

TRIANGULAR CIO

Annual Report and Accounts

For the period ended 31st March 2025

Charity registration number 1178903

LEGAL & ADMINISTRATIVE INFORMATION

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TRUSTEES' REPORT

FOR THE PERIOD ENDED 31st MARCH 2025

The Trustees present their report and unaudited accounts for the period ended 31st March 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1st January 2016).

OBJECTIVES AND ACTIVITIES

The objects of the CIO are to:

- advance the education and training of those granted refugee status, seeking asylum, recent migrants and their dependents in need thereof so as to advance them in life and to assist them to adapt to a new community; and,
- advance the education of the public in general about the issues relating to refugees, asylum seekers and immigrants.
- Collaborate with other similar refugee- and new migrant-led groups to support asylum seekers, refugees, and new migrants, ensuring that every aspect of their lives is improved.

Our organisation primarily provides Advice, Information, and Guidance (AIG) across key areas including employment, housing, volunteering, language support, and effective signposting. Alongside this, we work collaboratively with other refugee- and migrant-led organisations to address shared challenges, coordinate support, and advocate collectively for the well-being and progression of our beneficiaries.

In addition to our core AIG provision, we design and deliver targeted projects responding to critical and emerging needs such as digital exclusion, mental health, and physical well-being. These initiatives are shaped by lived experience and ongoing community consultation, with a particular focus on individuals and families who have been disproportionately affected by the rising cost of living. Through this work, we aim to improve access to essential resources, strengthen resilience, and support long-term well-being, ensuring our interventions lead to tangible improvements in people's daily lives.

We are committed to enabling refugees and new migrants who are often marginalised due to social, economic, and structural barriers to achieve a high quality of life. Our services support integration by helping people build confidence, develop skills, establish support networks, form new relationships, and contribute economically and socially to their local communities. We do this by designing accessible, inclusive services that fill gaps in mainstream provision, ensuring that no one is excluded due to language, culture, immigration status, or lack of digital access. Inclusivity and open access are central to our mission and underpin our approach to integration.

Beyond direct service delivery, we actively engage in research, consultation, and policy-influencing activity related to the communities we support. As our work has evolved, we have recognised that meeting individual needs alone is not sufficient. Many of the challenges faced by our beneficiaries are rooted in systemic inequalities that perpetuate poverty, disadvantage, and discrimination. With multi-year funding from the Paul Hamlyn Foundation, we are strengthening our work in advocacy and systems change. This includes supporting refugee-led and migrant-led community groups to organise, build capacity, and collectively advocate, not only

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for changes to individual policies, but also for fairer decision-making processes that shape the conditions affecting their lives.

Our charity was founded by former refugees with first-hand experience of navigating the UK system and rebuilding their lives. This lived experience has been central to our success in engaging refugee communities and delivering trusted, effective, and culturally responsive services. Triangular was established in 2014 and operates primarily from three community hubs in Gateshead, Newcastle, and Sunderland, supported by a committed team of over 25 volunteers. As demand for our services grew and our work expanded, our trustees took the decision to formally incorporate the organisation in June 2018, strengthening our governance, accountability, and transparency.

ACHIEVEMENT AND PERFORMANCE

This year, we delivered our core service of personalized, one-on-one, person-centred advice, information, and guidance, alongside various targeted projects, reaching a total of 1527 unique individuals.

Core Service- Advice, Information and Guidance (AIG)

Thanks to the grants secured from various Trusts and Foundations through restricted and unrestricted funding, we have been able to sustain our efforts in supporting refugees, asylum seekers, and vulnerable migrants from east Europe. These individuals are often among the most disadvantaged, struggling to navigate institutional systems due to cultural and linguistic barriers. Many arrive with little understanding of how to access essential services or advocate for their rights in a new and unfamiliar context.

The people we support are primarily recent arrivals living in some of the most deprived neighbourhoods in Tyne and Wear. They face significant economic and health challenges, many of which have been compounded by the lasting impacts of Covid-19 and the ongoing cost-of-living crisis. These compounded difficulties place additional strain on their ability to integrate and thrive in their new environment.

Many of those we assist experience complex, overlapping issues that require a tailored and holistic approach. Our support extends beyond immediate needs; we provide guidance and assistance across multiple areas, including benefits, housing, employment, and general well-being. Where needed, we facilitate referrals and arrange external support, such as legal advice or specialized services, ensuring that no issue is left unaddressed.

We deliver this support through our weekly drop-in sessions in Newcastle, Gateshead and now increasingly in Sunderland, where individuals can book 1-to-1 appointments for personalized assistance. These sessions also foster a sense of community, offering a welcoming space where people can have a coffee, share their experiences, and connect with others. This informal setting helps to build trust and reduce isolation, which is particularly critical for recent arrivals.

Most of the individuals we support require intensive assistance for several months while we work together to resolve their immediate challenges. Once these issues are addressed, they often remain engaged with our services but at a less intensive level, reaching out as needed for guidance or to participate in community-building activities. This ongoing engagement allows us to maintain a strong connection and ensures that they have a reliable support network as they navigate their journey toward stability and self-sufficiency.

The needs of our beneficiaries continue to encompass a wide range of areas, including:

- **Housing Support:** Assistance with finding shelter, accessing housing benefits, managing utilities, and obtaining furnishings.
- **Education:** Guidance on navigating the welfare system, accessing online services, and understanding rights and entitlements.
- **Language:** Support to overcome language barriers.
- **Cultural Barriers:** Help with adapting to cultural differences and building integration.

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- **Employment:** Assistance with qualification recognition, CV writing, job applications, and interview preparation.
- **Benefits:** Guidance on accessing Universal Credit, PIP, Tax Credits, Child Benefits, and other entitlements.
- **Health and Mental Health:** Support for exercise, social networking, engaging in activities, and pursuing interests to improve well-being.
- **Immigration:** Assistance and signposting to services such as the Northeast Law Centre and local solicitors.
- **Social Services:** Information on entitlements, available services, and how to access them.
- **Self-Employment Support:** Guidance on starting an enterprise, becoming a sole trader, or developing a small-to-medium enterprise (SME).
- **Signposting:** Referral to statutory and non-statutory mainstream support services for further assistance.

These priority areas reflect the diverse and evolving needs of our beneficiaries, and our approach is deliberately holistic, ensuring that individuals receive joined-up support that addresses multiple challenges simultaneously and effectively.

The grants secured during this period were instrumental in releasing trustees from day-to-day administrative pressures, enabling them to focus more strategically on direct service delivery, volunteer management, and project planning. This shift has helped ensure the charity continues to develop steadily while providing consistent, high-quality support to beneficiaries. During this time, we completed a comprehensive review of the charity's core policies and developed a business and sustainability plan that responds to the current social, economic, and funding environment. These improvements have placed the organisation in a stronger position to design a clearer funding strategy and secure increased levels of core-funded support.

Over the past year, we were able to reach more people than in previous years and provide more intensive, tailored support. This was made possible by the appointment of a Fundraising Manager, which significantly reduced pressure on trustees and volunteers. As a result, more time could be dedicated to developing high-quality projects, strengthening governance, and ensuring that the policies and systems required of a registered charity were robust and fit for purpose. Several key policies were reviewed and updated, and improved data-collection and recording systems were introduced to strengthen accountability, learning, and reporting.

Young People Projects

Thanks to funding secured from various trusts and foundations, we were able to significantly strengthen and expand our young people's programme. This investment enabled us to deliver a range of youth-led, creative, and developmental projects that support young people from refugee and migrant backgrounds to build confidence, leadership skills, and positive futures.

Leadership Development Programme

Funded by the Young Changemakers Fund:

This programme created safe, inclusive spaces for young people from refugee and migrant backgrounds to take the lead on issues that matter to them. Through weekly youth-led sessions, workshops, and community events, participants were supported to design, deliver, and evaluate activities including youth club, community clean-ups, peer mentoring, and local advocacy initiatives.

As with many community-led projects, we faced challenges during delivery. A key issue was the initial hesitancy of some young people to step into leadership roles, often due to low confidence, past experiences of displacement, or uncertainty about speaking publicly or engaging with authority figures. In response, we adapted our approach by embedding more confidence-building activities and starting with small, peer-led

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exercises before progressing to larger public-facing events. This gradual, supportive approach enabled participants to grow in confidence and increasingly take on visible leadership roles.

The programme also strengthened our Young People's Steering Committee. Rather than being consulted on projects alone, young people are now actively involved in shaping organisational priorities, contributing to governance discussions, and supporting project design and delivery alongside the board. This represents a meaningful shift towards youth leadership within the organisation.

Creative Media Project

Funded by BBC Children in Need and Youth Music (Trailblazer):

Our Creative Media project has been one of the most popular elements of our youth offer. Delivered through multiple weekly sessions, the project focused on creative media skills including podcasting, music production, and performance. We partnered with a local music studio and delivered programmes that were chosen and shaped by the young people themselves.

To support this work, we transformed underused storage spaces within our centre into dedicated studio and music practice areas, creating accessible and welcoming creative environments. The impact has been significant: two young people have formed a band and are now performing at gigs across Tyne and Wear, while others have developed technical skills in sound recording, editing, and digital content creation. The project has boosted confidence, teamwork, and self-expression, while opening up potential pathways into creative industries.

Climate Change Project

Funded by the Energy Saving Trust

Through this project, we supported young people to educate themselves about climate change and to raise awareness within their communities. Participants from diverse countries of origin worked together to explore how climate change disproportionately affects disadvantaged and marginalised communities.

Young people led the production of multilingual leaflets, facilitated community workshops, and produced a YouTube video on climate change that they scripted, filmed, and directed themselves. The video was presented at Gateshead Council, attended by the Mayor, the Chief Executive, and local councillors. This experience was transformational for many participants, demonstrating that their voices could reach people in positions of power.

As a result, young people expressed a strong desire to continue their advocacy work, including lobbying local authorities to direct more resources towards deprived areas across Tyne and Wear. Some also wish to engage in national-level advocacy, calling on central government to address practices such as the dumping of environmentally harmful industrial waste in developing countries an issue that directly affects many of the countries their families come from.

Duke of Edinburgh's Award Programme

In addition, Triangular is now a registered Duke of Edinburgh's Award (DofE) centre. We have supported many young people to complete awards at different levels, including volunteering, skills development, and expeditions. The programme has been extremely well received, particularly for the way it builds mental and physical resilience, teamwork, leadership, and communication skills. Young people reported increased confidence, stronger peer relationships, and a greater sense of achievement through completing the awards.

Advocacy

Our advocacy work is rooted in community organising and capacity building, working in partnership with refugee- and migrant-led community groups to ensure that lived experience informs local decision-making. Over

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the past year, we have collaborated with many smaller community groups, supporting them to identify shared priorities, build collective voice, and advocate effectively for the rights and needs of their communities and beneficiaries.

With support from the Paul Hamlyn Foundation, we expanded this work by engaging and developing new leaders from refugee and newly arrived migrant communities. Through tailored training, peer learning, and one-to-one support, emerging community leaders were supported to understand local systems, develop advocacy skills, and participate confidently in strategic conversations with statutory bodies and decision-makers.

Our advocacy efforts extend well beyond traditional consultation. We have actively scrutinised the use of police powers affecting racialised and migrant communities, campaigned for the release and community use of long-term empty properties, and encouraged members of refugee and migrant communities to take up trustee roles within mainstream organisations. This work has helped amplify refugee voices in spaces where they are often under-represented, shifting power towards more inclusive and representative decision-making.

Housing has been a key focus of our advocacy. We have challenged poor housing conditions and pushed for fairer, more dignified solutions for refugees and asylum seekers. As part of a citywide campaign, we have lobbied local politicians and statutory agencies to address the prolonged use of hotels for asylum accommodation, advocating instead for stable, community-based housing options that support integration, wellbeing, and family life.

Our engagement has included regular meetings and forums with key stakeholders such as Newcastle and Gateshead Council teams, the Migration Advisory Model (MAM), and the Citywide Partnership. We have also worked closely with influential individuals including Dr Hari Shukla, Police and Crime Commissioner Kim McGuinness, and local Members of Parliament Chi Onwurah and Ian Mearns. These relationships have enabled us to raise concerns directly, influence local discussions, and ensure that the voices of refugee and migrant communities are heard at the highest levels.

Our advocacy and community organising work has strengthened community leadership, built collective confidence, and contributed to more informed, inclusive, and accountable decision-making across Tyne and Wear.

Skills Development (Employment, ESOL and Digital)

Thanks to funding secured from various trusts and foundations, we successfully delivered a digital skills programme integrated into our weekly ESOL (English for Speakers of Other Languages) and employment training programmes. This initiative combined basic computer literacy with ESOL learning, offering participants a holistic and accessible learning experience tailored to their individual needs and aimed at improving employability and progression into work.

The programme has led to significant individual and social impact. Many participants have progressed into employment, including self-employment, as a direct result of gaining improved digital confidence, language skills, and practical knowledge of UK systems. Alongside this, the project incorporated a structured volunteering pathway. Beneficiaries were initially supported to volunteer within their own community organisations, where they felt safe, understood, and confident. This approach helped build confidence gradually, enabling participants to later volunteer across other communities and, ultimately, with mainstream organisations.

The project has proven to be extremely popular and has addressed a critical need within the community. Many participants come from backgrounds where digital exclusion is a major barrier, particularly women, who often face additional challenges in accessing technology and digital resources. Through practical, hands-on training, the programme equipped participants with essential digital skills, increased confidence, and improved access to employment opportunities.

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Feedback consistently highlights the transformative impact of the project, supporting participants to build the skills, confidence, and resilience needed to navigate both the modern workforce and wider society more effectively.

Sewing and Embroidery Project

Following the successful completion of our National Lottery Heritage Fund project which generated exceptional outcomes and overwhelmingly positive feedback the trustees made a strategic decision to continue the heritage work using reserve funds and unrestricted income. As a result, we currently run two weekly sewing and embroidery sessions for women from refugee backgrounds. Although the project is presently unfunded project, it remains a core priority due to its profound importance and impact on the women involved, and the trustees remain committed to sustaining it.

The ongoing success of the project is demonstrated by the extraordinary level of community engagement.

At the heart of the project is the empowerment of refugee women through skills development and creative expression. Participants engage in workshops focused on sewing, embroidery, fashion design, and textile crafts. These sessions have been particularly impactful, offering women the opportunity to showcase their cultural heritage and artistic skills. From intricate embroidery techniques to vibrant fabric work, the programme fosters pride, confidence, and self-expression while also building practical, transferable skills.

Alongside the textile and fashion elements, the project has naturally evolved to include regular women's cooking and baking sessions. These activities culminate in community celebrations where traditional food, dress, embroidery, music, and dance are shared and showcased. These events have been extremely popular and have created powerful spaces for cultural exchange, mutual learning, and community cohesion. They provide a platform for women to celebrate their identities, strengthen social connections, and highlight the richness and diversity that refugee communities bring to the wider society.

Food Bank Support

The Food Bank has increasingly become one of our most essential and high-demand services over the past year, and this level of need is expected to continue. The majority of our beneficiaries are highly disadvantaged and marginalised families living in some of the most deprived areas in England, with many neighbourhoods falling within the lowest 10% on the Index of Multiple Deprivation. Households often face persistent poverty, insecure income, and rising living costs, making it extremely difficult to meet basic needs such as food.

Demand for food support has risen sharply as a result of the ongoing cost-of-living and financial crises, which have disproportionately affected refugee and migrant communities. Language barriers, insecure or low-paid employment, delays in accessing benefits, and limited eligibility for mainstream support push many families into crisis, leaving food banks as a vital safety net.

In partnership with smaller refugee-led community groups operating within our community hubs, we deliver food bank services five days a week across our three centres in Gateshead, Newcastle, and Sunderland. Collectively, we distribute more than 150 family food boxes each week, alongside two FairShare surplus food deliveries, ensuring culturally appropriate and dignified food support for families and individuals in need. Beyond food provision, the service acts as a trusted point of contact, allowing us to identify wider issues such as debt, housing insecurity, and benefit entitlement, and to refer beneficiaries to additional advice and support services.

A significant development this year has been the growing number of local residents from the surrounding neighbourhoods, who are not from refugee or migrant backgrounds, accessing the food bank. While this reflects the deepening cost-of-living pressures affecting the wider population, it has also had a positive impact on

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community relations. The service has become a shared, inclusive space that brings together people from different backgrounds, strengthening social cohesion and reducing stigma around food poverty.

Older Women's Financial Resilience Project

We have recently launched a new project thanks to a grant secured from Independent Age. Although the project is still at an early stage, it has already highlighted the scale and urgency of need among older women from racially marginalised communities. Early engagement has demonstrated that there is a significant gap in accessible, culturally appropriate financial guidance for older women, particularly those from refugee and new migrant backgrounds.

The project is being delivered in some of the most deprived areas of Newcastle and Gateshead, specifically targeting the wards of Elswick, Benwell & Scotswood in Newcastle, and Felling and Deckham in Gateshead. These areas are home to large numbers of older women from racially minoritised communities who often experience multiple disadvantages, including low income, social isolation, language barriers, and limited access to mainstream advice services.

There has been strong interest in the project, and we have already begun registering older women, primarily from refugee and new migrant communities. Through one-to-one and group-based support, the project provides practical advice and hands-on assistance to help women understand and claim their entitlements, including eligible benefits, state pension, and additional allowances. This includes support to access free bus passes, bereavement support, and other financial and social entitlements that many women are unaware of or find difficult to navigate. By increasing knowledge, confidence, and access to financial support, the project aims to improve financial resilience, reduce poverty, and enhance overall wellbeing among older women in these communities.

Social Value Calculation (Indicative SROI)

Methodology Used

This calculation uses a proxy-based Social Return on Investment (SROI) approach, drawing on:

- National Social Value Bank (HACT) style outcomes
- UK advice-sector benchmarks (Citizens Advice, Independent Age, Shelter, etc.)
- Conservative assumptions to avoid over-claiming.

The calculation focuses on primary outcomes only and excludes wider system savings (e.g. NHS, criminal justice)

Total Reach

1,527 unique individuals

Activity Area	People Supported
Core AIG (1–1 advice)	770
Heritage / Sewing Project	150
Advocacy & Community Leadership	35
Skills Development (Digital & ESOL)	60
Young People Programmes	272
Older Women (Financial Resilience)	40
Food Bank / Food Delivery	200
Total	1,527

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Outcome Categories & Financial Proxies

1. Advice, Information & Guidance (AIG) – 770 people

Key outcomes

- Reduced financial stress.
- Improved access to benefits, housing, and services
- Increased confidence navigating systems.

Conservative proxy used

- £1,500 per person (Citizens Advice average annual value is often £2,500–£4,000; this uses a cautious figure)

Social value

$$770 \times £1,500 = £1,155,000$$

2. Food Bank Support – 200 households

Key outcomes

- Crisis prevention
- Reduced food insecurity
- Improved dignity and wellbeing

Proxy

- £900 per household (emergency food + reduced stress)

Social value

$$200 \times £900 = £180,000$$

3. Skills Development (Digital, ESOL, Employment) – 60 people

Key outcomes

- Improved employability
- Progression into work or volunteering
- Reduced digital exclusion.

Proxy

- £3,500 per person (employment-readiness without guaranteed job outcome)

Social value

$$60 \times £3,500 = £210,000$$

4. Young People Programmes – 272 young people

(Creative media, leadership, climate change, DofE)

Key outcomes

- Increased confidence & resilience
- Leadership skills
- Civic participation

Proxy

- £2,000 per young person (below Youth Endowment / DofE averages)

Social value

$$272 \times £2,000 = £544,000$$

5. Heritage, Sewing & Women's Empowerment – 150 women

Key outcomes

- Reduced isolation
- Improved mental wellbeing.
- Skills and confidence

Proxy

- £1,800 per participant (mental wellbeing + social connection)

Social value

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$$150 \times £1,800 = £270,000$$

6. Older Women's Financial Resilience – 40 women

Key outcomes

- Increased income from entitlements
- Reduced poverty & isolation
- Improved wellbeing

Proxy

- £4,000 per participant
(Independent Age often cites £3k–£6k per beneficiary)

Social value

$$40 \times £4,000 = £160,000$$

7. Advocacy & Community Leadership – 35 leaders

Key outcomes

- Increased community voice
- Influence on policy and services
- Stronger community organisations

Proxy

- £5,000 per leader (systemic / multiplier effect)

Social value

$$35 \times £5,000 = £175,000$$

Total Estimated Social Value Created

Category	Social Value
AIG	£1,155,000
Food Bank	£180,000
Skills Development	£210,000
Young People	£544,000
Heritage & Women	£270,000
Older Women	£160,000
Advocacy	£175,000
Total	£2,694,000

Indicative Social Return on Investment (SROI)

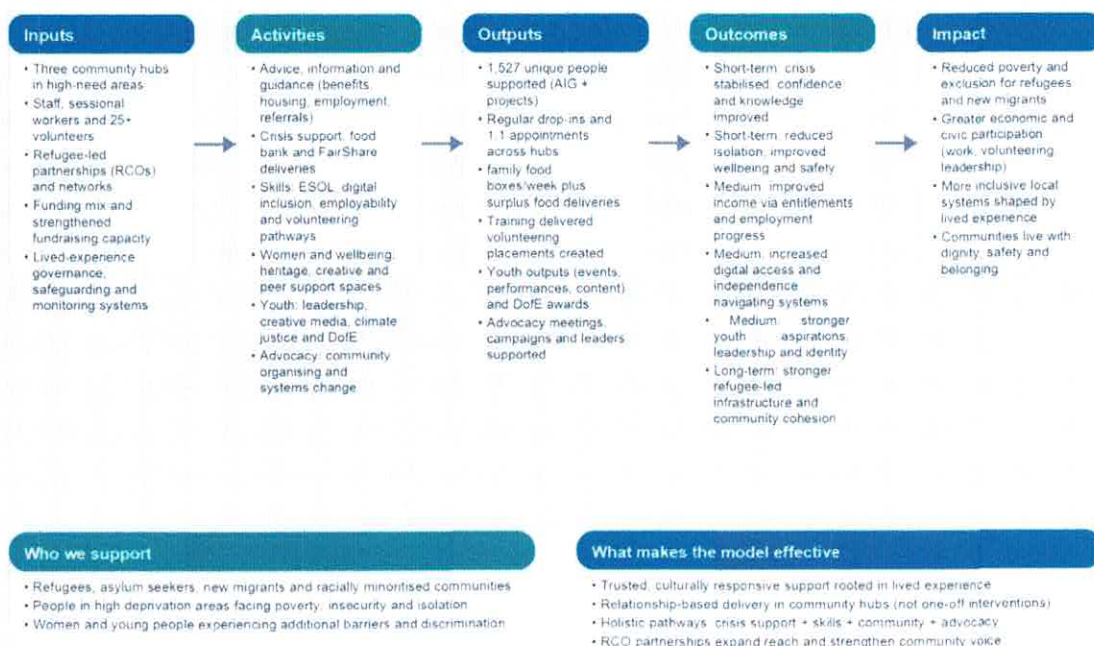
The total annual charitable expenditure of approx. £316,290

$$£2,694,000 \div £316,290 = £8.52$$

For every £1 invested, Triangular creates approximately £8.52 of social value.

Triangular CIO - Organisational Theory of Change

Period referenced: year ended 31 March 2025



Triangular CIO | Charity No: 1178003

Challenges

Triangular expects to face a number of interconnected challenges linked to rising demand, external pressures, and organisational growth. While the organisation remains stable, these challenges require careful management to ensure the safety, quality, and sustainability of our work.

Increasing demand and complexity of need:

Demand for our services continues to grow, with individuals presenting with more complex and overlapping needs. Housing shortages, welfare delays, the ongoing cost-of-living crisis, and prolonged uncertainty within immigration systems mean that people increasingly require intensive, longer-term support. Balancing this demand with safe caseloads and high-quality, relationship-based delivery is an ongoing challenge.

Impact of rising far-right activity and community tension:

A growing challenge is the increase in far-right activity, hostile rhetoric, and racially motivated incidents, both nationally and locally. This has significant economic, social, and mental health implications for the communities we support. Many individuals report heightened fear, anxiety, and reluctance to engage with public spaces, employment opportunities, or services due to concerns about safety and discrimination. These pressures can undermine confidence, slow progress towards employment and independence, and increase isolation. For some individuals, past trauma related to persecution or violence is re-triggered, leading to worsening mental wellbeing and increased need for trusted, community-based support.

Capacity, safeguarding, and workforce sustainability:

As demand increases, so does pressure on staff and volunteers. Supporting people who are experiencing distress linked to trauma, poverty, and hostility requires appropriate supervision, safeguarding, and emotional

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support for the workforce. Maintaining a sustainable, supported team many of whom have lived experience themselves will remain a challenge.

Maintaining systems while scaling delivery:

As Triangular grows, strengthening internal systems such as monitoring and evaluation, digital record-keeping, and data protection remains essential. Ensuring these systems keep pace with delivery, without diverting resources from frontline support, is an ongoing challenge.

Financial sustainability in a constrained funding environment:

While we have made progress in diversifying income, competition for funding remains intense. Rising costs and inflationary pressures mean that securing ongoing unrestricted funding to cover core costs and organisational development continues to be a priority and a challenge.

In the face of these formidable challenges, our charity remains committed to providing support, guidance, and resources to our community members. We recognize the need for flexibility, adaptability, and a deep understanding of the evolving needs of our beneficiaries. Through continued collaboration, outreach, and advocacy, we aim to mitigate the impact of these challenges and work towards a brighter and more stable future for our community.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level that balances the need to develop and sustain our services with the requirement to remain financially stable and resilient.

Free reserves are defined as unrestricted funds that are not designated and not tied up in fixed assets. The trustees have agreed that the minimum level of free reserves should be equivalent to six months of core operating costs for the charity's Advice, Information and Guidance (AIG) services. Core costs include staffing, office, and management expenses.

For the current financial year, six months of core operating costs amount to £51,154. From the total unrestricted funds of £56,080, the trustees have therefore resolved to retain £51,154 as free reserves. The remaining £4,926 has been designated for equipment purchases, staff training, consultancy fees, and to meet any unexpected or emerging needs that may require expenditure.

The trustees consider this level of reserves to be healthy and appropriate. This position is further strengthened by the charity's success in securing several multi-year funding agreements and pledges, including:

- Independent Age (funding secured until 2028)
- Henry Smith Charity (until 2027)
- Lloyds Bank Foundation (until 2027)
- Paul Hamlyn Foundation (until 2029)
- Esmée Fairbairn Foundation (pledge covering 2025–2029)
- Community Foundation (pledge covering 2025–2027)

These multi-year commitments provide financial stability and ensure that restricted activities are adequately resourced and protected.

Restricted income and expenditure were disproportionately high during the year due to exceptional success in securing multiple small, restricted grants. This reflects strong fundraising performance and is not expected to negatively affect the charity's overall financial position.

The charity will continue to maintain this reserves policy for the foreseeable future. The Board of Trustees will review the level and use of reserves regularly to ensure the policy remains appropriate and supports the long-term financial sustainability of the organisation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

The charity is currently governed by five unrelated trustees with a combined community and voluntary sector experience of 74 years between them. The trustees bring in a vast knowledge and lived experiences to support the organisation and its beneficiaries. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults. The trustees seek professional advice when required.

Jama Jama:

Jama Jama is a refugee from Somalia who arrived in the UK at a young age. He has extensive experience working with large organisations and has served as a trustee for several refugee support charities, including the North of England Refugee Service (NERS). Jama is also a respected leader within the local Somali community. With strong expertise in charity governance, policies, and procedures, Jama was appointed to support the organisation's growth, particularly in financial oversight, impact measurement, and operational development. His strategic insight helps ensure that the charity expands sustainably while maintaining high standards of accountability and delivering meaningful outcomes for beneficiaries.

Eyob Haile:

Eyob Haile is an experienced businessman who arrived in the UK as an asylum seeker in 2004. Over the past 12 years, he has served as a Safeguarding Officer for several refugee- and migrant-led community organisations. Arriving in the UK with no English and initially working in low-skilled jobs, Eyob brings invaluable lived experience that enables him to empathise deeply with our client group. His passion lies in supporting new and emerging communities to integrate into wider society through employment, labour market access, and self-employment. He regularly volunteers to help newcomers find work and establish small businesses.

Nabiha Diko:

Nabiha Diko is a refugee from Syria and the founder of Tavga, a thriving women-only group based in Gateshead. Tavga supports women of all nationalities—particularly Arabic- and Kurdish-speaking refugees and asylum seekers—and has become a vital space for empowerment, peer support, and integration. With prior professional experience working with the United Nations in Iraq, Nabiha recognised the critical need for culturally sensitive, women-led support services. Through her leadership, Tavga has been formally constituted and has played a transformative role in improving the lives of many women facing multiple barriers.

Mesai Mulugeta:

Mesai Mulugeta has dedicated many years to supporting refugee women from Ethiopia through volunteering and community advocacy. Her commitment is rooted in her own lived experience as a refugee and her personal journey through the UK asylum system. Mesai brings a deep understanding of the emotional, practical, and systemic challenges faced by refugees. Her empathy, resilience, and long-standing community involvement enable her to provide trusted support and guidance, particularly to women navigating complex systems while rebuilding their lives in the UK.

Nejat Habtom:

Nejat Habtom is originally from Eritrea and has a strong understanding of the trauma experienced by those fleeing oppressive regimes, as well as the challenges faced by refugees upon arrival in the UK. She is a highly regarded volunteer within the Eritrean community, offering advice, guidance, and emotional support, particularly to refugee women. Nejat's cultural awareness, linguistic skills, and ability to build trust allow her to reduce isolation, bridge language barriers, and support smoother integration into local communities.

Notash Moghaddam:

Notash Moghaddam, Chair of the charity, is a refugee from Iran and brings significant strategic and professional expertise to the Board. She is a qualified accountant with extensive experience in budgeting, financial management, project accounting, and governance. Alongside her voluntary role, Notash works full-time within the NHS and leads women-focused community initiatives supporting Iranian and Afghan communities. Her leadership is informed by a strong understanding of intersectional inequalities, particularly the challenges faced by refugee women. As Chair, she ensures robust financial oversight, inclusive leadership, and a clear strategic direction focused on improving quality of life for marginalised communities.

The trustees are all former refugees. They have first-hand experience of the difficulties faced by refugees (cultural, economic, linguistic) and the barriers these raise in terms of employability and economic security. They have been involved in setting up numerous companies and charities to support our client base, and are aware of the pitfalls and dangers, and understand the sources of cultural misunderstanding that occur.

Ongoing Governance and EDI Review

As a refugee-led organisation, primarily led by people with lived experience of displacement, we recognise that diversity within our communities is not homogeneous. We acknowledge that multiple and intersecting identities exist within refugee and migrant groups, and that these intersections shape people's experiences of inequality in different ways. As part of our ongoing commitment to Equality, Diversity and Inclusion (EDI), we have undertaken a focused review of the composition of our governance structures.

Following a comprehensive Governance and Equality Review, we identified that the majority of our beneficiaries are women experiencing multiple, intersecting disadvantages. These include gender inequality, migration status, language barriers, trauma, poverty, and caring responsibilities. This review reinforced the importance of ensuring that our leadership and governance structures reflect the lived realities of the communities we serve. In response, we have strengthened the diversity of our Board of Trustees. Our Board now comprises six trustees with refugee backgrounds, four of whom are women. Our Chair is a woman with lived experience of displacement, bringing deep insight into the intersectional challenges faced by refugee and migrant women. This leadership structure ensures that strategic decision-making is informed by lived experience, cultural competence, and a strong understanding of structural inequality, resulting in more inclusive, responsive, and equitable governance.

Alongside this, we have significantly strengthened our work with young people. We have secured funding to engage young refugees and young people from newer migrant communities across a range of programmes, including climate justice, music, volunteering, and leadership development. These initiatives provide meaningful opportunities for participation, skills development, and civic engagement, while enabling young people to explore social justice issues that directly affect their lives and communities.

Following an internal review, we have prioritised the development of our Young People's Steering Committee as a key mechanism for youth voice and shared decision-making. Building on this foundation, we will actively seek further funding to expand our youth-focused programmes. Central to this approach is our commitment to empowering young people through leadership development, skills-building, and progression pathways. As part of this journey, we aim to support young people to move into formal governance roles, including serving as Trustees, ensuring that youth perspectives are embedded within the organisation's strategic direction and long-term sustainability.

Looking ahead, our next phase of EDI development will focus on improving inclusion and support for LGBTQ+ refugees within our communities. We recognise that LGBTQ+ individuals often experience exclusion as a "minority within a minority." We will strengthen our outreach, partnerships, and internal practices to ensure our services are safe, inclusive, and responsive to the needs of LGBTQ+ refugees, embedding this focus across our programmes and governance approach.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TRIANGULAR CIO

I report to the trustees on my examination of the financial statements of Triangular CIO (the charity) for the period ended 31st March 2025.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act)

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

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

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

1. accounting records were not kept in respect of the charity as a required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



J Gresham FCCA
Gresham and Gale
14 Fountain Street
Guisborough TS14 6PP
Dated:

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED 31st MARCH 2025**

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
<u>Income from:</u>					
Donations and legacies		-	-	-	-
Charitable activities	2	140,833	191,725	332,558	252,295
Total income		<u>140,833</u>	<u>191,725</u>	<u>332,558</u>	<u>252,295</u>
<u>Expenditure on:</u>					
Charitable activities	3	(134,020)	(182,271)	(316,290)	(250,340)
Other		-	-	-	-
		<u>(134,020)</u>	<u>(182,271)</u>	<u>(316,290)</u>	<u>(250,340)</u>
Net (outgoing)/incoming resources before transfers		6,813	9,454	16,268	1,954
Gross transfers between funds		5,857	(5,857)	-	-
Net income/(expenditure) for the year / Net movement in funds		<u>12,670</u>	<u>3,597</u>	<u>16,268</u>	<u>1,954</u>
Fund balances at 1st April 2024		43,410	23,270	66,680	64,726
Fund balances at 31st March 2025		<u>56,080</u>	<u>26,867</u>	<u>82,948</u>	<u>66,680</u>

The statement of financial activities includes all gains and losses recognised in the period.
All income and expenditure derive from continuing activities.

Triangular C.I.O. – Annual Report and Accounts

BALANCE SHEET **AS AT 31st MARCH 2025**

	Notes	£	2025	£	£	2024	£
Current assets							
Cash at bank and in hand		83,913			67,604		
Sundry Debtors		-			-		
		<u>83,913</u>			<u>67,604</u>		
Creditors: amounts falling due within one year							
	6	(1,014)			(924)		
Net current assets				82,899			66,680
Creditors: amounts falling due after more than one year							
	7			-			-
Net assets				<u>82,899</u>			<u>66,680</u>
Income funds							
Unrestricted funds - general	8			56,080			43,410
Restricted funds	8			<u>26,867</u>			<u>23,270</u>
				<u>82,948</u>			<u>66,680</u>

Approved by the Trustees:

Notash Moghaddam



NOTES TO THE FINANCIAL STATEMENTS - FOR THE PERIOD ENDED 31st MARCH 2025

1. Accounting policies

Charity information

Triangular CIO is a Charitable Incorporated Organisation governed by its constitution.

Basis of preparation

The accounts have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

The charity constitutes a public benefit entity as defined by FRS 102.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Any income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants receivable are shown gross and are recognised in the SOFA to the extent that they relate to the period up to the year end. Where funding has been given for a period that spans the year end, the amount that relates to the following period is deferred and carried forward.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

NOTES TO THE FINANCIAL STATEMENTS - FOR THE PERIOD ENDED 31st MARCH 2025

2 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Lloyds Bank Foundation	27,500	-	27,500	25,000
The Hilden Fund	-	5,000	5,000	-
Sport England	-	6,202	6,202	9,428
Wellbank Foundation	-	10,000	10,000	-
Society of the Hol Grant	-	-	-	10,000
Community Foundation	-	1,000	1,000	10,000
Charles Plater Trust	-	14,978	14,978	14,978
Leech	-	3,000	3,000	5,000
Leeds Building Society	-	11,000	11,000	10,000
Knotts	-	-	-	12,500
Other grants	-	22,088	22,088	61,444
BBC	-	33,476	33,476	34,709
Greggs	15,000	-	15,000	15,000
Postcode Lottery	25,000	-	25,000	12,800
The Clockworkers	-	-	-	8,000
Heritage Fund	-	5,857	5,857	23,435
Paul Hamlyn Foundation	33,333	-	33,333	-
Garfield Weston	15,000	-	15,000	-
The Global Fund	-	13,000	13,000	-
The Energy Saving Trust	-	19,973	19,973	-
Trailblazer Trust	-	15,000	15,000	-
Duke of Edinburgh	-	9,247	9,247	-
Womble Bond Dickinson	-	5,000	5,000	-
Gateshead Council	-	4,250	4,250	-
Independent Age	-	12,654	12,654	-
The Henry Smith Charity	25,000	-	25,000	-
	<u>140,833</u>	<u>191,725</u>	<u>332,558</u>	<u>252,294</u>

TES TO THE FINANCIAL STATEMENTS - FOR THE PERIOD ENDED 31st MARCH 2025

3 Expenditure on charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Charitable activities:				
Catering	-	1,635	1,635	(3,260)
Food distribution	14,900	3,000	17,900	(25,156)
Coaching costs	-	-	-	-
Materials	1,162	736	1,898	(2,878)
Contract work	-	-	-	(20,300)
Rental of venues	7,464	27,600	35,064	(25,573)
Marketing	500	2,500	3,000	-
Staff costs	78,610	106,772	185,382	(132,846)
Volunteer expenses	1,924	6,862	8,786	(8,546)
IT	-	5,296	5,296	(12,532)
Professional fees	16,851	14,837	31,688	(10,931)
Travel	150	7,865	8,015	(4,906)
Other	11,444	5,168	16,613	(2,438)
Other:	<u>133,006</u>	<u>182,271</u>	<u>315,276</u>	<u>(249,366)</u>
Loan Interest	-	-	-	-
Accountancy fees	1,014	-	1,014	(974)
Total expenditure	<u>1,014</u>	<u>-</u>	<u>1,014</u>	<u>(974)</u>
	<u>134,020</u>	<u>182,271</u>	<u>316,290</u>	<u>(250,340)</u>

NOTES TO THE FINANCIAL STATEMENTS - FOR THE PERIOD ENDED 31st MARCH 2025

4 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

5 Employees

There were seven employees during the year as well as 12 sessional workers and 25 volunteers.

6 Creditors: amounts falling due within one year

	2025	2024
	£	£
Amounts falling due within one year:		
Expenditure in advance	-	-
Funds Receivable	-	-
	<u>-</u>	<u>-</u>

7 Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Amounts falling due within one year:		
Accruals and deferred income	1,014	924
Bounce back loan	-	-
	<u>1,014</u>	<u>924</u>

NOTES TO THE FINANCIAL STATEMENTS - FOR THE PERIOD ENDED 31st MARCH 2025

9 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Fund balances at 31st March 2023 are represented by:				
Tangible assets	-	-	-	-
Current assets/(liabilities)	56,080	26,868	82,948	66,681
	<u>56,080</u>	<u>26,868</u>	<u>82,948</u>	<u>66,681</u>

10 Related party transactions

There were no disclosable related party transactions during the year (2024 – none).