	(2,299)	0
Adjustment for:		
Depreciation charges	0	0
(Increase)/decrease in debtors	0	
Increase/(decrease) in creditors		
Net cash (used in)/provided by operations	(2,299)	0

15 ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22	Cash flow	At 31.3.23
	£	£	£
Net Cash			
Cash at Bank and in hand	62,687	(2,299)	60,388
	62,687	(2,299)	60,388
Total	62,687	(2,299)	60,388

Accounts



Redbridge Equalities and Community Council

Annual Report 2021– 2022



Registered Charity No: 1170313

ANNUAL REPORT 2021-22

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Our thanks to RECC's main funders in 2021-22:



Trust for London

Tackling poverty and inequality

London Borough of
Redbridge



MOPAC

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

**The London
Community
Foundation**



Mayor's foreword



Redbridge Equalities and
Community Council
Room 203
Heraldic House
160-162 Cranbrook Road
Ilford
Essex IG1 4PE

The Honorable Mayor of Redbridge
Mayor's Office
Town Hall
Ilford IG1 1DD

020 8708 2110/2297
mayorsoffice@redbridge.gov.uk

2nd July 2022

I am very pleased to have been asked to become the president of Redbridge Equality and Community Council for 2022-23. This organisation has been active in the London Borough of Redbridge for over 50 years promoting equalities for all of the borough's communities as well as working to bring communities together.

Redbridge enjoys a rich diversity of communities, and this is our strength.

RECC has worked very hard throughout the year to promote and establish good relationships between our different communities. I am very excited to learn that the Reaching Communities Project is continuing to take this important work forward. I am pleased to know that RECC has secured vital funding from the National Lottery to enable this work.

I am aware also of the important work that RECC has done to support victims of Hate Crime and to advocate for them. They have also continued to provide a vital Advice, Advocacy and Support Service for members of our communities over a wide range of issues.

We know that Hate Crime is, sadly, still with us and that there are challenges to community cohesion. We face social and economic challenges, such as the cost of living crisis, which have effect an on mental health. This is why organisations like RECC are vitally important to us.

RECC has come through difficult times including the COVID crisis and funding difficulties, but they have survived and emerged stronger. I am sure that they will continue to be a great asset for the borough and to all our communities.

I wish to express my gratitude to the board of Trustees, the officers and all of the volunteers for the work you do for the residents of Redbridge. Well done and thank you to all of you.

Mayor of Redbridge 2022-23
Councillor Thavathuray Jeyaranjan

Who we are

Redbridge Equalities and Community Council
Room 203, Heraldic House
160-162 Cranbrook Road
Ilford IG1 4PE
Tel: 020 8551 8178
Email: office1@redbridgeequalities.org.uk
Website: www.redbridgeequalities.org

Chair

John Ward
(Resigned 19 July 2022)

Khaled Noor

(Appointed 19 July 2022)

Vice Chair

Diana Neslen

Treasurer

Jatinder Saini
(Resigned 19 July 2022)

Ross Hatfull

(Appointed 19 July 2022)

STAFF TEAM 2021-22

Cecelia Rufus Equalities Coordinator Outreach and Advice
Mai Anwar Reaching Communities Project Officer
Khadra Mohammed Finance Officer
Razwana Wahid Equalities Coordinator Hate Crime and Cohesion
Marek Wesolowski Equalities Coordinator Hate Crime and Cohesion

Anne Hayfield Equalities Coordinator Hate Crime and Cohesion (to November 2021)
Reema Huzair Equalities Coordinator Hate Crime and Cohesion (to March 2021)

VOLUNTEERS

Lirie Haxhiu Alex Arulanandam Christine Hibbert Hyacinth Osborne
Aneela Rajput James Rufus Razwana Wahid
Suraya Sohail Marek Wesolowski Sharon Cypal
Nellas David

EXECUTIVE COMMITTEE 2021 -2022 Trustees serving for three years from 2019-2022

Jatinder Saini (served 2 terms) John Ward (served 2 terms)
Noorjahan Begum JoAnne McConnell

Trustees serving for three years from 2020-2023

Isha Isidore Diana Neslen

Trustees serving for three years from 2021-2024

Ferzanah Ahmed Sharika Alam Isabelle Ercan Surinder Pahl

London Borough of Redbridge representatives 2021-22

Cllr Namreen Choudhry Cllr Michael Duffell Cllr Bob Littlewood

Chair's Report



This will be my last report as Chair of RECC. I want to say that it has been an honour and a privilege to chair the organisation over the last two years. It has, at times, been a challenging experience but it has been a rewarding one. I need to start by expressing my personal gratitude, alongside that of the whole

executive committee, to the tremendous work done by RECC's staff and their dedication to delivering outcomes in difficult circumstances. The staff report enclosed provides more detailed information about what has been delivered under our Hate Crime and our community outreach work over the course of the year. This work and the achievements made have only been possible because of the dedication of the staff, so once again, my thanks to them for all the tremendous work they have done.

Thank you, Cecelia Rufus for your Outreach and Advice work, as well as your support for other projects and the overall work of RECC.

Thank you, Mai Anwar, for the promising early work you have undertaken to get the Reaching Communities Project underway.

Thank you Khadra Mohammed for your vital administrative Work.

There are two more people I would particularly like to thank. Our Hate Crime project was in some difficulty delivering the project outcomes due to staffing difficulties. Two of our longstanding Community Witnesses were able to step in and help us to deliver our objectives. Thank you, Marek Wesolowski and Razwana Wahid for your work on this project.

I must also add my gratitude to our all of our volunteers who have also carried on in difficult circumstances.

We are, of course, grateful to the Mayor's Office for Policing and Communities (MOPAC) for funding our work to support victims of Hate Crime and to raise awareness. Sadly, that funding will not continue beyond this month. However, our anonymous donor, who has supported us in various ways over the years, has provided funding to enable us to continue this work, albeit in a reduced way. We thank Trust for London for their support and the funding they have provided to date which enables our outreach work. We are also grateful to the London Borough of Redbridge for their support, via the Safer Communities Partnership, for our Hate Crime work. Many friends and members of RECC have contributed via the Charities Aid foundation or directly and we are immensely grateful for your continuing support.

Finally, I must thank my colleagues on the Executive Committee, my fellow trustees for everything you have done as a group and individually to support RECC and to support me during my time as Chair. I am particularly grateful to my predecessor, Nigel Turner for his continued guidance and support, to Diana Neslen for her support as Vice Chair and to Jatinder Saini for his role as Treasurer and the financial expertise he has contributed. Thanks again to everyone, staff, volunteers, trustees, members and friends for your support through difficult times and your contribution to our continued success.

John Ward - Chair

Staff Report

RECC despite the challenges we have faced during Covid and as we have emerged into a post Covid world, we have continued to provide vital services, including to the most vulnerable in our Redbridge Community with a wide range of projects and services.

Hate Crime Project

This project has been funded by the London Mayor's Office for Policing and Crime (MOPAC) through the London Community Foundation, to June 2022. We are extremely thankful to MOPAC for an extension of the funding period to allow for new project workers to continue the delivery of the project following Anne's departure who worked hard to deliver the project. We are extremely thankful to Razwana Wahid and Marek Wesolowski who are currently working hard to continue deliver the projects services. We are also thankful to MOPAC Safer Communities Partnership small grants administered by RCVS. Since the departure of Senior caseworker David Landau, Cecelia has led the hate crime project providing support with her many years of experience to the project staff and volunteers. The project has several aspects of service which blend together to provide support to victims of hate crime and harassment. These are providing an advice and advocacy service for victims of hate crime, and also community engagement. Key areas of work for this project are:

- **Hate Crime work**– providing advice and advocacy with casework to victims of hate crime
- **Raising hate crime awareness in the community** – talks to schools, groups and places of worship
- **Community Witness and Support Team** – to visit and support victims of hate crime
- **Developing Mutual Support Groups** – to provide support and end isolation for hate crime victims
-

Hate Crime Casework

Our Hate Crime casework provides essential advice advocacy and casework for victims of Hate Crime. Many of our clients have multi complex needs and face barriers to health and other areas. Many of our clients are traumatised by their experiences with many facing ongoing hate crime for many years. A major part of hate crime casework involves getting the agencies involved to take the appropriate enforcement action e.g the Police or Enforcement Team of a council or housing provider to issue the relevant enforcement notices or warnings. Also, another regular aspect of the casework includes requests for rehousing and relocation to a different area for the client's safety and assisting people to make reports by accompanying clients to the police station to support them to make reports 'in person' and also assisting people to make reports online.

Many of our clients are experiencing trauma and need considerable support. We have developed remote digital platforms to support our case work such as whats app mutual support groups and whats app casework support whereby clients can send 'real time' messages, information, photographic evidence to support their casework allowing for ease of access to support and information exchange during and outside working hours.

Discrimination Casework

Discrimination casework continues to be a very much needed part of our work. For many years despite, the lack of funding we continue to do discrimination casework. We have had employment cases come to us, but we do not deal with employment issues and therefore we refer on except in very straightforward cases where we can give basic advice. Over half of our cases continue to be around disability discrimination in housing where reasonable adjustments need to be made for our clients or rehousing into suitable accommodation.

Outreach Advice, Advocacy and Casework Service

We are extremely fortunate to secure continuation funding for a further three years to 2025 from Trust for London for our outreach, advice, advocacy, and casework. Despite, the challenges of Covid we have continued to provide vital services helping vulnerable, economically, disadvantaged and isolated communities to access much needed help and support.

Our **telephone advocacy and advice service** and outreach advice surgeries continue to bring advice straight to the community making it easily accessible for people to get the help and support they need. Early on in our work over the two years we have seen that digital exclusion has been a big challenge for people who do not have a laptop and also for those who do not have android phones. Because of this, we made Whatsapp remote messaging available for people to send instant messages where they can access advice and support from their mobile phones. For example, housing letters, notices of eviction letters, enforcement action letters received from bailiffs who are in attendance at the property. Also, our home visits which have significantly increased provide essential support to clients who have no access to computers or android phones to access their UC journals and complete online forms. We have also developed innovative approaches to set up casework support Whats app groups with an interpreter support to translate our messages on the group message and also clients' messages are also translated so there is instant two-way communication.

Our telephone conferencing has provided a huge success in providing vital access, immediate help and support to our clients where we advocate on their behalf with agencies and services. This involves a triangulation of calls, connecting the client to service providers, with us advocating on their behalf. And in some cases when needed, we also connect interpreters to the conference call to help communicate with the client, whilst the client is on the call that we have connected via conference, so that we can speak directly to the service provider to resolve client cases. Many times, the issue can be successfully resolved in just one call. We connect calls via conferencing to a

wide range of agencies and service providers for a wide range of issues. For example, conference calls with Universal credit Team, challenging benefit underpayments, overpayments or cessation of benefits; ESA or employment work capability requests or reconsideration; conference calls with Council Tax Recovery Team to stop enforcement action and Council Tax reduction applications, single person discount requests; conferencing to help people secure temporary housing and resettlement for those facing homelessness, help the street homeless access housing provision; conferencing to help people deal with rent arrears and threat of eviction and poor living conditions with severe pest infestation; help people facing general debt recovery problems; conference calls connecting vulnerable clients with chronic health conditions/ disabilities to GPs to access primary health care treatment; conference calls with specialist agencies to provide support in urgent and complex need areas such as domestic violence.

This method of advocacy continues to be in high client demand as we directly link our clients to the relevant agencies to access support in combination with casework support of powerful written challenges via email and written submissions made on our client's behalf. And also escalating cases requesting Parliamentary representations and also Ombudsman representations. We are extremely busy as a service as result of the high levels of housing, welfare, debt management and many other complex cases needing help and assistance, and even more so, especially as agencies such as the CAB are already oversubscribed.

The combination of this work and time and effort invested has been extremely rewarding and challenging in which Cecelia has continued to work tirelessly, working on many occasions long and unsocial hours on many extremely complex cases providing vital support to the community whilst continually developing the service to provide innovative and a wide range of essential services to support our clients. We hope with further funding we can employ at least two to three members of staff to help deal with the increasing workload and volume of cases coming through to our service.

The key areas of the Outreach, Advice and Advocacy Service are:

- **Outreach advice surgeries and Street outreach** -bringing direct advice help and support to the community.
- **Telephone advice** – Providing remote and digital support to our clients
- **Advocacy and casework**- Providing advocacy acting as an intermediary with complex casework supporting clients with multi complex needs.
- **Referrals and signposting**- Advice work will include signposting clients or making referrals to appropriate agencies. In some ongoing cases with multicomplex needs where needed, we will make referrals to specialist organisations or for legal support.
- **Home visits** - provide direct advice support to those with disabilities, physical and mental health conditions and chronic illness, clients with multiple problems and complex needs.

- **McKenzie friend service** – We attend tribunal, court hearings, client representation at Panels providing client advocate support.
- **Community Representation**- Informed by our work we participate in boards, services panels helping to be a voice for all in the community for equal and fair access to services.

Much of this work consist of ongoing complex casework which generates a very demanding caseload for Cecelia. We are proud that we never turned anyone away and if it is something not within our remit, we always signpost/refer to another organisation who can help.

Street Outreach

We are in our fifth year of work with the street homeless. The street outreach surgeries have continued to evolve – with referrals in addition to direct street outreach work where we give advice to homeless people on the street and help them to gain access to housing and other support provision. This is difficult and extremely rewarding work would not be possible without the assistance of our volunteers.



Case Studies and Statistics - Outreach, Advice, Advocacy and Casework services

We have assisted many people with advice, advocacy and/or signposting, impacting on over 350 beneficiaries per year. We have achieved some great successes, continuing to transform many lives. 98% of respondents to User Satisfaction Questionnaires continue to say that they are satisfied with the help we have given them and that our support and direct interventions have enabled them to access services they had been unable to reach without our help and support.

Please see the following example of the type of cases in which we act as an intermediary, the advocacy provided and challenges we make on our client's behalf

Casework example: Social Housing Eviction of family - street homeless

In February 2022 at one of our Advice Surgeries at Central Library, as soon as my colleague Mai and I arrived, we were informed of an emergency case waiting to be seen of clients who had been evicted by their Housing Association. The clients, a mother and

her 19-year-old son endured the most awful experience of being street Homeless the night before! The library staff informed us that before we arrived, they were absolutely freezing cold and in a terrible condition and the staff showed both mother and son to the toilets facilities so that they could clean themselves up when the library opened that morning. It must also be mentioned that both Library staff and users were extremely upset and concerned about the welfare of this family. We did numerous calls to try to help them gain access to accommodation. Both Redbridge Housing Services including LBR Out of Hours provision refused to provide emergency accommodation, stating LBR had 'no duty' on the grounds the mother and her son had made themselves intentionally homeless, because they were aware that the Housing Association had discharged their duty because they had failed to attend two property viewings at the same property. The situation was even more dire for the mother and son because Ryedale the only Night shelter Provision in Redbridge was closed for refurbishment leaving the mother and her son refused of all emergency accommodation in Redbridge with no other source of help! We made numerous calls throughout the whole time trying to call the Housing Association as well as speaking to Redbridge. By this time, it was quite late in the evening and the library was soon to close. When we got through, we spoke to the Housing Association management who refused to rehouse them, stating they were not prepared to reverse their decision. We advocated on our client's behalf stating that attending a viewing and accepting a property offer for a move to alternative housing are two separate things and a viewing may not have been clearly understood by the mother and son as an obligatory and mandatory move into a new property, especially as the letters we saw did not state any consequences would happen to them if they did not make the viewing. We also too explained that the mother, as well as being able unable to speak English, appeared to have a learning disability which needed to be assessed and was also suffering trauma as a Domestic Violence victim in addition to further trauma as a result of being left to live in awful and extremely dangerous living conditions with collapsed ceilings and other major disrepair for many years in the Housing Association property by her husband. The Housing Association stated when they became aware of her situation the Housing Association took steps to urgently rehouse the mother and her 19-year-old son. We also explained that as an organisation we deal with hard to reach, marginalised, isolated and vulnerable communities using approaches in communication, participation, engagement to break isolation, build inclusion, gain trust and that it is crucial to use trauma informed approaches for those who are traumatised as a result of Domestic Violence. We stated the mother would have needed almost daily communication and engagement to build trust until the move was made. We also explained our extreme concerns for their safety that the mother who was 65 years of age, extremely frail with type 2 diabetes may not be able to survive any more nights on the streets. With this advocacy we managed to gain their agreement to review their decision but because they do not have emergency accommodation, they could not accommodate the mother and son. We also stated the above representations in an email. Street Link were contacted that night, we referred the clients and we managed to get Street link to agree to accept to conduct an urgent visit to the mother and son that night instead of the usual earliest time of 2 to 3 days. We contacted the family in early hours and thankfully they were accommodated pending their accommodation review.

This case study shows the harsh realities people face and of work we do acting as an intermediary on client's behalf and the real difference we can make by our interventions.

Covid-19 and as we emerge from it has laid bare the many inequalities in our society and our support to our community is needed even more than ever at this time. Our projects aim to help our community, including the most vulnerable and marginalised communities to tackle hard challenges such as the cost-of-living crisis, poverty, deprivation, destitution and homelessness and systemic inequality and racism in all its forms and also to promote a harmonious society.

Reaching Communities Project



One of the main aims of RECC is to challenge all forms of discrimination and prejudice and promote equality and good relations and we are extremely grateful for National Lottery funding which will allow us to continue our social cohesion work over the next 5 years. The project focusses on two areas in Redbridge Hainault ward and Ilford North and Loxford ward and Ilford South as they both are considered to be the most deprived and divided areas in Redbridge. We aim to build cohesion in these two areas over following years with the establishment of vibrant Community Forums to bring communities together supported by activities, services and events with innovative ways to encourage community engagement and participation. The project began when the lead project worker Mai Anwar was recruited in November 2021. Mai has been working extremely hard to develop the Reaching Communities Project. Mai has been establishing networks and developing strong working relationships in both Hainault and Ilford North and Loxford and Ilford South wards. We have liaised with various schools, community

groups and organisations in Redbridge, building networks within the borough and with other organisations in East London who also provide services in Redbridge. This work is focused on building a growing 'digital online' community as well as a 'face to face' network for the Reaching Communities Project. Good progress has been made in building networks with specialist organisations to increase the reach to marginalised, isolated and vulnerable communities to ensure they are included and feel part of the project. Mai also provides support to the Reaching Communities Project networks and users with extra individualised support through the Advice Surgeries.

The Community Forums held in May 2022 on zoom where a brilliant platform for the community to share their views in a 'safe welcoming space'. Themes for both forums for discussion was the cost-of-living crisis as well as sharing ideas for improvements in their local areas. The aim of these forums is to bring all communities together to hear people's views about the services and unmet needs in their area so that they can be their voice for change with the Council, relevant organisations and institutions. We were very pleased residents from a range of communities, shared their views as well as expressed their concerns, in depth together and that they were also feeling hopeful to see how Reaching Communities Project can support them to make improvements and positive changes in their area. Mai has created a live Community survey on google docs. The results from survey were very useful in the Community Forum meeting held in May as it encouraged the residents to discuss their true feelings and living experiences in their area, raising concerns regarding limited resources and investment in their area compared to more richer and affluent areas in Redbridge. In future Community Forums at the community request will also involve participation from relevant local councillors, departments and organisations as well as provide specific workshops and activities to support the local community. Additionally, the attendees from both forums have expressed their appreciation for the research skills and efforts that was put into the Survey and its presentation. We aim to keep the survey opened to allow more residents to have opportunity to participate.

Reaching Communities Project Events and activities



The Reaching Communities Project is working in collaboration with the Community Hub Programme Team on the Belonging Project and also with Forest Farm Peace Gardens World Musical Festival in which we participated with RECC stalls at the two separate outdoor summer events in Hainault in June, alongside stall holders, musicians and live entertainment. We hosted events on our stall for the community centered around music and the arts with an interactive display of musical instruments from Africa, Caribbean from

RECC Black History Exhibition as well as musical artefacts and instruments from India, Ireland and at the Belonging event we had an interactive community art board display for people paint, draw or scribe words or themes of inspiration for their community. As part of the Reaching Communities Programme, we will be using music and the arts to bring people from all communities together. We hope to have a large event later this year in Ilford South and Ilford North.

Fundraising

We have continued tremendous support from our donors. We are profoundly grateful for their ongoing support to our organisation. We would like to extend our great appreciation to them all. In addition, we would like to continue to thank one of our longest donors who has provided donations for over 21 years who has been a tremendous support to our organisation all these years.

We have also had tremendous support from School 21 young student volunteers who helped give their time in kind to help the Reaching Communities Project develop the publicity materials and distribution of the questionnaires with residents in Ilford North and Ilford South. Their work with us has helped the young people develop a deeper

sense of equalities and human rights, learn decision making, develop civic pride and understand the meaning of community spirit.

We also like to thank our CAF Bank donors who have been donating to our organisation for many years with their donations and also to our anonymous donor who has committed funds behind our hate crime projects and also the Equalities Forum in previous years.

We have been approached by a new organisation delivering the NCS programme whom in the past helped to fundraise through their campaigns for our organisation. We look forward to continuing this work with NCS Programme in future programmes later this year.

STALLS AND EVENTS

Last year as a part of the BHM Committee of planned events RECC hosted our Grand Finale Black History Celebrations on the 29th October with a Grand Finale Carnival Parade with dancers from Adanna's youth network, Live Steel Pan and Drumming performances with Drumming and Steel Pan Workshops for the community to enjoy. Also, our RECC Black History Stall show casting authors, musical instruments and artefacts. The event brought a vibrant and spectacular close to the Black History events held across Redbridge in October 2021.





Staff Thanks

We would like to take the opportunity to thank all project staff, volunteers and trustee's past and present for their tremendous hard work, fantastic support, dedication and commitment.

Thank you to Khadra Mohammed for Administration support as our dedicated Finance Officer.

Special thanks to John Ward for his tremendous work as Chair and Jatinder Saini for his tremendous support as Treasurer who both have come to an end to their two consecutive three year terms.

Report completed by

Cecelia Rufus

Mai Anwar

July 2022

Governance

Since our previous unincorporated charity (Registration number 1002357) was formally removed from the Register of Charities on 23 June 2020 with all assets fully transferred to Charitable Incorporated Organisation (Registration number 1170313) which succeed it. RECC's trustees are trustees of this Charitable Incorporated Organisation.

COVID-19 Resolution: RECC Governance has updated its provisions to include Online/Virtual meetings.

Reserves Policy

1. It is RECC's policy to maintain an appropriate level of financial reserves to ensure that it is able to meet its financial obligations and, as far as possible, to maintain continuity of service provision.
2. RECC will maintain a **Restricted Reserve**, made up as follows:
 - Three months' rent and other office expenses
 - Costs of expected redundancies
 - Costs of staff's entitlement to notice
 - A reasonable sum to cover other contingencies
3. Reserves exceeding the restricted reserve will form an **Unrestricted Reserve**.
4. At the end of every financial year, and whenever else it is necessary to do so, the Treasurer will report to the Trustees on the level of the Restricted and Unrestricted Reserves and their compliance with this policy. The Trustees may decide to transfer funds to or from the Restricted Reserve to maintain consistency with paragraph 2 above.

Finance

In light of the tight funding position, the Trustees had set a tight budget for 2022-23, which drew partly on RECC's reserves. Urgent work to find sources to replace the funding was quite a challenge in a demanding environment made more complex by the consequences of Covid. Redbridge Equalities Community Council has secured long-term funding from the National Lottery of £327,690 to be used over five years. This will enable us with financial stability over the next five years up to 2026 for our work on Community Cohesion which is to be supported by our range of RECC activities and services. We were successful in receiving 28k funding from MOPAC to continue our Hate crime work for one year extended up to June 2022 and also successful in securing £2,800 hate crime funding from the Redbridge Safer Neighbourhoods Fund (MOPAC Small Grant Fund) and a further £6398 from our regular anonymous donor to fund our hate crime work to 2023. We were delighted to be awarded £80k continuation funding for the work of our outreach, advice and advocacy service. This work will be funded for a further three years by Trust for London up to 2025. The award from National Lottery Reaching Communities has been the highest award of funding secured by our organisation in the history of our organisation since its incorporation. Again, we are genuinely delighted, full of great appreciation and highly thankful to the National Lottery and to all our funders who have allowed us to continue our work within our Redbridge community.

New Independent examiners 2021-22

RECC has appointed new independent examiners called HASLERS for the year ending 31 March 2022.

Commentary on the Financial Statements for 31 March 2022

Haslers has examined Redbridge Equality Community Council Financial Statements for 31 March 2022. Please note the following:

Income & Expenditure Accounts Shows a large surplus of £303,759 compared with a deficit of £2,745 for the previous year; this is mainly due to the entire Lottery grant funding being recognised in the year of the award, and all related future expenditure will be shown against this restricted fund moving forward.

Balance Sheet The net current assets show as of 31 March 2021 £346,531 compared with £42,772 for the previous year, consisting of Debtors £286,811 and cash in bank £62,687 as a result of Lottery funding, as explained earlier.

Recommendation To approve and adopt the Financial Statements for 31 March 2022.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 17 March 2023 and signed on its behalf by:



M Harewood



R Hatfull

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees of Redbridge Equalities and Community Council (the Charity)

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2022.

Responsibilities and Basis of Report

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

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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 (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

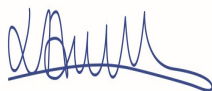
I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity'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 Charity'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 Charity and the Charity's Trustees as a body, for my work or for this report.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Signed:



Dated: 17 March 2023

Laura Ambrose

FCA

Haslers
Old Station Road
Loughton
IG10 4PL

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	2	387,190	1,580	388,770	83,401
Investments	3	-	37	37	-
Total income		387,190	1,617	388,807	83,401
Expenditure on:					
Charitable activities		67,145	17,903	85,048	86,146
Total expenditure		67,145	17,903	85,048	86,146
Net income/(expenditure)		320,045	(16,286)	303,759	(2,745)
Transfers between funds	13	182	(182)	-	-
Net movement in funds		320,227	(16,468)	303,759	(2,745)
Reconciliation of funds:					
Total funds brought forward		17,081	25,691	42,772	45,517
Net movement in funds		320,227	(16,468)	303,759	(2,745)
Total funds carried forward		337,308	9,223	346,531	42,772

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 31 form part of these financial statements.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	-	271
		<u>-</u>	<u>271</u>
Current assets			
Debtors	10	286,811	7,781
Cash at bank and in hand		62,687	34,720
		<u>349,498</u>	<u>42,501</u>
Creditors: amounts falling due within one year	11	(2,967)	-
Net current assets		<u>346,531</u>	<u>42,501</u>
Total assets less current liabilities		<u>346,531</u>	<u>42,772</u>
Net assets excluding pension asset		<u>346,531</u>	<u>42,772</u>
Total net assets		<u><u>346,531</u></u>	<u><u>42,772</u></u>
Charity funds			
Restricted funds	13	337,308	17,081
Unrestricted funds	13	9,223	25,691
Total funds		<u><u>346,531</u></u>	<u><u>42,772</u></u>

The financial statements were approved and authorised for issue by the Trustees on 17 March 2023 and signed on their behalf by:



M Harewood



R Hatfull

The notes on pages 21 to 31 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. Accounting policies

1.1 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 Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Redbridge Equalities and Community Council 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.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.3 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 charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.5 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:

Fixtures and fittings	-	20% Straight line
Computer equipment	-	20% Straight line

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 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.

1.8 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 Charity 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.9 Financial instruments

The Charity 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.

1.10 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 Charity 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 Charity 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.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	-	1,580	1,580
Grants	387,190	-	387,190
	<u>387,190</u>	<u>1,580</u>	<u>388,770</u>

Included within grants above, the full Lotto funding grant of £327,690 has been recognised in the current year due to the charity being entitled to the funds at the balance sheet date. Of the above amount £40,879 has been received with the balance due in future periods.

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Donations	-	17,750	17,750
Grants	65,653	-	65,653
	<u>65,653</u>	<u>17,750</u>	<u>83,403</u>

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

3. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Bank interest	37	37	-
	<u>37</u>	<u>37</u>	<u>-</u>

4. Analysis of grants

	Grants to Institutions 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Payments to partner organisations	7,781	7,781	-
	<u>7,781</u>	<u>7,781</u>	<u>-</u>

5. Analysis of expenditure by activities

	Grant funding of activities 2022 £	Support costs 2022 £	Total funds 2022 £
Staff costs	-	61,595	61,595
Office running costs	-	1,882	1,882
Insurance	-	1,145	1,145
Legal and professional	-	3,120	3,120
Utilities	-	3,390	3,390
Training & interpreting costs	-	340	340
Payments to partner organisations	7,781	-	7,781
Rent	-	5,040	5,040
Advertising	-	755	755
	<u>7,781</u>	<u>77,267</u>	<u>85,048</u>

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

5. Analysis of expenditure by activities (continued)

	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Staff costs	65,418	65,418
MOPAC expense	8,688	8,688
Office running costs	768	768
Insurance	1,398	1,398
Legal and professional	2,863	2,863
Training & interpreting costs	2,284	2,284
Utilities	107	107
Rent	4,620	4,620
	<u>86,146</u>	<u>86,146</u>

6. Independent examiner's remuneration

	2022 £	2021 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>2,100</u>	<u>1,020</u>

7. Staff costs

	2022 £	2021 £
Wages and salaries	58,544	62,639
Contribution to defined contribution pension schemes	3,051	4,279
	<u>61,595</u>	<u>66,918</u>

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	2021 No.
Employees	<u>2</u>	<u>2</u>

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

7. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

9. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2021	37,579	12,271	49,850
At 31 March 2022	37,579	12,271	49,850
Depreciation			
At 1 April 2021	37,579	12,000	49,579
Charge for the year	-	271	271
At 31 March 2022	37,579	12,271	49,850
Net book value			
At 31 March 2022	-	-	-
At 31 March 2021	-	271	271

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

10. Debtors

	2022 £	2021 £
Due after more than one year		
Other debtors	210,157	-
	<u>210,157</u>	<u>-</u>
Due within one year		
Other debtors	76,655	7,781
	<u>286,812</u>	<u>7,781</u>

11. Creditors: Amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	865	-
Accruals and deferred income	2,102	-
	<u>2,967</u>	<u>-</u>

12. Financial instruments

	2022 £	2021 £
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>62,685</u>	<u>34,721</u>

Financial assets measured at fair value through income and expenditure comprise of cash at bank.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	25,691	1,617	(17,903)	(182)	9,223
Restricted funds					
National Lottery Funding	-	327,690	(19,948)	-	307,742
Trust For London	7,734	27,500	(25,608)	-	9,626
Redbridge Safer Communities Partnership	4,166	-	(4,348)	182	-
MOPAC	5,181	32,000	(17,241)	-	19,940
	17,081	387,190	(67,145)	182	337,308
Total of funds	42,772	388,807	(85,048)	-	346,531

The purpose of the restricted funds above are as follows:

National Lottery Funding - to work with minimum 500 people over 5 years with the overall aim of improving community cohesion.

Trust for London - An advice service for hard to reach beneficiaries in Redbridge.

RSC - To assist with the provision of safer community work.

MOPAC - To provide advice and advocacy support to at least 30 victims of hate crime, both online and offline.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2021 £</i>
Unrestricted funds				
General Funds - all funds	36,095	17,748	(28,152)	25,691
Restricted funds				
Trust For London	9,422	27,500	(29,188)	7,734
Redbridge Safer Communities Partnership	-	6,153	(1,987)	4,166
MOPAC	-	32,000	(26,819)	5,181
	9,422	65,653	(57,994)	17,081
Total of funds	45,517	83,401	(86,146)	42,772

14. Summary of funds

Summary of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds	25,691	1,617	(17,903)	(182)	9,223
Restricted funds	17,081	387,190	(67,145)	182	337,308
	42,772	388,807	(85,048)	-	346,531

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2020</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2021</i>
	£	£	£	£
General funds	36,095	17,748	(28,152)	25,691
Restricted funds	9,422	65,653	(57,994)	17,081
	<u>45,517</u>	<u>83,401</u>	<u>(86,146)</u>	<u>42,772</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Debtors due after more than one year	-	210,157	210,157
Current assets	339,407	(200,067)	139,340
Creditors due within one year	(2,102)	(865)	(2,967)
Difference	-	(2)	2
Total	<u>337,305</u>	<u>9,223</u>	<u>346,528</u>

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021</i>	<i>Unrestricted funds 2021</i>	<i>Total funds 2021</i>
	£	£	£
Tangible fixed assets	-	271	271
Current assets	17,081	25,421	42,502
Total	<u>17,081</u>	<u>25,692</u>	<u>42,773</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

16. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2022.

Accounts



Redbridge Equalities and Community Council

Annual Report 2020– 2021



Registered Charity No: 1170313

ANNUAL REPORT 2020-21

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Our thanks to RECC's main funders in 2019-20:



Trust for London

Tackling poverty and inequality



MOPAC

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

The London
Community
Foundation

Mayor's foreword

London Borough of
Redbridge



Redbridge Equalities and
Community Council
Room 203
Heraldic House
160-162 Cranbrook Road
Ilford
Essex IG1 4PE

The Honourable Mayor of Redbridge
Mayor's Office
Town Hall
Ilford IG1 1DD

020 8708 2110/2297
mayorsoffice@redbridge.gov.uk

Dear Residents,

It has been an immense privilege to hold the position of President of Redbridge Equality and Community Council for 2020-21

The past year has been an extremely difficult and unprecedented time for individuals, organisations and different communities. The COVID-19 pandemic has not only brought ill health and loss of life, but it has also affected our social & community interactions, work, jobs, livelihoods and so much more. Repeated Lockdowns, furlough and social distancing measures have affected individuals and families. Despite the challenges and limitations caused by the pandemic, RECC has adapted and worked extremely hard to establish good relationships between different communities in Redbridge. They have found innovative ways to help our diverse population in Redbridge.

Through a number of projects and initiatives, RECC have worked tirelessly with victims of hate crime, those affected by homelessness, loss of income, worklessness, debt, substance misuse and a range of other issues through the provision of initial advice, information, support, signposting and referral to other services. RECC has worked in partnership with local statutory, voluntary, faith and community groups to promote respect, tolerance and understanding between different communities, striving for peace, harmony, and equality for every person.

The murder of George Floyd rightly sent shockwaves through societies and communities and brought into sharp focus the impact of racism and discrimination. It has highlighted the urgent need to robustly and substantially work towards tackling racism in all its forms. RECC is a beacon of hope and continues to challenge discrimination and promote equality and diversity. In addition to building community cohesion, RECC has worked with vulnerable and hard to reach groups including new arrivals and those with no recourse to public funds.

Whilst the COVID-19 pandemic continues to affect society, I am confident that RECC will continue to fulfil its aims and objectives. I wish to express my sincere gratitude to the Chair, John Ward, and other staff for doing incredible work for the residents of Redbridge. Well done and thank you to all of you.

Yours Faithfully
Cllr Roy Emmett
Mayor of Redbridge 2020-21

Who we are

Redbridge Equalities and Community Council

Room 203, Heraldic House

160-162 Cranbrook Road

Ilford IG1 4PE

Tel: 020 8551 8178

Email: office1@redbridgeequalities.org.uk

Website: www.redbridgeequalities.org

Chair Vice Chair Treasurer

John Ward

Michelle Harewood

Jatinder Saini

STAFF TEAM 2020-21

David Landau	Senior Caseworker (retired 2020)
Cecelia Rufus	Equalities Coordinator Outreach and Advice
Khadra Mohammed	Finance Officer
Jennifer Kangwagye	Hate Crime Officer (to June 2020)
Violet Hansford	Equalities Forum Officer (to June 2020)
Rachel Akindele	Equalities Coordinator Hate Crime and Cohesion (to March 2021)
Reema Huzair	Equalities Coordinator Hate Crime and Cohesion Coordinator

VOLUNTEERS

Lirie Haxhiu	Gandhi Sooriyakumar	
Alex Arulanandam	Christine Hibbert	Hyacinth Osborne
Decine Cassava	Aneela Rajput	
Sharon Cypal	Raz Wahid	
Nellas David	James Rufus	Marek Wesolowski

Suraya Sohail and 50+ young people from the National Citizen Service

EXECUTIVE COMMITTEE 2020 -2021

Trustees serving for three years 2017-2020 Nigel Turner

Trustees serving for three years 2018-2021 Michelle Harewood & Barbara White

Trustees serving for three years 2019-2022

Sue Mutter (to 2020) Jatinder Saini John Ward

Noorjahan Begum JoAnne McConnell

Trustees serving for three years 2020-2023

Isha Isidore Diana Neslen

London Borough of Redbridge representatives 2020-21

Cllr Namreen Choudhry Cllr Michael Duffell Cllr Bob Littlewood

Chair's Report

As the chair reported to last year's AGM, we have experienced some financial uncertainty along with the difficulties associated with the COVID 19 pandemic which have meant that we have to work in creative ways to take forward our funded programmes and delivering their promised outcomes.

I need to start by expressing my personal gratitude, alongside that of the whole executive committee, to the tremendous work done by RECC's staff and their dedication to delivering outcomes in difficult circumstances. The staff report below details the work undertaken over the course of the year in more detail and what has been delivered under our Hate Crime and our community outreach work. That work and those achievements have only been possible because of the dedication of the staff, so once again, my thanks to them for all that they do. I must also add my gratitude to our volunteers who have also carried on in difficult circumstances.

Given the financial uncertainty that RECC has endured in recent times I am delighted to be able to inform you that we will be funded by the National Lottery Fund to deliver a community cohesion project called "Reaching Communities" over five years. The project is funded to the tune of 327,690 over the five years and enables RECC to return to an area of work where we have delivered with success previously. Of course, welcome as it is, this new funding doesn't solve all our issues and we need to continue to work hard to secure further funding to carry on with our hate crime and outreach work.

We are, of course, immensely grateful to the Mayor's Office for Policing and Communities (MOPAC) and Trust for London for their support and the funding they have provided to date. We are also grateful to the London Borough of Redbridge for their support, via the Safer Communities Partnership, for our Hate Crime work. We have also had some generous donors including our anonymous donor who has supported us substantially over the years. Many friends and members of RECC have contributed via the Charities Aid foundation or directly and we are immensely grateful for your continuing support.

Finally, I must thank my colleagues on the Executive Committee, my fellow trustees for everything you have done as a group and individually to support RECC and to support me personally during my time as Chair. I am particularly grateful to my predecessor, Nigel Turner for his continued guidance and support, to Michelle Harewood for her support as Vice Chair and to Jatinder Saini for his role as Treasurer and the financial expertise he has contributed. Thanks again to everyone, staff, volunteers, trustees, members and friends for your support through difficult time and your contribution to our continued success.

John Ward - Chair

Staff Report

The Pandemic and the challenges we faced during this time was unprecedented for us all. RECC had to rise up to the challenge by adapting and challenging delivery modules of our service to ensure that we were there to support the needs of our community. At no time in the history of our organisation we had ever faced such challenges, but we quickly adapted to ensure that we continued providing vital services for the most vulnerable in our Redbridge Community.

Communities Against Hate Crime

This project, funded by the London Mayor's Office for Policing and Crime (MOPAC) through the London Community Foundation, to June 2020. It had two principal limbs – providing an advice and advocacy service for victims of hate crime, and community engagement. Advice and advocacy. This project was led by Senior Caseworker who retired June when the Community Against Hate Crime project also came to an end in June 2020.

Key areas of work for this project were:

- Hate Crime work – providing advice and advocacy with casework to victims of hate crime
- Community Witness and Support Team – visiting and supporting victims of hate crime
- Raising hate crime awareness in the community
- Identifying and addressing hate crime hotspots
- Developing Mutual Support Groups in hotspots or across boroughs

The project covered five boroughs – Redbridge, Barking and Dagenham, Enfield, Havering, Newham and Waltham Forest. The Community Against Hate Project partnership was a unique partnership of four sister equality organisations Enfield, Barking and Dagenham, Newham and Waltham Forest in which Redbridge was the lead organisation. We like to thank our sister organisations for the partnerships work over two years.

We still have 24 trained Community Witness and Support Team volunteers who can visit victims of hate crime, aiming to address their isolation, witness incidents or collect evidence, take reports, and occasionally accompany people to the shops or other appointments.

Hate Crime Casework

We are extremely pleased that we have received further funding by MOPAC to continue our hate crime work in Redbridge which at this time is needed more than ever, providing essential advice advocacy and casework. Reema clients, all of whom have experienced hate crime or are continuing to live with this. Many of her clients have multi complex needs and face barriers to health, employment and other areas. All speak of their experience of trauma on a weekly basis, and some are connected to mental health or other support services. A major part of hate crime advocacy and casework involves getting enforcement action taken by

Police or Enforcement Team of a council or housing provider. Another part of Reema's work includes providing advocacy to get clients that need to be relocated due to ongoing threat in their neighbourhood for their safety. One of her clients has recently moved via mutual swap. To support a client to move, a case needs to be made from RECC, for management transfer or an equivalent type of move. This may involve supporting both client's and housing manager's understanding of hate crime and supporting the hate crime to be reported again in an appropriate way.

After clients are categorised for transfer, continued pressure and conversation is needed to encourage organisations to develop greater insight into the physical and psychological experiences of their resident. In some cases, Parliamentary representations are made on behalf of the client for further escalation with regular updates to MPs to inform them of ongoing issues in need of resolution. In some cases, residents need security adaptation or repair works to their homes, and this is central to their feeling of safety. Some cases may be extremely complex to work with, because of trauma. Part of Reema's work is to advocate for clients, and support their wellbeing by helping them to reflect, learn and navigate through these experiences. Most importantly it is necessary to ensure that equalities legislation regarding protected characteristics is understood by organisations or people that are connected to clients and how to integrate this to ensure clients are kept safe, given support and where appropriate for enforcement action to be taken.

Discrimination Casework

Discrimination casework continues to be a very much needed part of our work. Despite, the lack of funding we continue to do discrimination casework. We do not deal with employment issues, which we refer on except in very straightforward cases where we can give basic advice.

Over half of our recent cases are around disability discrimination in housing. We continue to help clients who have children – sometimes young adults – who need reasonable adjustments made or need to be re-housed in a suitable property or need permanent rather than temporary accommodation because the mental health of the child make it very important to have stability in their lives. Many of these cases cross over with disability benefit issues and we work also to resolve these issues.

General Advice Outreach Surgeries and Drop-ins moved onto digital platforms

We are extremely fortunate to secure funding from Trust for London for outreach, advice, advocacy and casework.

Due to the challenges of Covid 19 with libraries and many venues for the surgeries no longer open we transferred all our surgeries onto digital platforms, providing **telephone advocacy and advice service** and outreach advice surgeries and drop ins converted to digital platforms. We quickly identified that there were many in our community facing digital exclusion who had no access to computers to connect to zoom. Because of this, we made whas app video surgeries available for people to access advice and support from their mobile phones. Also,

WhatsApp video calls for ongoing clients were very successful in reaching out and maintaining a personal connection and partial replacement for face-to-face contact because of the restrictions we found ourselves due to Covid 19. We have continued to be part of the network of front line Covid response groups and organisations in Redbridge providing a telephone advice and advocacy service and outreach services. Cecelia has continued to work tirelessly, working long hours throughout the pandemic on cases, many of which are extremely complex to give much needed vital help and support in the following areas:

- To support the most vulnerable those with disabilities, chronically ill with underlying health conditions to access support
- Help people who have lost employment access benefit support / make benefit challenges.
- Help people secure temporary housing and resettlement for those facing homelessness, the street homeless access housing provision.
- Help people deal with rent arrears and threat of eviction who are at risk of eviction.
- Help people facing debt recovery problems. Also benefit underpayments and overpayments

In addition we also helped people access help and support in the following areas: We have advised clients and dealt with cases helping people to access Universal Credit; requesting recalculation of overpayments of Council Tax and Housing Benefit, securing refunds; arrangements for over payments of benefit; Tax Credit and income support mandatory reconsiderations/appeals; Council and private landlord rent arrears; evictions; homeless applications and housing allocation; securing help through rent assistance schemes; Housing Bonds for assistance in deposit to secure private tenancy; Discretionary Housing Payments; disability badge applications; Freedom Passes; access to secondary health treatment; debt recovery from creditors and courts and tribunals; requests for adult and children social services extra support provision, assessments and refusal reconsiderations for support to vulnerable clients; tenancy disrepair issues and compensation; requests for environmental health inspections and local authority pest control intervention, deal with ombudsman referrals, request parliamentary representations.

Throughout lockdown we did home visits for urgent cases using PPE and observing social distancing rules as set out by the Government Guidelines. We have increased our home visits as lockdown restrictions have been relaxed.

The telephone advice and advocacy service together with ongoing complex casework continues to generate a very demanding caseload for Cecelia. We are extremely proud that no one is ever turned away and if it is something not within our remit that we do not deal with -we signpost or refer to another organisation who can help.

The great benefit of quickly adapting our service in response to Covid 19, enabled people from the most vulnerable and marginalised groups to continue to access services and much needed support to address poverty, deprivation, destitution and homelessness and for this reason are in much demand.

Street Outreach

We are in our third year of work with the street homeless. This service continues to be in demand, with homeless people also making direct contact with Cecelia seeking help to address many other complex problems as well as their homelessness. As well as using PPE to provide street advice this work was also supported by our telephone advice service where referrals are received for those reporting people who are street homeless.

During the Pandemic emergency government funding to help rough sleepers isolate into B and B and hotel accommodation provided a lifeline to many rough sleepers and resulted in Night shelters closing so that the street homeless can isolate safely. Our work with the street homeless continued on the street to help provide advice and support to access housing provision and deal with other areas of complex need. The Local authorities due to no further funding being provided by the government are 'no longer operating an everyone in policy'. This will cause Redbridge's homeless population to grow. Our work is very much in need, despite the tremendous work of other often oversubscribed, agencies working in this field. The street outreach surgeries have continued to evolve – with referrals in addition to direct street outreach work where we give advice to homeless people on the street and help them to gain access to housing provision. This difficult and extremely rewarding work would not be possible without the assistance of our volunteers.

Case Studies and Statistics - Outreach, Advice, Advocacy and Casework services

We have assisted many people with advice, advocacy and/or signposting, impacting on over 350 – 450 beneficiaries per year. We have achieved some great successes, continuing to transform many lives. 97% of respondents to User Satisfaction Questionnaires continue to say that they are satisfied with the help we have given them and that our interventions have enabled them to access services they had been unable to reach without our help and support.

Examples of the type of cases that we have assisted successfully include:

Casework example: Rehousing of Parents with four children

During the Nov 2020 we received a call from a national agency stating that they received a call from a Redbridge resident in need of housing resettlement to remove their family from hostel accommodation where they had been trying for over 18 months to be moved.

We contacted the family who were extremely thankful for our offer help and support to move them from a one room hostel where Mother and Father with their four children were accommodated by the Council on bunk beds with no other room for privacy and to isolate if either of them caught Covid 19. They were exhausted emotionally after making numerous requests during that period for help approaching housing directly and had even tried to seek help from other elected members of the Council and local MP.

We started to provide advocacy on our clients' behalf and worked to highlight the plight of the family with various teams within Housing and after some weeks we were successful with one offer being had been made but then soon had to be withdrawn, because our client was subject to the benefit cap and would not be able to afford the rent. After further advocacy for an alternative solution to be provided to end the family's distress living in one room hostel

accommodation with nowhere to isolate, another suitable offer was made for a temporary let not subjected to the benefit cap and therefore a much better solution providing affordable rent for our client. We were absolutely delighted to give the client the good news that an offer had been made for a three-bed house. When the client arrived, the client contacted us. They were overwhelmed with gratitude and extremely thankful for our interventions stating his family life has now been transformed. They informed us of the brilliant news that the property was beyond his expectations which was a four- bed house with access to a rear garden. Our client and his family could now shield in safety and get on with the enjoyment of living family life.

Our work continues to be a vital source of support to our Redbridge Community and is a crucial in helping to be a voice for all those in the community who need our intervention as an agency to act on their behalf. It has provided the marginalised and economically disadvantaged overcome obstacles and challenges in accessing service provision and receive our strong wrap around support to try and get these challenges obstacles resolved. Most importantly this work helps to inform our work to request changes in policy and practice with Councils, organisations and institutions.

We are pleased that the above work will be a supplementary service to support our newly funded community cohesion work by the National lottery, that we are extremely delighted to have been recently awarded.

The Redbridge Equalities Forum and Zoom Meetings

RECC has continued to support and facilitate the Redbridge Equalities Forum, bringing together individuals and organisations across the borough committed to equalities. This work was made possible by the generosity of an anonymous donor. The Equalities Forum was revitalized in its mission to promote equalities and human rights, identify issues of concern, work to address those issues and to hold those responsible to account, including lobbying or campaigning where required, share information and coordinate activities, and provide a focus for community cohesion, engagement and consultation. Membership of the Forum is open to any organisation or individual living or working in Redbridge committed to help it fulfil that purpose. Due to Covid 19 much of the work of the Equalities forum was put on hold and funding coming to an end for our Equalities Forum Officer Violet Hansford who did tremendous work up to June 2020.

Although much of the work of the Equalities Forum was put on hold, we held meetings on some extremely important equalities issues.

We hosted a Black Lives Matter zoom meeting in 2020. In the Summer we came together to produce a powerful joint statement challenging racial injustice which was published in the press as an open letter to government, non-governmental departments and Institutions, challenging systemic racism and inequality. We also hosted a zoom meeting with one of our most high-profile guest speakers with the Shadow Equalities Minister Marsha De Cordova in 2021. We will continue to have zoom meetings, supplemented by our four General meetings throughout the year to ensure that issues of racial injustice and inequality in all areas of our society are discussed to see how they can be dealt with involving community participation.

Fundraising

We have had tremendous support from our donors. We are profoundly grateful for their ongoing support to our organisation. We would like to extend our great appreciation to of them all. In addition, we would like to thank one of our longest donors who has provided donations for over 20 years who has been a tremendous support to our organisation all these years.

We have also had tremendous fundraising and campaigning support from more than 50 young Redbridge volunteers from the National Citizens Service: Last year in 2020 they were truly inspirational with their ideas and Social Action Day events to raise funds for us and campaign on equality issues. Our young Redbridge volunteers continued their valuable work, helping to transform Jubilee Gardens open space to bring it back into community use by painting the benches in the open space to make the open space welcoming for families and deter misuse of the open space and also did work on raising awareness on equality issues. Their work with us has helped the young people develop a deeper sense of equalities and human rights, learn decision making, develop civic pride and understand the meaning of community spirit.

We look forward to continuing this work with NCS Leyton Orient Trust in future programmes this year.

Staff Thanks

We would like to take the opportunity to thank all staff, volunteers and trustee's past and present for their tremendous hard work, fantastic support, dedication and commitment.

Report completed by

Cecelia Rufus

Reema Huzair

July 2021

Governance

Since our previous unincorporated charity (Registration number 1002357) was formally removed from the Register of Charities on 23 June 2020 with all assets fully transferred to Charitable Incorporated Organisation (Registration number 1170313) which succeed it. RECC's trustees are trustees of this Charitable Incorporated Organisation.

COVID-19 Resolution: RECC Governance has updated its provisions to include Online/Virtual meetings.

Reserves Policy

1. It is RECC's policy to maintain an appropriate level of financial reserves to ensure that it is able to meet its financial obligations and, as far as possible, to maintain continuity of service provision.
2. RECC will maintain a **Restricted Reserve**, made up as follows:
 - Three months' rent and other office expenses
 - Costs of expected redundancies
 - Costs of staff's entitlement to notice
 - A reasonable sum to cover other contingencies.
3. Reserves exceeding the restricted reserve will form an **Unrestricted Reserve**.
4. At the end of every financial year, and whenever else it is necessary to do so, the Treasurer will report to the Trustees on the level of the Restricted and Unrestricted Reserves and their compliance with this policy. The Trustees may decide to transfer funds to or from the Restricted Reserve to maintain consistency with paragraph 2 above.

Finance

In the light of the tight funding position, the Trustees had set a tight budget for 2020-21 which drew partly on RECC's reserves. Urgent work to find sources to replace the funding was quite a challenge in a difficult environment made more complex by the consequences of Covid.

However, we are overjoyed and extremely delighted to announce that we have recently successfully secured £ 327,690 funding from the National Lottery providing us with financial stability spread over the next five years up to 2026, for our work on Community Cohesion which is to be supported by our range of RECC activities and services.

We were also successful in receiving 5k hate crime funding from the Redbridge Safer Neighbourhoods Fund and also successful in receiving a further 28k funding from MOPAC to continue our Hate crime work for one year up to 2022. Our outreach, advice and advocacy service is funded for one more year by Trust for London up to 2022.

The award from National Lottery Reaching Communities has been the highest award of funding secured by our organisation in the history of our organisation since our incorporation. Again, we are truly delighted, full of great appreciation and extremely thankful to the National Lottery and to all our funders who have given us the opportunity to continue our work within our Redbridge community.

Appointment of Auditors 2020-21

RECC confirm the appointment of Auditors Swenta, Chartered Certified Accountants, Suite 434,162-168 Regent Street, London W1B 5TB.

Commentary on the Financial Statements for 31 March 2021

The Swenta has examined Redbridge Equality Community Council Financial Statements for the period ending 31 March 2021. Please note the following:

Income & Expenditure Accounts

Shows deficit of £2,745 compared with a small surplus of £1,914 for the previous year; this is mainly due to reduced grant income reported during the year.

Balance Sheet

The net current assets of £42,502 consist of cash in bank £34,721 compared with £36,177. The majority of reserves are cash-backed, which is a good position.

Recommendation

To approve and adopt the Financial Statements for 31 March 2021.

**Redbridge Equalities and
Community Council (RECC)**

Charity registration number 1170313

**Independent Examiner's Report
and
Financial Statements**

Year Ended 31 March 2021

Swenta

Chartered Certified Accountants

Suite 434

162-168 Regent Street

London W1B 5TB

**Report to the
trustees/ members
of**

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL

**On accounts for the
year ended**

31-Mar-21

Charity no (if any)

1170313

Set out on pages

Page 1 to 5

**Respective
responsibilities of
trustees and
examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent
examiner's
statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention:

**Independent
examiner's
statement**

1. which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
- have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mrs. Mehreen Khalid
Director
Swenta Limited

*MEHREEN
KHALID*

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL
Statement of Financial Activities
For the Year Ended 31 March 2021

		Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Notes					
INCOMING RESOURCES					
Grants received		-	27,500	27,500	103,577
Other Donations / Grants		17,748	38,153	55,901	9,943
Total incoming resources	7	17,748	65,653	83,401	113,519
RESOURCES EXPENDED					
Activities for charity's objectives		-	57,994	57,994	88,239
Governance		28,152	-	28,152	23,367
Total resources expended	8	28,152	57,994	86,146	111,606
NET INCOMING/(OUTGOING) RESOURCES					
		(10,404)	7,659	(2,745)	1,914
RECONCILIATION OF FUNDS					
Total funds brought forward	6	36,095	9,422	45,517	43,603
TOTAL FUNDS CARRIED FORWARD		25,691	17,081	42,772	45,517

Notes on page 3 to 5 form part of these financial statements

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL
Balance Sheet
As at 31 March 2021

	Notes	2021 Total funds £	2020 Total funds £
FIXED ASSETS			
Tangible assets	4	271	669
Total Fixed Assets		271	669
CURRENT ASSETS			
Bank/Cash		34,721	36,177
Debtors		7,781	21,110
Total current assets		42,502	57,287
LIABILITIES			
Creditors: Amount falling due within one year	5	-	12,440
NET CURRENT ASSETS		42,502	44,847
NET ASSETS		42,772	45,517
FUNDS			
Unrestricted	6	25,691	36,095
Restricted	6	17,081	9,422
TOTAL FUNDS		42,772	45,517

Notes on page 3 to 5 form part of these financial statements

The financial statements were approved by the Board of Trustees on _____
and were signed on its behalf by:

Signature

Name

Designation

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

1a Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the provisions of FRS 102, the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

RECC, a 'CIO', registration number is 1170313, was entered on the register of Charities on 22 November 2016. Trustees has formed the CIO to take forward the charity work of Unincorporated Charity (Registration number - 1002357 - working under similar name) by increasing the governance process. Both charities accounting year end is 31 March. In July 2017 annual general meeting, CIO's trustees decided that subsequent to year end March 2018 all the assets and contractual obligations of the unincorporated Charity Registration have been transferred to CIO. CIO has no activities till year end 31 March 2018.

1b Incoming resources

All incoming resources are included on the Statement of the Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Investment income consists of the net interest received during the year and accounted for as unrestricted funds.

1c Resources expended

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Certain expenditure is attributable to specific activities and has been included in those cost categories.

1d Tangible fixed assets

Tangible fixed assets for use by the Charity are stated at cost less depreciation.

Depreciation is provided at the following annual rates in order to write off each asset over its estimate useful life on the following basis:

Computer Equipment	20% - 33% on cost
Furniture and Office Equipment	15% on cost

1e Taxation

The charity is exempt from tax on its charitable activities

1f Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purpose within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
NOTES TO THE FINANCIAL STATEMENTS (continued)

2	INVESTMENT INCOME	2021	2020
		£	£
	Bank interest income	-	32

3 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' Expenses

There were no trustees' expenses paid neither for the year ended 31 March 2021 nor for the year ended 31 March 2020.

4	TANGIBLE FIXED ASSETS	Computer Equipment £	Furniture & Office Equipment £	Total £
	COST			
	At 1 April 2020	12,271	37,578	49,849
	Addition	-	-	-
	At 31 March 2021	12,271	37,578	49,849
	DEPRECIATION			
	At 1 April 2020	11,602	37,578	49,180
	Charge for the Year	399	-	399
	At 31 March 2021	12,001	37,578	49,579
	NET BOOK VALUE			
	At 31 March 2021	271	-	271
	At 31 March 2020	669	-	669

5	CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR	2021	2020
		£	£
	Unearned portion of the grant	-	8,869
	Accruals	-	3,571
		-	12,440

REDBRIDGE EQUALITIES AND COMMUNITY COUNCIL
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
NOTES TO THE FINANCIAL STATEMENTS (continued)

	At 1 April 2020 £	Net movement in funds £	At 31 March 2021 £
6 MOVEMENT IN FUNDS			
Unrestricted funds			
General funds	36,095	(10,404)	25,691
Restricted funds			
Restricted	9,422	7,659	17,081
TOTAL FUNDS	45,517	(2,745)	42,772

	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
7 INCOMING RESOURCES				
Trust for London	-	27,500	27,500	22,000
Other Donations / Grants	17,748	38,153	55,901	91,487
Total incoming resources	17,748	65,653	83,401	113,487

	Unrestricted funds £	Restricted funds £	Total funds March 2021 £	Total funds March 2020 £
8 RESOURCES EXPENDED				
Activities in furtherance of the charity's objectives				
Publicity/Media	-	-	-	475
Rent	3,058	1,562	4,620	4,200
Utilities	2,075	209	2,284	1,929
Insurance	1,385	13	1,398	1,358
Legal and professional fee	2,011	852	2,863	1,402
Office running costs	240	528	768	1,756
MOPAC expense	-	8,687	8,687	5,582
Other costs (interpreting, training, etc.)	108	-	108	2,331
Staff salaries and taxes	19,275	46,143	65,418	92,573
Total resources expended	28,152	57,994	86,146	111,606