

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

				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	<u>5,115</u>

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	<u>5,115</u>	<u>14,131</u>

6 NET INCOME/(EXPENDITURE)

	2024/25 £	2023/24 £
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 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
	<u>74,830</u>	<u>86,169</u>

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

	2024/25	2023/24
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 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
	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>
Total	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>

REDBRIDGE EQUALITIES AND COMMUNITIES COUNCIL

Registered Charity No. 1170313

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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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)

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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

	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
	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>
Total	<u>75,908</u>	<u>(4,668)</u>	<u>71,240</u>

