



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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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 Funds	Restricted Funds	2023/24 Total Funds	2022/23 Total Funds
	Notes	£	£	£	£
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>