

REDBRIDGE RAINBOW COMMUNITY CIO

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31 MARCH 2024

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REDBRIDGE RAINBOW COMMUNITY CIO

CHARITY INFORMATION

Registered charity no:	1180952
Date of registration:	3 December 2018
Trustees:	Agnieszka Kaźmierczak Ian Thomas Jan Scott Judith Garfield Lilian Longhurst Mark Santos Richard Haywood Rita Chadha
Correspondence address:	C/o One Place East 2 nd Floor, Ilford Chambers 11 Chapel Road Ilford, Essex IG1 2DR
Accountants:	Fredericks Limited Chartered Accountants 106 Charter Avenue Ilford, Essex IG2 7AD
Bankers:	Unity Trust Bank

**REDBRIDGE RAINBOW COMMUNITY CIO
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

The trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the accounts for the year ended 31 March 2024.

Governing document

The charity is operated under the rules of its constitution dated 3 December 2018 and achieved charitable status on 3 December 2018 as a charitable incorporated organisation. The charity is registered at the Charities Commission as a Charitable Incorporated Organisation.

Overall management and day to day project activity of the charity is the responsibility of the chief executive.

About the charity

The objects of the CIO are as follows:-

1. To promote equality and diversity for the public benefit by: - the elimination of discrimination in relation to lesbian, gay, bisexual, trans, intersex, queer, questioning (LGBTQ+) and allies and associates living within the London Borough of Redbridge and its environs; - challenging homophobia, biphobia, transphobia, or any associated negative attitudes and behaviour within society; - working with partners and organisations, public and private, in developing initiatives that will enhance and safeguard LGBTQ+ people's lives, ensuring their inclusion in all aspects of life, and that their human rights are protected; and by advancing education, raising awareness and promoting a culture based on equality and diversity.
- (3.2) To promote social inclusion for the public benefit by preventing lesbian, gay, bisexual, trans, intersex, queer, questioning People (LGBTQ+) and allies and associates from being socially excluded from society on the grounds of sexual orientation and gender identity.
- (3.3) To advance the interests of LGBTQ+ individuals and communities through such means as the trustees think fit in accordance with the law of charity ("The Objects").

Public Benefit

In shaping our objectives for the year, the trustees have considered the Charity Commission guidance on public benefit.

Risk Statement

The charity has considered a range of risks to which it could be exposed and the Trustees regularly review the policies and procedures which aim to minimise those risks, ensuring they are adequate, appropriate and complied with fully.

The Charity aims to further develop its activities and become more established during the next accounting period.

Chair's report

When Redbridge Rainbow Community was created in 2009 as part of the Change-Up programme, I knew it was a very special organisation. Not only is there a need for solidarity, community, and awareness-raising of the issues and concerns impacting the LGBTQ+ community in Redbridge, but there is also a need to organise and contribute to the place-making of Redbridge.

I joined Redbridge Rainbow Community as an ally in 2009, and the organisation I ran at the time, the Refugee and Migrant Forum of Essex and London, was proud to host Rainbow until 2017. We saw day in and day out the struggles of migrant and asylum seeker LGBTQ+ individuals; we knew that hurt and fear ran deep in the local community. At the same time, ignorance and prejudice were also rife amongst institutions and, sadly, others in civil society. It is essential also to understand that it was not all doom and gloom; under several fantastic lead officers, Rainbow was able to thrive and bring joy into so many people's lives by celebrating and focusing on LGBTQ+ heritage, arts, and culture. This was at least one way of ensuring visibility.

**REDBRIDGE RAINBOW COMMUNITY CIO
TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Sadly, the pandemic came, and all that stopped; we parted with several trustees and staff members as life took us in different directions. Recognising that there was still a need to continue and build in the work, Redbridge Rainbow became dormant for some years. I took on the Chair (even though feeling woefully inadequate in supporting the community) because we knew a time would come when Rainbow would need to be active and engaged again—my thanks to Judith Garfield and Mark Santos, who were both incredible supports during the period.

In 2023, we recruited Simon Shaw and tasked him with getting Redbridge Rainbow back on its feet. Under Simon's leadership, Rainbow has reconnected with the local LGBTQ+ community, undertaking a survey and many listening exercises, and engaged with Redbridge Council, the NHS, the police, the local community, and the voluntary sector to ensure that there is better information and understanding of the community.

In strengthening Redbridge Rainbow, we also knew that we needed to create opportunities for new trustees. I am delighted to see that the board has gone from a small group of three trustees to a strong, vibrant, and diverse management committee of eight over the last year—more than doubling the support and enthusiasm for the organisation. Sadly, we suddenly lost Dave Moreton during the year, who had become a really good friend of the organisation.

We would be nothing without our funders and our relentless thanks to the Walking and Cycling Grants Scheme and Healthwatch Redbridge, as well as our World Aids Day RED RUN team and other individual donors for support for activities in 2023-24. We are also grateful to National Lottery Awards for All and Redbridge Council for agreeing to support our work from 2024-25.

I thank Simon for his brilliance in picking up the mantle and running such an eloquent and engaging service. Thanks also to the trustees Agnieszka Kaźmierczak for her gifted insight into the business community and trans+ issues, Ian Thomas for his incredible ability to innovate and create fun and opportunity, Judith Garfield for her continued and steadfast focus on equity, to Lilian Longhurst for her impeccable design skills and creativity, to Mark Santos for brilliant scrutiny of detail, ability to network on behalf of Redbridge Rainbow and understanding of civil society, to Jan Scott for her dedicated spirit and helping us forever improve, and last but not least Richard Haywood who has taken over as Chair. Richard has been a pillar of dedication, commitment, and informed wisdom, supporting Simon and galvanising a new team culture within the organisation.

I will always remain an ally to Redbridge Rainbow Community, and I am pleased that our decision to push through the dark days of the pandemic has resulted in a joyous, positive organisation that not only serves the LGBTQ+ community in Redbridge but also continues to celebrate its achievements and successes. Onwards and upwards!

Rita Chadha

Chair 2019 - June 2024

Summary of our activities in 2023-24

As part of our relaunch, we have made extensive efforts to re-engage LGBTQ+ people who live, work, study or socialise in Redbridge. We were very pleased that over 50 people engaged in our community survey and workshops to shape our future work. We also attended Waltham Forest Pride to increase awareness of the organisation.

Over 60 people attended our events throughout the year, including our consultation workshops, Winter Gathering which combined craft and dance, LGBTQ+ History Month heritage event (run in partnership with Eastside Community Heritage) and the first of our new monthly 'Redbridge Rainbow on the Move!' walks in March. These events have been well-received with local LGBTQ+ people and allies in particular appreciating enjoyable opportunities to connect.

**REDBRIDGE RAINBOW COMMUNITY CIO
TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

What next for Redbridge Rainbow?

Workshops for LGBTQ+ people who live, work, visit or study in Redbridge to feedback on our draft strategy and manifesto for action



Thurs 21 Sept, 6-7.45pm, in Fullwell Cross

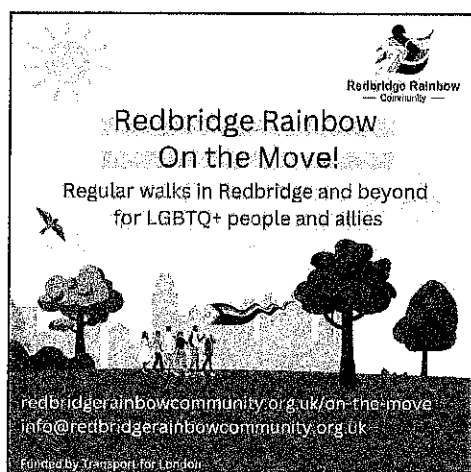
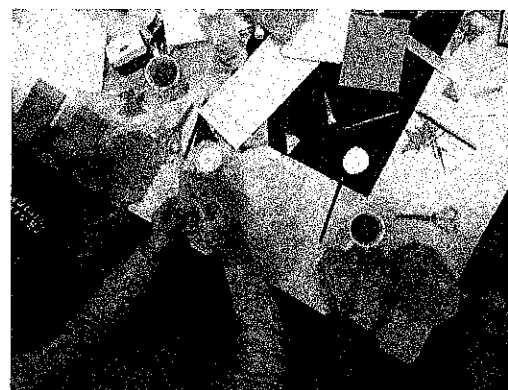
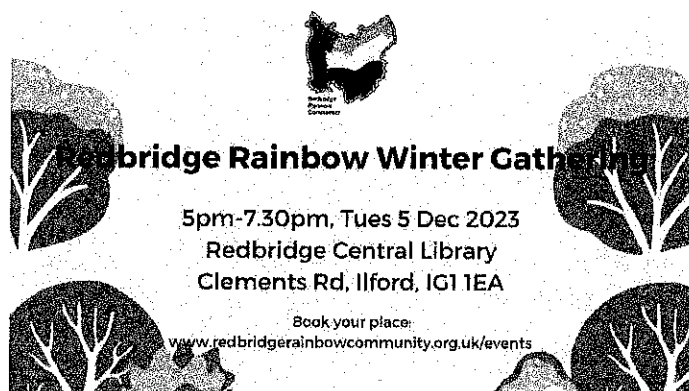
Tues 26 Sept, 5.30-7.30pm, in Ilford

redbridgerainbowcommunity.org.uk/events



‘Just to say thank you for organising yesterday, it was nice to meet fellow queers and allies locally. Look forward to joining future events.’ Winter Gathering attendee

‘It was a great exhilarating experience - walking and talking with such amazing company.’ Walk attendee



A second aspect of our work has been to engage with professionals and partners in key local services and organisations, as well as other LGBTQ+-focused organisations. We partnered with the Council and local East Area Met Police team to run a Hate Crime Awareness Week stall in the Exchange shopping centre. A wide range of professionals attended our ‘What’s life like for LGBTQ+ people in Redbridge?’ briefing event on the key findings from our 2023 community survey which we also summarised in a [blog](#). We attended a Redbridge Council staff event for LGBTQ+ History Month. We also re-joined the Safer Neighbourhood Board and attended the East Area LGBT+ Practitioners meetings. This professional engagement has gone well, with invitations coming in for us to attend other meetings and events around Redbridge.

**REDBRIDGE RAINBOW COMMUNITY CIO
TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

‘The lunch and learn session was absolutely brilliant... Staff learnt loads and feel enthused to do more, so a big thank you.’ (Sarah Foster, Operational Director of Civic Pride, Redbridge Council)

We also re-started fundraising, both from grants and individuals. We successfully applied for grants from Transport for London’s Walking and Cycling Grants and Healthwatch Redbridge. Individual donors started to donate as well, including over £1,600
chair@redbridgerainbowcommunity.org.uk within health, care and wellbeing services in particular.



**REDBRIDGE RAINBOW COMMUNITY CIO
TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Statement of Trustees Responsibilities


Charity Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the profit and loss of the charity for that period. In preparing the financial

statements, the Trustees are required to:-

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for ensuring that proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with regulations issued by the Charities Commission. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVED FOR AND ON BEHALF OF THE TRUSTEES:



.....
R. Haywood

.....
Date

7 Nov 2024

**REDBRIDGE RAINBOW COMMUNITY CIO
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and expenditure				
Incoming resources:				
Grant income	-	25,944	25,944	-
Donations	1,839		1,839	-
Total incoming resources	<u>£1,839</u>	<u>£25,944</u>	<u>£27,783</u>	<u>£ -</u>
Resources expended:				
Management and administration of the charity:				
Recruitment	-	-	-	972
Website costs	-	-	-	271
I T Support	1,523	-	1,523	137
Bank charges	72	-	72	71
Independent examination	1,320	-	1,320	250
Staff costs	19,567	1,220	20,787	-
Payroll fees	1,181	-	1,181	-
Rent	1,000	-	1,000	-
Consultancy	200	-	200	-
Insurance	315	-	315	-
Telephone	324	-	324	-
Subscriptions	314	-	314	-
Survey costs	300	-	300	-
Travel	197	7	204	-
Events	228	7	235	-
Other costs	120	18	138	-
Total resources expended	<u>£ 26,661</u>	<u>£1,252</u>	<u>£ 27,913</u>	<u>£ 1,701</u>
Net (outgoing)/incoming resources for the period	(24,822)	24,692	(130)	(1,701)
Reserves brought forward	55,964	-	55,964	57,665
Reserves carried forward	<u>£ 31,142</u>	<u>£24,692</u>	<u>£ 55,834</u>	<u>£55,964</u>

The notes on page 9 form part of these accounts

**REDBRIDGE RAINBOW COMMUNITY CIO
BALANCE SHEET
AT 31 MARCH 2024**

	Notes	31 March 2024 £	31 March 2023 £
Fixed assets			
Tangible fixed assets		-	-
Current assets			
Debtors		-	-
Cash at bank and in hand		59,558	55,964
		<u>59,558</u>	<u>55,964</u>
Less: Current liabilities	3	(3,724)	-
Net current assets		<u>£55,834</u>	<u>£55,964</u>
Represented by:			
Restricted funds	4	24,692	-
Unrestricted funds		31,142	55,964
		<u>31,142</u>	<u>55,964</u>
Total funds		<u>£55,834</u>	<u>£55,964</u>

No guarantees have been given by the CIO

No charges have been created by the CIO

APPROVED FOR AND ON BEHALF OF THE TRUSTEES:

.....
R. Haywood

.....
Date

7 Nov 2024

The notes on page 9 form part of these accounts

REDBRIDGE RAINBOW COMMUNITY CIO
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies

a) **Accounting convention**

The financial statements have been prepared under the historical cost convention.

b) **Donations and investment income**

Donations and investment income are accounted for when received.

c) **Grants receivable**

Grants receivable are accounted for over the life of the related project and matched against the expenditure applicable.

d) **Value added tax**

Costs are inclusive of irrecoverable input value added tax.

e) **Fixed assets**

Fixed assets are charged to the receipts and payments account in the year of acquisition. Should significant assets be purchased in forthcoming periods the trustees may decide to capitalise significant capital expenditure.

2. Fund Accounting

Funds held by the Charity are either:-

Unrestricted funds – these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

3. Current Liabilities

	2024	2023
	£	£
Accruals and deferred income	900	-
Other creditors	147	-
Tax and Social Security	2,677	-
	<u>£3,724</u>	<u>£-</u>

4. Restricted Funds

	Brought forward	Incoming Resources	Expenditure	Transfers	Carried forward
	£	£	£	£	£
Groundwork London	-	4,970	(752)	-	4,218
Healthwatch	-	1,000	(500)	-	500
National Lottery – Awards for all	-	19,974	-	-	19,974
	<u>£-</u>	<u>£25,944</u>	<u>£(1,252)</u>	<u>£ -</u>	<u>£24,692</u>

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF REDBRIDGE RAINBOW COMMUNITY CIO FOR THE YEAR ENDED 31 MARCH 2024

I report to the trustees on my examination of the accounts of Redbridge Rainbow Community CIO (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. The accounts do not accord with those records.
3. The accounts 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 accounts to be reached.



S G Duker FCA
Fredericks Limited
Chartered Accountants
106 Charter Avenue
Ilford, Essex
IG2 7AD

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