



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

**From** 01/04/2021      **Period start date** **To** 31/12/2021      **Period end date**

**Charity name:** REFEO (Refugee Education For Equal Employment Opportunities)

**Charity registration number:** 1182800

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>REFEO aims to improve refugees' integration within British society and support their financial independence.</p> <p>To achieve this change, REFEO:</p> <ul style="list-style-type: none"><li>• Give access to online accredited courses and mentoring to Refugees and Asylum seekers</li><li>• Give used laptops that are in good working condition to refugees and asylum seekers to help them with their educational and employment needs.</li></ul>

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<ul style="list-style-type: none"> <li>• Identification and purchase of online courses through our training providers to prepare refugees for employment and/or access to university</li> <li>• Deliver laptops to refugees and asylum seekers</li> <li>• Creation of online platforms (LinkedIn, Facebook and Twitter page) to share opportunities with refugees.</li> </ul>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

#### **Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p>This year, we focused on giving access to online accredited courses to refugees and asylum seekers, distributing laptops to them to ensure they could take these courses, pursue their studies and/or have a laptop to support their search for jobs, this was particularly essential during the pandemic. We have delivered the following:</p> <ul style="list-style-type: none"> <li>• 15 refugees took online accredited courses and benefited from</li> </ul>

		<p>mentoring to help them with their courses and support other needs/challenges they faced</p> <ul style="list-style-type: none"> <li>67 laptops were distributed to refugees and asylum seekers nationwide</li> </ul>
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	Our volunteers are involved in all the areas of our work: fundraising, partnership, IT, communications, mentoring. Their input is huge and means that we have increased capacity to service our client group.
Other		

## Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>REFEO contributed to closing the digital gap for refugees and asylum seekers by donating laptops to 67 refugees and asylum seekers nationwide who used them to study online, obtained their diploma which brought them one step closer to employment. They also used the laptops to prepare their CV, cover letters and applied for jobs.</p> <p>By supporting 15 refugees to get access to online accredited courses and our mentoring programme, they gain a certificate/diploma recognised in the UK which brought them one step closer to employment.</p>
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#### **Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	£4369
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Holding reserves enables REFEO to continue operating when funding is scarce.
Amount of reserves held	Para 1.22	Trustees are in the process of deciding the amount of reserves that should be held in the reserves.
Reasons for holding zero reserves	Para 1.22	REFEO recognises the importance of holding reserves. As such we will set a specific amount based on the size of our charity.
Details of fund materially in deficit	Para 1.24	None
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	We have no concerns and have increased our income which now reads £30,368 for the financial year 01/01/2022-31/12/2022

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Fundraising from Trusts and Foundations
Investment policy and objectives including any social investment policy	Para 1.46	

adopted		
A description of the principal risks facing the charity	Para 1.46	
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	REFEO's governing document is a Constitution of a Charitable Incorporated Organisation whose only voting members are its charity trustees - Foundation
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	REFEO has been constituted as a CIO.
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Selection method for the new trustee was conducted in line with the governing document, indicating that any new individual appointment will be according to their skills, knowledge and experience and how they fit with what is needed for an effective administration of the CIO.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	



Relationship with any related parties	Para 1.51	
Other		

## Reference and Administrative details

Charity name	REFEO (Refugee Education For Equal Employment Opportunities)
Other name the charity uses	
Registered charity number	1182800
Charity's principal address	83 St Paul's Way E34AJ, London

**Names of the charity trustees who manage the charity**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mariam Diakite			All trustees
2	Tiphaine Emmanuelle Camille Valois			
3	Axelle Hanae Alyssa Fidelin			
4	Natalia Equihua			
5	Mohamed Fagiri			
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Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

### Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

#### Name of chief executive or names of senior staff members (Optional information)

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### Exemptions from disclosure



Reason for non-disclosure of key personnel details

**Other optional information**

Declarations

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

Signature(s)		
Full name(s)	Mariam Diakite	Natalia Equihua
Position (eg Secretary, Chair, etc)	Chair	Co-chair
Date	06.01.2023	

REFEO Accounts	All figure sin GBP	Total	Apr-2021	May-2021	Jun-2021	Jul-2021	Aug-2021	Sep-2021	Oct-2021	Nov-2021	Dec-2021
Income											
1	Public Donation / Online Campaign	296.16	-	-	96.16	-	-	-	-	200.00	-
2	Matrix	873.00	-	-	873.00	-	-	-	-	-	-
3	EECF	3,200.00	-	-	-	-	-	-	-	3,200.00	-
Total		4,369.16	-	-	969.16	-	-	-	-	3,400.00	-

Expenses											
1	Bank Fee	(72.00)	(8.00)	(8.00)	(8.00)	(8.00)	(8.00)	(8.00)	(8.00)	(8.00)	(8.00)
5	Insurance	(100.80)	-	-	-	-	-	-	-	-	(100.80)
6	IT	(412.89)	-	-	-	(41.32)	(61.87)	(29.96)	(265.38)	-	(14.36)
14	Training	(162.45)	-	-	-	(59.95)	-	-	-	(10.00)	(92.50)
17	Volunteer Expense	(43.91)	-	-	-	-	-	-	-	-	(43.91)
Total		(792.05)	(8.00)	(8.00)	(8.00)	(109.27)	(69.87)	(37.96)	(273.38)	(18.00)	(259.57)