



Trustees' Annual Report

01/04/2023 – 31/03/2024



COMPAS Charity (Charity number: 1176025)
Registered office: 927, Bourges Boulevard, Peterborough, PE1 2AN

Annual Review & Financial Statement 2023-2024

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Legal and Administrative information

Board of Trustees	Beverley Carpenter Helena Ground Radim Licenik Roman Masaryk
Chief Executive Officer	Petr Torak MBE
Deputy CEO	Marko Strbak
Charity number	1176025
Registered address	COMPAS Charity 927, Bourges Boulevard Peterborough, PE1 2AN
HR and H&S provider	Peninsula
Bank	HSBC Bank and Lloyds Bank
Accountant	Money Talks Accountancy Ltd
Independent Examiner	Joanna Fox ACMA
Constitution adopted	10 th March 2018
Number of Members	17
Affiliations	1. Consortium of Peterborough Community Groups (CPCG) 2. Peterborough Community Group Forum (PCGF) 2. Association of Czech and Slovak Schools (ACSSUK) 3. Peterborough Council for Voluntary Sector (PCVS) 4. Society of Czech & Slovak Doctors in the UK 5. You Are Not Alone (YANA) 6. Living Wage Employer
Policies in place	Safeguarding, Equal Opportunities, Code of Conduct, Data Protection, Financial Procedures, GDPR, H&S, Web privacy, Whistleblowing, Fire procedure, COVID policies

Board of Trustees' report

The Board of Trustees submit their annual report and the financial statements of COMPAS Charity for the period of 1st April 2023 to 31st March 2024. The Board of Trustees confirms that the annual report and financial statements of the Charity comply with current statutory requirements, including the Charity Act 2011, as well as the requirements of the Charity's governing document.

COMPAS (previously known as Community Partnership Group) was established in 2010 as an un-incorporated community group. In 2017 COMPAS became a Charitable Incorporated Organisation.

Objectives of COMPAS Charity and examples of activities undertaken for the public benefit in relation to these objectives are:

OBJECTIVES	EXAMPLES
Relief in need of members of migrant communities by the provision of advice, support and information or in any other way required; and by engaging with service providers, public bodies, institutions and organisations to enable those entities to better adapt their services, policies and activities to the needs of the migrant communities.	<ul style="list-style-type: none">• Advice centre• Workshops• Advice over the phone and via social media• Assistance to schools, social services, Council etc
Promotion of social inclusion for the public benefit by working with people who are socially excluded on the grounds of their ethnic origin, religion, belief or creed (in particular, members of the Roma community) by developing the capacity and skills of members of that community to assist them to integrate with and participate more fully in society.	<ul style="list-style-type: none">• Roma mentoring projects ('ROGA')• Food provision, help with essentials and breakfast club
The advancement of citizenship and community development by promoting a better understanding within British society; and by promoting civic responsibility, good citizenship and volunteering.	<ul style="list-style-type: none">• Supporting new and small community organisations across the UK• Assistance to front line services (NHS, police, Councils etc)
The advancement of education (including social and physical training) of people in such ways as the charity trustees think fit, including by promoting the learning of native languages (including but not limited to Czech and Slovak); supporting parents to engage with their children's education; and mentoring and coaching young people.	<ul style="list-style-type: none">• ROGA mentoring project• Carbon Monoxide alarms distribution and advice

Cost benefit summary

CATEGORY	AVARAGE NO. OF CLIENTS PER YEAR	AVARAGE COST BENEFIT
Housing	700	£172,560
Benefit	1,200	£3,144,300
EUSS help	2,400	unknown
Job finding	480	£370,860
Physical health	240	£552,520
Mental health, volunteering, cohesion	100	£8,361,450
Energy, safety appliances advice	600	£810,980
Crime, domestic abuse, debt advice	460	£1,388,520
Translation of letters & phone calls	600	unknown
Carbon Monoxide alarms	240	£22,800
Slow cookers distribution	120	unknown
Breakfast club and ROGA mentoring	24,000	unknown
TOTAL	31,140	Over £15m p/y

Source: Cadent Gas cost benefit calculator. The figures are based on statistics from 2018 and therefore it is likely that the total cost benefit will be much bigger.

Overview of activities and projects

The achievements of the past year would not have been possible without the support from the following organisations: Tudor Trust, Cadent Gas Ltd, Peterborough City Council, Queen Katharine Academy, Essex University, Lottery Grant, ARU, Lottery Heritage Fund, Velehrad Fund, Age UK, Colyer Fergusson Fund and other supporters.

We are also very grateful to all volunteers, staff, members, students on their study placements and other supporters promoting the work of COMPAS Charity.

Advice provision

This is an ongoing and strongest strand of our work. The start of this service dates to 2012. It includes free advice provision in the areas of job finding, EU settled status, housing, employment, education, social benefits, etc.

We have been offering advice service in Peterborough and Margate in person as well as remotely via social media and over the phone.

The service in Peterborough is running 5 days a week, from 10am to 5pm, by 5 advisers, in 8 different languages. In Margate, the service has been provided by one member of staff.

During the past 12 months, we have assisted over 3800 people. We are very grateful for the financial support from Cadent Gas Ltd and Lottery grant; without their support we wouldn't be able to support that many clients!

Margate

Between April and December 2023, we have been providing advice service from our branch, led by a local manager, Veronika Kroschenova. Due to end of funding and inability to secure more funding, we had to sadly close the branch. From January 2024, the service moved to the Age UK Thanet office.



Picture 5 – ROGA day at QKA



Picture 6 – ROGA students in the Court

Roma of Great Abilities (ROGA)

ROGA mentoring project continues to be one of the biggest ‘flag ships’ of our organisation. In 2011, COMPAS had developed a mentoring project called ROGA that aims to motivate young Roma to access further education (Level 4 and above) and to develop useful skills that will enable them to take up front line jobs in teaching, law enforcement, NHS and other areas of public life.

ROGA methodology is based on holistic approach to mentoring and raising aspiration of Roma children and young people. It involves all the stakeholders – learners, parents, teachers, school management, community groups and leaders and public authorities.

Between the interim period, ROGA continued to be implemented across primary and secondary schools in Peterborough (Queen Katharine Academy, Thomas Deacon Academy and Gladstone Primary Academy). Due to the end of funding in Wales, ROGA project formally finished in Cardiff and Newport but we continue supporting and advising the schools and staff with their enquiries.



Picture 5 – ROGA day at QKA



Picture 6 – ROGA students in the Court

Breakfast club

After the successful trial in partnership with CPCG (Consortium of Peterborough Community Groups), Compas managed to secure funding from Peterborough City Council to continue to run the breakfast club for pupils predominantly from Gladstone Primary Academy and from neighbouring schools. The service had increased from 1 day a week to 2 days a week and also some afternoons for lunch club. On average, we have given out 500 breakfast & lunch bags every week. This provision was offered from outside of our Compas office that is situated right next to the school entrance. This project came to end in March 2024 but we have been recently informed that that the funding will be extended for another six months.

Links to news reports:

1. Peterborough community breakfast club feeding over 200 kids (23/10/2023) - <https://www.bbc.com/news/uk-england-cambridgeshire-67173704?fbclid>
2. Lack of funding ends 'lifeline' breakfast club (25/03/2024) - <https://www.bbc.com/news/articles/cp4lkez7qlo>

3. Peterborough community breakfast club saved following fresh funding (04/04/2024)
<https://www.peterboroughtoday.co.uk/news/people/peterborough-community-breakfast-club-saved-following-fresh-funding-4579138>
4. Peterborough community breakfast club set for return after being saved by fresh funding (26/04/2024) -
<https://www.peterboroughtoday.co.uk/news/people/peterborough-community-breakfast-club-set-for-return-after-bring-saved-by-fresh-funding-4606942>



Picture 19 – Breakfast club outside Compas



Picture 20 – Breakfast club volunteers

Paul Bristow MP 25 March · 🌐

It was great to join everyone on Friday 🇬🇧

The Household Support Fund has been extended by Government for 6 months. The Council can continue with the [Compas Charity](#) breakfast club. I sincerely hope that they do!

Peterborough Telegraph 25 March · 🌐

"We have really created some strong bonds between parents and the community"

Popular community breakfast club serving primary school comes to an end. Peterborough charity 'hopeful' it can return



Picture 19 – Breakfast club outside Compas



Picture 20 – Breakfast club volunteers

Archive

After the successful transportation and storage of Paul Polansky's archive, we have managed to secure funding from Lottery Heritage Fund to sort the archive, preserve it in the most appropriate way, to record oral histories, to conduct workshops at schools and to display the work at various locations.

In March 2024, we recruited an archivist, Michal Mizigar, who has extensive knowledge of Romani culture and heritage, speaks a number of different Romani dialects and has studied comparative history. We have also recruited an assistant archivist and number of volunteers to start the work on the archive.

Cadent Gas funding for Centres for Warmth

Cadent Gas has continued to support Compas Charity. We have been awarded with funding to continue providing advice provision and to extend the number of service hours and languages in which we provide the service.

We were also funded to help people through a time of raising of cost of living. We were able to distribute, free of charge, 40 slow cookers, electric blankets, hats and gloves, and lots of carbon monoxide alarms. We are also running a warm-nights sessions for people that need to get something warm to eat or drink, whilst having a chat with us.

We are also very grateful for the generous donation of Citroen van. The van is used for moving vulnerable members of our community and for food transportation. In the past few months, we have used it to move victims of domestic violence to a new house, assisted with move for an elderly gentlemen, collecting donated items etc.



Picture 17 – Receiving keys from Cadent van

Other events

Research facilitation

Compas Charity has got a wide reach into Roma communities across the UK and this has enabled us to raise the voice of this community. Number of universities and other institutions in the UK had approached Compas to participate or facilitate research within the Roma community. We have completed the following research:

1. HPV vaccination awareness in Medway, commission by NHS
2. Perinatal health inequalities experience research, commissioned by NHS in Kent, focused on pre-natal and peri-natal experiences of migrant women, access to health, vaccination experiences and other topics.
3. Building a community of practice to identify strengths, barriers and prioritise solutions to the right of access to healthcare, commissioned by Essex University

St Nicholas event in Peterborough

The traditional pre-Christmas party that Compas has organised since 2012 took place at our Peterborough office at the Gladstone Park Community Centre.



Picture 24 – Margate

Mexoxo – Take the Lead course

Compas, in partnership with a Greek organisation Mexoxo and eCornell University, offered an online course for victims of domestic violence and women, focused on leadership skills. Fourteen women have taken part in this course and gained an internationally recognised qualification at the end of it.

International Children's Day

On the 1st June 2023, we organised celebration of International Children's Day at the Gladstone Park Community Centre. Over 250 children and adults came to celebrate the day with us.



Picture 24 – Children's Day celebration

Youth Club

Funded by the Cambridgeshire Police and Crime Commissioner, we were able to run a youth club focusing on raising confidence and civic engagement.



Picture 24 – Youth Club

Our Vision

As we stand on the threshold of a new chapter in our journey, we are filled with a profound sense of purpose and determination. Over the past years, our charity has tirelessly strived to serve our community, addressing its needs with unwavering dedication and compassion. Yet, as we look ahead, we recognise that our work is far from over; there are still countless lives to touch, stories to preserve, and futures to shape.

In the next 12 months, we envision a bold expansion of our efforts - a vision rooted in our steadfast commitment to empowering individuals, preserving our heritage, and nurturing the potential of the youngest members of our society.

1. Expanding Our Advice Centre: Guiding Lights of Hope

Central to our mission is the belief that every person deserves access to guidance, support, and empowerment. Our advice centre has long been a beacon of hope for those navigating life's challenges, offering a sanctuary where individuals can find solace, direction, and practical assistance.

In the coming year, we are determined to expand the reach and impact of our advice centre. Through strategic initiatives, increased resources, and strengthened partnerships, we will ensure that our services are accessible to all who seek them, reaching even the most marginalized and vulnerable members of our community.

We want to achieve this by implementing the following:

Increase number of our branches – Our clients travel across the UK to get to us. This is mainly because we are one of the few advisory services that is free and available in a number of different languages. We have also gained a reputation of providing a reliable service.

Training manual for advisors – We would like to create a training manual for new advisors so the service is of the same quality in every branch.

Resources – We would like to create various resources for our clients, in various languages. This would include audio-visual and text resources on topics such as EU settlement scheme, benefits, CV writing etc.

Outreach – To enable clients with mobility issues and elderly clients to get in touch with us, we would like to create an online platform to communicate, advise and electronically connect with the clients. We are also planning to start offering a mobile advice clinic, delivered from our van.

2. Completing digitalisation of the Archive and opening the first Roma-focused Museum in the UK

In the months ahead, we will embark on the final phase of our journey to digitalise our archive, ensuring that the rich tapestry of our past is not only safeguarded for future generations but also made readily accessible to all. Moreover, we will transform this digital archive into a living museum - a dynamic space where stories come to life, and history serves as a guiding light for the present and the future.

3. Adding a new strand to our work in Early Childhood Development (ECD)

The foundation of every thriving community lies in the well-being and development of its youngest members. Recognising this fundamental truth, we are excited to announce the addition of a new strand to our work: early childhood development through our initiative 'Caregivers Without Borders'.

In the months ahead, we will embark on a journey to create a comprehensive framework of support and opportunities for children in their formative years. Through our ROGA methodology and new innovative programs, parental support initiatives, and collaborations with educators and caregivers, we will lay the groundwork for a future where every child has the opportunity to thrive, flourish, and reach their full potential.


Conclusion

As we embark on this ambitious journey, we do so with humility, gratitude, and an unwavering belief in the power of collective action. Together, we will forge a path towards a brighter, more inclusive future - a future where compassion knows no bounds, history is honored and preserved, and every child has the opportunity to dream, learn, and grow.

Join us as we embrace the future together, united in our commitment to building a world where hope, dignity, and opportunity abound for all.

Financial Report

Reporting period from 01/04/2023 – 31/03/2024
Incorporating an Income and Expenditure Account

	CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name COMPAS	No (if any) 1176025	
Receipts and payments accounts				CC16a
	For the period from	Period start date 01/04/2023	To	Period end date 31/03/2024

Section A Receipts and payments					
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	3,741	195,371	-	199,111	295,903
Donations	£8,966	-	-	8,966	4,385
Hire fees	-	-	-	-	2,086
Events	£230	-	-	230	53
Other	1,031	-	-	1,031	3,061
Sub total (Gross income for AR)	13,968	195,371	-	209,338	305,489
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	13,968	195,371	-	209,338	305,489
A3 Payments					
Orion venue - rent	-	£6,860.51	-	6,861	25,615
Orion venue - utilities	-	£1,743.56	-	1,744	1,680
Orion venue - refurbishment & repairs	£177.30	£0	-	177	836
Travel expenses	-	£3,451.22	-	3,451	3,944
Administration	-	£10,149.69	-	10,150	7,339
Stationary	-	£954.95	-	955	626
Employees	3,265	£58,136.26	-	61,401	110,020
Contractors	10,825	£89,120.00	-	99,945	75,020
Activity costs	-	£39,606.47	-	39,606	47,151
Equipment	-	£1,582.38	-	1,582	6,641
Other costs	£1,439.51	-	-	1,440	5,612
Sub total	15,706	211,605	-	227,311	284,484
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	15,706	211,605	-	227,311	284,484
Net of receipts/(payments)	- 1,739	- 16,234	-	- 17,973	21,005
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	71,849
Cash funds this year end	- 1,739	- 16,234	-	17,973	92,854

Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Compas

On accounts for the year
ended

31/03/2024

Charity no
(if any)

1176025

Set out on pages

Attached CC16a

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2024**.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Date:

23/05/2024

Name:

Joanna Fox ACMA

Relevant professional
qualification(s) or body
(if any):

Chartered Institute of Management Accountants

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Peterborough PE3 6RU