



Redbridge Equalities and Community Council

Annual Report 2022– 2023



ANNUAL REPORT 2022-23

TABLE OF CONTENTS.....	1
MAYOR'S FOREWORD.....	2
WHO WE ARE	3
STAFF REPORT	4
GOVERNANCE.....	16
RESERVES	16
FINANCE	17
STATEMENT OF FINANCIAL ACCOUNTS	18-30

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



Mayor's foreword

London Borough of
Redbridge



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	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

VOLUNTEERS

Lirie Haxhiu	Denista Fazacas	Iqra Wahid
Aneela Rajput	Roxanna Lenghel	
Suraya Sohail	Sharon Gore	
Nellas David	Christine Hibbert	

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

CONTENTS

Page

19	Administrative Details
20 - 21	Independent Examiner's report
22	Statement of Assets and Liabilities
23	Statement of Receipts and Payments
24	Statement of Cash flow
25 - 30	Notes to the Accounts

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

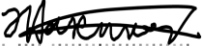
STATEMENT OF ASSETS & LIABILITIES

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 £	2021/22 Total Funds
				Note 1	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 (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 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