



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/07/2022

Period start date To 30/06/2023

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' and asylum seekers' integration within British society and support their financial independence.</p> <p>To achieve this change, REFEO:</p> <ul style="list-style-type: none">• Give access to online accredited courses and mentoring to Refugees and Asylum seekers• Contribute to university costs of refugees and asylum seekers• Give used laptops, tablets and smartphones that are in good working condition to refugees and asylum seekers to help them with their educational and employment needs.
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	<p>Tech for Good: Closing the digital divide is at the heart of our work. We provide used laptops in good working conditions to UK Refugees and Asylum seekers (R/A) to ensure the lack of access to a laptop does not prevent them from benefitting from the online accredited courses and mentoring services we provide. Providing a laptop has increased inclusivity, however, when we realised that the lack of access to internet meant that accessing online courses was still a challenge for some R/A we launched our project "All Connected".</p> <p>All Connected in partnership with Vodafone: Free connectivity ensures that more refugees and asylum seekers access our online accredited course and get a recognised certificate in the UK which will bring them one step closer to employment. It has also prevented social</p>

		<p>isolation as they are now connected with their friends and family. Thanks to this asylum seekers who live in poverty no longer need to use their £8 daily allowance to buy internet.</p> <p>Education and mentoring: We match service users (clients) with courses which are relevant to any experience they have had in their home country, or to courses that support their current professional plans, to help them transfer or update qualifications for their chosen employability choices.</p> <p>Our online accredited courses are accessible 24/7, with mentor supporting mentees weekly through the courses to maximise their chances of receiving accreditation and a certificate to support their CV readiness and journey towards employment. Each client is given a target at their initial assessment to work towards when they jointly develop their work plan with their mentors. Mentors are kept in regular contact to ensure the clients remain on track, ensuring we achieve our success rate of 90% of those completing an accredited course.</p> <p>We also contribute to university fees of those who cannot afford to pay them.</p> <p>This vital activity which advances education of R/A is bringing them one step closer to employment and therefore empowering them to break the cycle of poverty.</p> <p>Employability: Through bilateral education of both asylum seekers and employers, we raise awareness about asylum seekers' right to work in the UK. This information is currently not common knowledge, resulting in great difficulty for asylum seekers to find work. As our programme focuses on education of this issue, and changing employment practices, we hope that the number of asylum seekers benefitting will be limitless.</p> <p>As part of the programme, we match R/A with companies that offer jobs that match their qualifications to improve their financial situation and enable them to integrate.</p> <p>Accessing services through peer-to-peer support: The online forum on our website facilitates R/A access to local services and peer to peer support. Some services include access to higher education, vocational training, professional training, and work placement.</p> <p>Peer to peer support is a central element of the forum as members share opportunities and information on how to access local services on the platform.</p>
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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	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	We have 8 volunteers who are involved in all the areas of our work: Casework, Fundraising, partnership, IT, communications, mentoring, Human resources. 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 over 150 refugees and asylum seekers (R/A) 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 R/A 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> <p>Approximately 80 R/A have access to shared opportunities and information on how to access local services on our online forum.</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	£18,563
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 a strong fundraising plan to continue to grow the charity and scale up our services.

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 adopted	Para 1.46	
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			
2	Natalia Equihua			
3	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

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Other optional information

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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	21.04.2024	

REFED Accounts	All figure sin GBP unless specified	Total	Jul-2022	Aug-2022	Sep-2022	Oct-2022	Nov-2022	Dec-2022	Jan-2023	Feb-2023	Mar-2023	Apr-2023	May-2023	Jun-2023
Income														
1	Public Donation / Online Campaign	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Matrix	765.00	-	-	-	765.00	-	-	-	-	-	-	-	-
3	EECF	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Grocers	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Family fund - John Robson	500.00	500.00	-	-	-	-	-	-	-	-	-	-	-
6	Hill Dickinson	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Crowdfunding Manchester Marathon	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Mazars Charitable Trust	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Glasgow CVS Census Fund	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Allen Lane Foundation	-	-	-	-	-	-	-	-	-	-	-	-	-
11	National Lottery - Award for All	9,998.00	-	-	-	-	-	9,998.00	-	-	-	-	-	-
12	The YAPP Charitable Trust	3,000.00	-	-	-	-	-	-	-	-	-	3,000.00	-	-
13	AC Ceilidh	4,300.00	-	-	-	-	-	-	-	-	4,300.00	-	-	-
14	Hugh Fraser Turcan Connell	-	-	-	-	-	-	-	-	-	-	-	-	-
15	SCVO	-	-	-	-	-	-	-	-	-	-	-	-	-
16	The Robertson Trust	-	-	-	-	-	-	-	-	-	-	-	-	-
Total		18,563.00	500.00	-	-	765.00	-	9,998.00	-	-	4,300.00	3,000.00	-	-
Expenses														
1	Bank Fee	(157.28)	(8.00)	(8.00)	(8.00)	(8.00)	-	(94.50)	(5.00)	(5.00)	(5.78)	(5.00)	(5.00)	(5.00)
2	Communication	(190.08)	(78.29)	(10.99)	-	-	-	(100.80)	-	-	-	-	-	-
3	DBS Check	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Equipment	(89.94)	(22.12)	-	-	-	-	-	-	(67.82)	-	-	-	-
5	Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-
6	IT	(921.45)	(149.19)	(350.10)	-	(422.16)	-	-	-	-	-	-	-	-
7	Office Rent	(396.00)	-	-	-	-	-	-	-	-	(99.00)	(297.00)	-	-
8	Other	(96.00)	-	-	-	-	-	-	-	(96.00)	-	-	-	-
9	Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Salary	(8,768.00)	(2,800.00)	(1,820.00)	(1,166.00)	(1,166.00)	(1,816.00)	-	-	-	-	-	-	-
11	Stationery	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Storage	(282.41)	(68.82)	(68.82)	(42.57)	(68.82)	(68.82)	(68.82)	146.35	(42.09)	-	-	-	-
13	Team Entertainment	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Training	(2,836.41)	-	(500.00)	(938.21)	-	-	(1,166.00)	(168.00)	(64.20)	-	-	-	-
15	Transport	(1,174.19)	(121.34)	(121.34)	(121.34)	(71.34)	(71.34)	(71.34)	(418.26)	(127.92)	-	(50.00)	-	-
16	Research	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Volunteer Expense	(555.94)	-	-	-	-	-	-	-	(208.79)	(347.15)	-	-	-
Total		(15,467.70)	(3,247.76)	(2,879.25)	(2,276.12)	(1,736.32)	(1,956.16)	(1,501.46)	(444.91)	(611.82)	(451.93)	(352.00)	(5.00)	(5.00)