

RLABS UK

England & Wales · Charity number 1182970

Details

Status Registered

Legal form CIO

Registered 2019-04-15

Register [View on the Charity Commission register](#)

Contact

Address 2 Anglesey Road
Gosport
Hampshire
PO12 2EQ

Phone 07941216935

Website www.rlabsuk.org

Activities

Objects: 1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

Activities: To develop the capacity and skills of the members of socially and economically disadvantaged communities in the UK and internationally in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.To advance such other charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- South Africa
- Tanzania
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£40,971	£43,477	-	-
2024-04-05	£18,843	£17,181	-	-
2023-04-05	£2,909	£12,459	-	-
2022-04-05	£10,670	£9,929	-	-
2021-04-05	£36,566	£26,516	-	-

Trustees

Name	Role	Appointed
RENE ELIZABETH PARKER	Chair	2018-05-04
Carl Wills		2021-04-01
Jonathan Mills		2020-04-30

RLABS UK

England & Wales - Charity number 1182970

Accounts

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Beata Lee
146 Heathfield Road
Southport
PR8 3EW

RLABS UK

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LEGAL AND ADMINISTRATIVE INFORMATION

This report covers the period 1st January - 31st December 2024. Originally RLabs UK accounting year was set to the UK tax year April - April. The accounting period was changed to align with RLabs Tanzania's accounting year of January to December.

CHARITY NUMBER	1182970
START OF FINANCIAL YEAR	1 January 2024
END OF FINANCIAL YEAR	31 December 2024
TRUSTEES AT 31 December 2024	Jonathan Mills Carl Wills Rene Elizabeth Parker

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS	Charitable Incorporated Organisation Date registered 15th April 2019
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GOVERNING INSTRUMENT	Constitution Adopted 4th May 2018
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OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

CORRESPONDENCE ADDRESS	2 Anglesey Road Alverstoke, Gosport Hants PO12 2EQ
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PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
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INDEPENDENT EXAMINER	Beata Lee 146 Heathfield Road Southport PR8 3EW
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Report of the Trustees

For the year ended 31st December 2024

RLabs UK was set up with the following objectives:

To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.

To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is to bring RLabs South Africa's award-winning programmes to the UK to transform lives and support youth entrepreneurs and leaders in emerging RLabs hubs across Africa, starting with Tanzania.

2024 Achievements

1. Fundraising

RLabs increased its initiatives to source funding from the UK in 2024, given the nature of RLabs Tanzania's focus on deepening the Grow model with a small number of street youth, which is harder to fund from in-country grants. £41,000 was secured from UK sources (up from £15,000 in 2023), and the foundation was laid for sustainable fundraising from the UK in the coming years. The Organisational Capacity Development Advisor (responsible for fundraising) supported the Tanzania team to unlock a further £83,531 of funding direct to RLabs Tanzania.

The cost of fundraising was higher than in previous years, given that the costs were shifted from Tanzania to the UK. As a percentage of total income (UK and Tanzania) of £124,502 fundraising costs were 7%. From 2019 up to March 2025, RLabs UK has generated £120,000 from UK sources and £874,000 direct to RLabs Tanzania.

2. Impact of RLabs Tanzania's work

2024 was a year of focus on our Grow Street programme, adapting RLabs' successful Grow Leadership empowerment and entrepreneurship programme for young people living on the streets in Iringa, Tanzania. Designing Grow Street has highlighted RLabs' expertise in creating high-impact programmes that address critical community needs, particularly for young people. We are able to leverage our deep understanding of young people's capacity and goals, earned through our active engagement with them in our programmes, to develop and launch new products and services for them.

Understanding that Grow Street's success is rooted in our Human Centred Design (HCD) approach has significant implications for the rest of RLabs' work, and our potential to impact so many more people, as described in the following section.

Grow Street Training

The programme bore testament to the power of changing mindset to help unlock young people's capacity to take control of their circumstances. 38 young people have moved off the street, some of whom had lived rough for most of their lives. The ripple effects that have come of this have been just as powerful.



Gideon, who found himself on the streets aged 12, has channeled his Grow Street savings into rented accommodation. *'I am now able to comfortably rest and wake up in the morning refreshed and rejuvenated for the work of the day. I always want to come out of my room looking clean; I don't want my neighbours to see me looking rough and look down at me. I want them to respect me.'*

Gideon has found that his respectable appearance has made a difference to his work prospects: *'I am trusted by people selling food and groceries at the market to do small chores'*. Having enough money to cover his needs has meant he hasn't been forced into the work he used to do, and he now prioritises saving over wasting his money on alcohol and nightlife.

Savings Scheme

In May 2024, the team participated in a two-month design sprint, during which we assessed our approach to savings schemes through the lens of behaviour change models. Our existing savings schemes are based on the formation of associations, but it became clear this wouldn't work for the street youth.

Demand for a bespoke scheme arose organically: young people started asking the team if they could store money safely at the office. We learned that in order to save, they needed to deposit the money immediately in order to prevent spending it, or being robbed.

We used the CREATE funnel to innovate a solution: in order for behaviour to take place, there needs to be a Cue, a Reaction, Evaluation, Ability to do the action, Timing, and Experience.

Features of the resulting savings system from this design thinking process include:

- Ability to save any time during the working day
- All staff aware of the scheme and able to take and record savings, and agreement that even if in meetings, staff make themselves immediately available, so that young people don't miss out on saving, or become discouraged
- Positive experience with staff celebrating their successes when they come in to save, or reach savings goals
- User-friendly recording system - drawing on the format of the Village Savings and Loans Association with a passbook and stamps, but allowing flexibility for them to save different

amounts each time they come, and even coming to save multiple times in a day. Blue stamps for deposits and red stamps for withdrawals, ensuring that records cannot be changed.

- Separating savings for goals (which they are not supposed to withdraw until they reach the savings goal, e.g. saving up for a room, or starting equipment / goods for their business) and for emergencies, which they can take out whenever they need.

This resulted in uptake beyond what we imagined. 85 have joined the scheme, saving 5,154,600 TSH (£1,505) - making the average saving per member 60,642 TSH (£18). The average daily income has increased to 7,786 TSH (£2.5), which is significantly above the national poverty line of 12,000/= per week. The scheme has enabled them to set and achieve goals, start businesses, and even support their families.



John was abandoned by his mother as a child, and ended up on the streets. He would spend his earnings from scavenging on gambling, until he started saving at RLabs. One day, he withdrew all his savings - to pay for his mother's medical treatment. The two have healed a lifelong rift, and he now supports his whole family. He says 'I have been able to provide bus fares, exercise books, and pocket money to two siblings. I feel good supporting them, and I want them to succeed in their educational journey.'

Watching the most marginalised members of society moving to income levels well above the national poverty line has been inspiring; they are empowered to redirect funds from harmful uses like alcohol, drugs and gambling, to transformational goals.

Zlto Rewards

Our Zlto rewards scheme, whereby participants accumulate points for completing tasks and can redeem these points for items such as clothing, toiletries and mobile phones, has proven very popular with the street children.

150 street connected youth are actively using Zlto, and 8,043,000 TSH worth of rewards have been accessed through the platform (£2630). An encouraging number of young people have worked toward enough points for a mattress, which they use in their rented accommodation when they move off the street. The uptake and demand have been such that we plan to expand the scheme by bringing new partners and sponsors on board in 2025.

RLabs Unique Organisational Culture

The way RLabs staff engage within the team and with participants is often described as being like a (positive) family atmosphere, with a consistently warm welcome, loving support and

encouraging, fun, and kind and respectful communication.

The way the children are received increases their feeling of value and self-esteem and provides role models for them to emulate in relationships in their community. We model this positive family atmosphere in all activities and engagement with participants, and also through specific activities, including:

FAMILY LUNCHESES

Fun family-style meals for the children four times a week. A local company provided the food, and RLabs hosted, modelling a warm, nourishing family dynamic. We no longer put on the family lunches, but we began to notice that, popular as the meals were, the children were coming more regularly to the RLabs' office to save money than for free food - a powerful indicator of the agency and motivation the programme has unlocked.

MTOTO WA THAMANI

'Mtoto wa thamani' (child of value) community events which bring together the street children and the community in a celebration of the children's talents, building respect, understanding and appreciation.



'RLabs has changed me and made me know good from bad. In the past I didn't love anyone because I didn't believe in love and even mixing with people was difficult until I drank alcohol or smoked marijuana so I could find the courage to talk... The day I came to RLabs, I saw everyone cheers me up and shows love. This changed me a lot.'

Benno, 22

Scaling Grow Street

RLabs uses its direct work with young people to develop innovative, high impact solutions to community challenges. Once designed, we scale new solutions nationally through partnerships.

Our deep knowledge of the street youth and our use of effective behaviour change models has enabled us to design powerful products for financial inclusion.

We are replicating this success through partnerships, which include:

- A case study of the design process and impact of the Grow Street Savings Scheme in partnership with the Financial Sector Deepening Trust (FSDT), to be highlighted at Tanzania's national Innovation Week.
- Extending testing and development of the savings model into a formal product in partnership with FSDT and national financial service providers (banks or mobile phone networks which provide the widespread mobile money facilities).
- Research to test the added impact of the Grow Leadership mindset training on personal

- income and savings when integrated into savings groups in FSDT's programme.
- Integration of Grow and the savings scheme into the work of Railway Children Africa (operating in 2 major cities) and discussions underway for scaling out to RCA's network of partners working with street connected youth.

3. RLabs Tanzania strategic development

2024 marked another critical juncture in RLabs Tanzania's growth journey and key decisions were taken to restructure the programme going forward in 2025.

2012 – 2019: Living Lab

As the Iringa Living Lab, development was organic, driven by inspiration and social networks. Led by social entrepreneur Yusuf Ssessanga, and with mentorship from RLabs South Africa, the team worked voluntarily and informally, achieving impressive impact in helping young people create businesses. The team used locally available resources (social and material) but very little formal funding.

2019 – 2024: Professionalisation and scale up

RLabs UK registered and providing financial support and capacity building to RLabs Tanzania. RLabs Tanzania registered as a national NGO, with grant funding to take on paid employees and create professional organisational structures. Programme focus was on deepening the Grow Leadership model, in terms of training curriculum and concepts, customisation for different groups, partnerships, impact data and delivery models. At the peak of testing programme scaling models, Grow Leadership training reached more than 10,000 young people in four regions in 2022. This experience informed strategic decisions around the best scaling models for Grow.

2025 – 2030: New sustainable models for revenue and impact

Grow Leadership has matured to becoming a viable enterprise in its own right. In order to accelerate rollout and ensure financial sustainability, a new structure for Grow will be developed:

- **Direct delivery of different Grow programmes** to a small number of participants in Iringa, to continuing testing and improving models. Programmes include Grow Leadership (for wider community of unemployed youth) Grow Street (street youth), Grow Livestock (building livestock producer capacity and market linkages), Employability skills and Youth Savings and Loans Associations in colleges and universities
- **Sale of Grow training and curriculum to implementing organisations** especially NGO and bilateral programmes where the Grow Leadership mindset component can enhance programme outcomes (e.g. livelihood / value chain development programmes). The package includes customisation of Grow for different programme contexts, training of trainers, coaching support and monitoring visits to see how Grow training is implemented, and monitoring tools. Incorporating Grow into existing development initiatives enables rapid scale, leveraging existing capacity and networks to reach large numbers of young people. It also means the team can focus on its unique contribution of developing quality training tools, with logistics and fundraising handled by partners.
- **Collaborations with companies** to integrate employability skills and mindset training in to youth recruitment, offering another route to financial sustainability for Grow as an independent venture, and ways of linking more young people with better employment.

Meanwhile, RLabs Tanzania reorients back to its roots as an Innovation Lab (having focused deeply on refining Grow Leadership training in recent years). Programmes for 2025 include:

- **Innovation in waste management**, aimed at capturing missing value in the waste value chain (as a lot of plastic is burnt) through upcycling and recycling, as well as improving working conditions for waste pickers including street youth and older women.
- **Design of new Grow models** including Grow University, for university students and



graduates (where the existing Grow Leadership model has been designed for primary and secondary school leavers, who are the majority in a context where only 34% of young people attend secondary school).

- **Development of business incubation models** through scoping and prototyping new training and mentoring models



1. Statement in relation to public benefit

The trustees have considered the Charity Commission’s guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

2. Financial Review

RLabs UK was formed in 2019 to support RLabs Tanzania’s growth through organisational capacity development and fundraising. Since then, the Strategic Advisor, Organisational Development (hired by RLabs UK on a part time basis to support RLabs Tanzania’s growth) has secured total funding of £1,050,000, including funding committed for 2025 and Tanzanian sources for 2025 by the time of writing this report.

As described in our 2023 Annual Report, the programme was intentionally scaled back for 2023 - 24 to enable deeper research to inform innovative models transforming the lives to transform the services to young people living on the streets. This work has charted a new strategic direction for both Grow Leadership and RLabs Tanzania. The team successfully secured funding required for the work planned in 2024, going into 2025. Long term multi-year funding and diversification of income has been difficult due to lack of local strategic leadership.

3. Objectives for 2025

- Recruit a local team of senior advisors to lead RLabs Tanzania fundraising and strategic development, in preparation for the departure of the Strategic Advisor, Organisational Development in 2026
- Support the development of Grow as a separate venture, sustained through revenue from selling the Grow Leadership model to NGOs.
- Generate £50,000 from UK sources to support RLabs’ programme in Tanzania
- Send regular newsletters to UK supporters

4. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of trustees with the following members:

	Trustee name	Office (if any)	Dates acted if not for whole year
1	Rene Parker	Chair	April 2019 - present
2	Jonathan Mills	Secretary	May 2020 - present
3	Carl Wills	Member	April 2021 - present

RLABS UK
INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS
FOR THE YEAR ENDED 31st DECEMBER 2024

I report to the trustees on my examination of the accounts of the charitable company for the year 31st December 2024.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Beata Lee

Date: 27th March 2025

RLABS UK

**STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 5TH APRIL 2024**

The notes on pages 10 form part of these financial statements.

	Unrestricted	Restricted	31/12/2024	31/12/2023
	£	£	Total	
			£	
RECEIPTS:				
Donations & Legacies	22,908	18,063	40,971	14,685
Gift Aid reclaimed	0		0	184
Total	22,908	18,063	40,971	14,869
PAYMENTS:				
Costs of Charitable Activities	21,858	21,619	43,477	8,429
Governance costs	-			
TOTAL PAYMENTS	21,858	21,619	43,477	8,429
NET RECEIPTS / (PAYMENTS)				
Transfers between funds				
NET MOVEMENT IN FUNDS	1,050	-3,556	-2,506	6,440
RECONCILIATION OF FUNDS:				
Total Funds Brought forward	1,330	6,618	7,948	1,507
TOTAL FUNDS CARRIED FORWARD	2,380	3,062	5,442	7,949

RLABS UK

STATEMENT OF ASSETS AND LIABILITIES

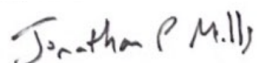
AS AT 31st December 2024

	Unrestricted	Restricted	31/12/2024	31/12/2023
			Total	Total
	£	£	£	£
Fixed Assets				
Current assets				
Debtors				
Cash at Bank	2,380	3,062	5,442	1,507
	<u>2,380</u>	<u>3,062</u>	<u>5,442</u>	<u>1,507</u>
Creditors: amounts falling due within one year				
Net current assets			5,442	1,507
Total assets less current liabilities			5,442	1,507
Net assets				
The funds of the charity				
Unrestricted income funds	2,380		2,380	1,330
Restricted Income funds	<u>3,062</u>	<u>0</u>	<u>3,062</u>	<u>6,618</u>
Total Funds	<u>5,442</u>	<u>0</u>	<u>5,442</u>	<u>7,948</u>

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 11 and 12.

Approved by the Trustees on 14th January 2024
Signed on their behalf by Trustee



Print Name: Jonathan P Mills

RLABS UK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31st DECEMBER 2024

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Unrestricted	Restricted	31/12/2024	31/12/2023
			Total	Total
	£	£	£	£
Donations				
RL Charitable Trust		8,000	8,000	8,000
Treebeard Trust	20,000		20,000	
Infinity Foundation		2,063	2,063	2,329
Ashworth Charitable Trust			0	3,000
Eleanor Rathbone Charitable Trust		2,000	2,000	
Souter Charitable Trust		2,000	2,000	
St Mary's		3,000	3,000	
CB & HH Taylor		1,000	1,000	
Unrestricted donations	2,908		2,908	1,357
Gift Aid			0	184
	<u>22,908</u>	<u>18,063</u>	<u>40,971</u>	<u>14,870</u>

3. PAYMENTS

	Unrestricted	Restricted	31/12/2024	31/12/2023
			Total	Total
	£	£	£	£
RLabs Tanzania ("Grow Street")	8,867	21,167	30,034	6,700
RLabs South Africa				
UK:				
Fundraising	8,455	442	8,897	1,678
Organisational Capacity Development	4,480	0	4,480	
Charges	56	10	66	51
	<u>21,858</u>	<u>21,619</u>	<u>43,477</u>	<u>8,429</u>

RLABS UK

This page does not form part of the statutory financial statements

4. RESTRICTED FUNDS	Balance	Income	Expenditure	Transfers	Balance
	31/12/2023				31/12/2024
	£	£	£	£	
RL Charitable Trust	1,300	8,000	9,300		0
Infinity Foundation	2,318	2,063	2,318		2,063
Ashworth Charitable Trust	3,000	0	3,000		0
Eleanor Rathbone Trust	0	2,000	2,000		0
Souter Charitable Trust	0	2,000	2,000		0
St Mary's, Alverstoke	0	3,000	3,000		0
CB & HH Taylor	0	1,000	0		1,000
	6,618	18,063	21,619	0	3,063

5. PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. No other material transaction took place between the organisation and a trustee or any person connected with them.

6. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

7. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

8. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

RLABS UK

England & Wales - Charity number 1182970

Accounts

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2023**

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Beata Lee
146 Heathfield Road
Southport
PR8 3EW

RLABS UK

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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1182970
START OF FINANCIAL YEAR	06 April 2023
END OF FINANCIAL YEAR	31 December 2023
TRUSTEES AT 5 APRIL 2023	Jonathan Mills Carl Wills Rene Elizabeth Parker

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS	Charitable Incorporated Organisation Date registered 15th April 2019
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GOVERNING INSTRUMENT	Constitution Adopted 4th May 2018
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OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

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PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
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INDEPENDENT EXAMINER	Beata Lee 146 Heathfield Road Southport PR8 3EW
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Report of the Trustees

For the year ended 31st December 2023

Note:

This report covers the period 6th April - 31st December 2023. Originally R Labs UK accounting year was set to the UK tax year. The accounting period was changed in 2023 to align with R Labs Tanzania's accounting year of January to December. The accounts were revised and resubmitted.

R Labs UK was set up with the following objectives:

To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.

To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is to bring R Labs South Africa's award-winning programmes to the UK to transform lives and support youth entrepreneurs and leaders in emerging R Labs hubs across Africa, starting with Tanzania.

1. Background to R Labs South Africa, UK and Tanzania

R Labs (Reconstructed Living Labs) was started in South Africa in 2008 and has become a leader in social entrepreneurship transforming hope and economic opportunities in deprived communities. R Labs' work in South Africa has sparked a global movement for social change, impacting 10 million people in 23 countries.

R Labs Tanzania started in 2012 as the Iringa Living Lab, set up by social entrepreneur Yusuf Ssessanga through inspiration from the joint Finnish and Tanzanian government TanzICT programme. Mentored by R Labs South Africa, the team worked voluntarily from 2014 - 2019 achieving impressive impact in helping young people create businesses. R Labs UK was created in 2019 to raise funds to support the growth of R Labs Tanzania. Financial support and capacity building from R Labs UK since 2019 has enabled R Labs Tanzania to scale up the programme, build organisational capacity, and secure funding within Tanzania.

R Labs UK has also channelled donations to R Labs South Africa (in 2022-23).

2. Support to R Labs Tanzania

2023 was a year of reflection and consolidation for the R Labs Tanzania programme, after rapid scale up of R Labs' entrepreneurship training "Grow Leadership", growing from reaching 30-60 young people per year in 2019 to 10,195 in 2022. Having developed a successful model to help young people start a small business, the focus in 2023 was on helping to grow those businesses, and adapt the Grow Leadership model for the most disadvantaged groups.

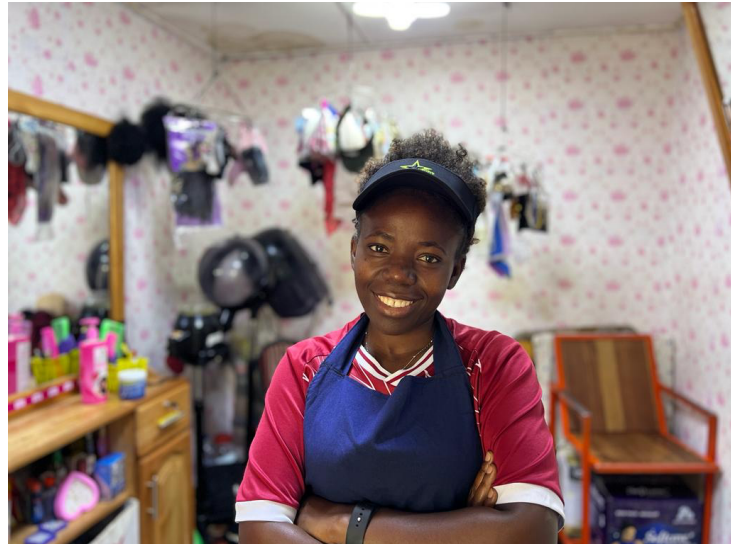
2.1 Evidence of sustainability of programme investment since 2020

R Labs continues to see young people trained in Grow Leadership in the last three years growing and thriving. Young women like Diana, pictured below, still talk about the impact of the training

years later. When she joined Grow Leadership, her small hairdressing business was only generating £10 per month, but after Grow, Diana has increased her monthly income to £100 and she saved £400 in her savings group, enabling her to live independently.

“I learned how to be aware of myself, how to set plans and stay with them. The training was interactive and creative– we were given tasks to go to different places, like the hospital, and had to see what challenges they faced and figure out how to help. It made me see myself in those situations as a leader.

When I walked away from training I knew I could be a leader. As a leader, I can do more. Being able to provide for my Mum and give her a better quality of life brings me so much joy.”



A powerful indicator of young people’s increased income is the amount of savings in their Youth Savings and Loans Associations (YSLAs). This is a more robust measure than self-reported income, as it represents verified cash that members have saved over and above meeting their basic needs.

YSLA savings have tripled since the previous year to £103,677, and average savings per member more than doubled to £252, demonstrating programme sustainability and the growing impact of RLabs’ investment over the years.

Once established, YSLAs operate sustainably without external finance or support. RLabs’ support for the groups is focused on continuing to strengthen group management, encouraging the groups through celebrating their successes at the annual YSLA conferences, and Grow Next Level training to help grow their business income. YSLAs also create a valuable leadership opportunity, as young people take on leadership roles in the group, as chair, secretary and treasurer.



(Right - YSLA management committee counting and recording members’ savings)

2.2 Further development of Grow Next Level model

In 2023, RLabs further developed its Grow Next Level (GNL) curriculum to help young people to identify the strengths and weaknesses of their businesses, know their target customers, and improve their financial management.

99 young people were trained in Grow Next Level in 2023, and the work continues in 2024 with ongoing and new participants.



Jerry has a shoe-shine business and joined the first GNL cohort in 2023. ***"A lot has changed since I joined the GNL class. Since I separated my business finance from my personal life, now I understand what real business profit is and measure if my time is worth it, calculating work done and returns. Due to the reduction in unnecessary expenditures, I now see the fruits of my labour as I have more money to save as opposed to before. When I started, I was making about £6.50 per week but now I normally make £20."***

It had proved challenging to get young people to commit time to training, despite their desire to grow their businesses. The team has adapted the programme to ensure that it addresses the young people's most urgent needs first – for example, those keeping chickens, who most want to improve their chicken-keeping practices so that they can produce more and larger chickens. The business management components are then integrated into the specific training on the areas requested by the young people, as well as support to link to buyers. The new model is being developed and rolled out in 2024.

2.3 Adaptation of Grow Leadership to meet the needs of Iringa street children

In 2023, RLabs adapted the Grow Leadership programme to support street children in Iringa town (where RLabs is based) who were visibly in need of safer livelihoods and nurturing to achieve their full potential. In Iringa, small groups of young boys are seen begging on the streets or collecting plastic for recycling, normally due to family poverty, breakdown or neglect or being orphaned. They are excluded and rejected by the community because they are seen as dirty and badly behaved.

Having refined the Grow Leadership model and improved the organisation’s management capacity, in 2023 the team was ready to meet the children’s additional needs, and opened the doors to street children to start using RLabs’ computer centre. Once welcomed in, more than 30 children were regularly spending time at RLabs. As the team got to know the children, it quickly became apparent that the normal Grow Leadership model would need adapting, as the children were energetic and unable to sit still for a discussion-based curriculum.

19 children joined the pilot Grow Street cohort in 2023, 68% of whom didn’t have a safe place to sleep. Others were sleeping in children’s centres which provide food and shelter but not the training to move on to independent living and integration with the local community.



Left: First Grow Street Cohort, September - November 2023, session reflecting on their family backgrounds

Elisha, age 16 explained - “I sleep on the streets. The police are always chasing us away, thinking we’re thieves. There’s no mattress or sheet and it’s cold.”

Encouraging results from the 2023 pilot included:

- Tremendous improvement in hygiene, the children started arriving at training keen to show they were clean and ready to learn, and demonstrating that they understood the importance of being clean in order to have more positive interactions with their community.
- Improvement in communication skills, growth mindset and self-esteem. Before training, 76% of children said society doesn’t value them and 74% of the children said they needed help from a donor to sort their life out. After training, 89% of the children said that their community values and cares about them, and only 5% still said that they needed help from a donor to sort their life out. Children who completed Grow Street are proactive in helping clear up the center, for example after family meals. Many of the children reported feeling more confident that they could achieve in life, for example, Joshua, age 16:

“I quit school to join bad groups, but now I really regret it. Grow Street training has made me want to go back to school to get an education that I know will help me. I have learned that even if I come from a tough background, I need to know my worth before I can be successful. I know that I need to take small steps towards my goals until I reach them.”

- Positive steps were taken by the children to improve their lives, including finding rented accommodation, securing jobs, and returning to school.



RLabs worked closely with local organisations already serving the street children to ensure a coordinated and united response. In December 2023, RLabs was recognised by local government as positioned to provide valuable complementary services to the children. RLabs was selected to host the regular lunches for the children in partnership with the Social Welfare department, with food donated by a local company. More than 100 children attended lunches over a three month period, with an average of 44 children attending on any given day. This has proved a valuable opportunity for the team to provide social support to the children, and deepen their understanding of their situation. The team have observed that some of the children are working at night (some on illegal activities), some are using drugs like marijuana, and they are exposed to raids by the police.

Security is a big challenge for the children trying to save money from their daily earnings, as they are regularly robbed. The initial pilot showed that the Youth Savings and Loans format of meeting weekly would not be possible for the children as their lifestyles are not stable enough (yet) for them to attend a weekly meeting. However, they show a strong desire to save, and in 2024 the team will be working on adapting the YSLA model to work for the street children’s lifestyles and enable them to save safely.

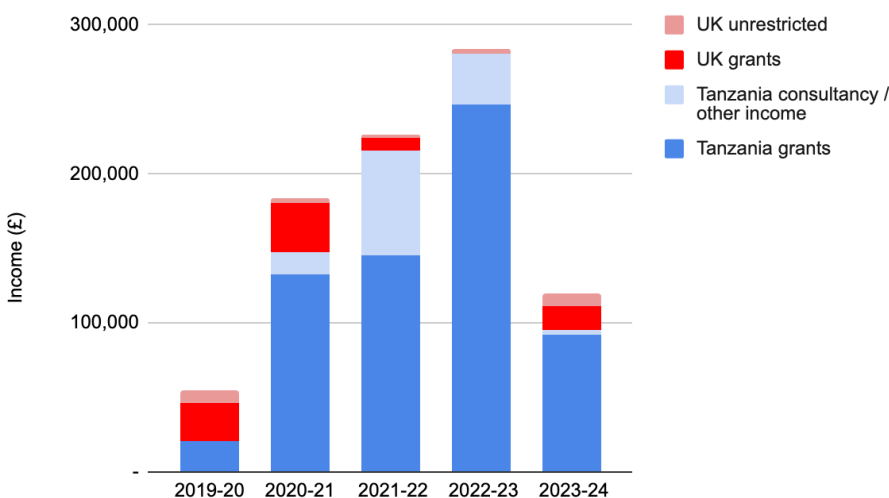
3. Statement in relation to public benefit

The trustees have considered the Charity Commission’s guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

4. Financial Review

RLabs UK was formed in 2019 to support RLabs Tanzania’s growth through organisational capacity development and fundraising. As the five-year financial summary shows, this has been successful.

Summary of RLabs UK / RLabs Tanzania Funding 2019 - 2024



In 2023, RLabs Tanzania’s major grants with UNICEF and Fondation Botnar came to an end, and RLabs Tanzania opted not to attempt to renew funding at that time, as a result of the



decision to focus on deepening the Grow Street and Grow Next Level programmes in Iringa. Both UNICEF and Fondation Botnar grants required programmes to be implemented in locations far from RLabs’ main office, which was possible for elements already well established (Grow Leadership and Youth Savings and Loans Associations) that RLabs could deliver at scale. However, for new programme elements, senior managers needed to be closely involved in developing and testing the programme directly with programme participants, i.e. in locations close to the office. The team decided to test and develop the programme with a small number of participants in Iringa before scaling, creating the need to increase fundraising from UK sources to fund the programme in 2023 - 24.

For the first time in 2023, RLabs UK paid for professional fundraising services, resulting in the following new funding sources secured for RLabs Tanzania for 2023-4:

- Infinity Foundation
- Ashworth Charitable Trust
- Eleanor Rathbone Trust
- Fundraising event in Bedford

Donations from these organisations have been designated for RLabs’ Grow Street programme.

Ongoing relationship-building is expected to bear fruit in 2024–25 including partnership with St Mary’s Church in Alverstoke, Hampshire and ongoing discussions with donors.

5. Objectives for 2024 – 2025

- Through employment of the Strategic Advisor, Organisational Development (working jointly for RLabs UK and RLabs Tanzania), continue to build capacity within RLabs Tanzania in programme design, impact measurement, management and reporting
- Generate £50,000 from UK sources to support RLabs’ programme in Tanzania
- Set up communication channels with UK supporters, including social media and regular newsletters

6. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of trustees with the following members:

	Trustee name	Office (if any)	Dates acted if not for whole year
1	Rene Parker	Chair	April 2019 - present
2	Jonathan Mills	Secretary	May 2020 - present
3	Carl Wills	Member	April 2021 - present

RLABS UK
INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS
FOR THE YEAR ENDED 31st DECEMBER 2023

I report to the trustees on my examination of the accounts of the charitable company for the year 5th April 2024

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Beata Lee

Date: 31st August 2024

RLABS UK

STATEMENT OF RECEIPTS AND PAYMENTS FOR
THE YEAR ENDED 31st DECEMBER 2023

Notes	Unrestricted	Restricted	31/12/2023	05/04/2023
	£	£		Total £
RECEIPTS:				
Donations & Legacies	1,357	13,329	14,686	1,765
Gift Aid reclaimed	184		184	1,144
Total	1,541	13,329	14,870	2,909
PAYMENTS:				
Costs of Charitable Activities	1,718	6,711	8,429	12,458
Governance costs	-			
TOTAL PAYMENTS	1,718	6,711	8,429	12,458
NET RECEIPTS / (PAYMENTS)				
Transfers between funds				
NET MOVEMENT IN FUNDS	-177	6,618	6,441	-9,549
RECONCILIATION OF FUNDS:				
Total Funds Brought forward	1,507	0	1,507	11,057
TOTAL FUNDS CARRIED FORWARD	1,330	6,618	7,948	1,507

The notes on pages 10 form part of these financial statements.

RLABS UK

STATEMENT OF ASSETS AND LIABILITIES

AS AT 4 APRIL 2023

	Unrestricted	Restricted	31/12/2023	05/04/2023
			Total	Total
	£	£	£	£
Fixed Assets				
Current assets				
Debtors				
Cash at Bank	1,330	6,618	7,948	1,507
	1,330	6,618	7,948	1,507
Creditors: amounts falling due within one year				
Net current assets			7,948	1,507
Total assets less current liabilities			7,948	1,507
Net assets				1,507
 The funds of the charity				
Unrestricted income funds	1,330		1,330	1,507
Restricted Income funds	6,618	0	6,618	0
Total Funds	7,948	0	7,948	1,507

	31/12/2023	05/04/2023
Liabilities	Total	Total
	£	£

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 11 and 12.

Approved by the Trustees on 14th January 2024
Signed on their behalf by Trustee

Jonathan P Mills

Print Name: Jonathan P Mills

RLABS UK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31st DECEMBER 2023

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Unrestricted	Restricted	31/12/2023	05/04/2023
			Total	Total
	£	£	£	£
Donations				
RL Charitable Trust		8,000	8,000	
Infinity Foundation		2,329	2,329	0
Ashworth Charitable Trust		3,000	3,000	
Unrestricted donations	1,357		1,357	1,765
Gift Aid	184		184	1,144
	1,541	13,329	14,870	2,909
	1,541	13,329	14,870	2,909

3. PAYMENTS

	Unrestricted	Restricted	31/12/2023	05/04/2023
			Total	Total
	£	£	£	£
RLabs Tanzania				
		6,700	6,700	8,000
RLabs South Africa				
				3,700
UK:				
Fundraising	1,678	0	1,678	687
Bank charges	40	11	51	71
	1,718	6,711	8,429	12,458
	1,718	6,711	8,429	12,458

RLABS UK

4. RESTRICTED FUNDS	Balance	Income	Expenditure	Transfers	Balance
	05/04/2023				31/12/2023
	£	£	£	£	
RL Charitable Trust	0	8,000	6,700		1,300
Infinity Foundation	0	2,329	11		2,318
Ashworth Charitable Trust	0	3,000	0		3,000
	<u>0</u>	<u>13,329</u>	<u>6,711</u>	<u>0</u>	<u>6,618</u>

This page does not form part of the statutory financial statements

5. PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. No other material transaction took place between the organisation and a trustee or any person connected with them.

6. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

7. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

8. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

RLABS UK

England & Wales - Charity number 1182970

Accounts

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 5TH APRIL 2023**

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Beata Lee
146 Heathfield Road
Southport
PR8 3EW

RLABS UK

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Page 6	Statement of trustees' responsibilities
Page 7	Independent Examiner's Report to the Trustees
Page 8	Statement of Receipts and Payments
Page 9	Statement of Assets and Liabilities
Page 10 to 13	Notes to the Accounts



LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1182970
START OF FINANCIAL YEAR	06 April 2022
END OF FINANCIAL YEAR	05 April 2023
TRUSTEES AT 5 APRIL 2023	Jonathan Mills Carl Wills Rene Elizabeth Parker

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS	Charitable Incorporated Organisation Date registered 15th April 2019
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GOVERNING INSTRUMENT	Constitution Adopted 4th May 2018
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OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

CORRESPONDENCE ADDRESS	2 Anglesey Road Alverstone Gosport Hants PO12 2EQ
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PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
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INDEPENDENT EXAMINER	Beata Lee 146 Heathfield Road Southport PR8 3EW
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Report of the Trustees

For the year ended 5th April 2023

RLabs UK was set up with the following objectives:

To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.

To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is to bring RLabs South Africa's award-winning programmes to the UK to transform lives and support youth entrepreneurs and leaders in emerging RLabs hubs across Africa, starting with Tanzania.

1. Background to RLabs South Africa, UK and Tanzania

RLabs (Reconstructed Living Labs) was started in South Africa in 2008 and has become a leader in social entrepreneurship transforming hope and economic opportunities in deprived communities. RLabs' work in South Africa has sparked a global movement for social change, impacting 10 million people in 23 countries.

RLabs Tanzania started in 2012 as the Iringa Living Lab, set up by social entrepreneur Yusuf Ssessanga through inspiration from the joint Finnish and Tanzanian government TanzICT programme. Mentored by RLabs South Africa, the team worked voluntarily from 2014 – 2019 achieving impressive impact in helping young people create businesses. RLabs UK was created in 2019 to raise funds to support the growth of RLabs Tanzania. Financial support and capacity building from RLabs UK since 2019 has enabled RLabs Tanzania to scale up the programme, build organisational capacity, and secure funding within Tanzania.

2. Support to RLabs South Africa

For the first time in 2022 RLabs UK channelled donations for RLabs South Africa from a UK supporter. The donations were unrestricted to advance RLabs' work in Cape Town. Among many achievements, in 2022 RLabs completed construction of a major new centre fostering innovation and entrepreneurship in the heart of Mitchell's Plain, a deprived area of the Cape Flats.

3. Support to RLabs Tanzania

During this year, RLabs built a strong reputation in Tanzania for the impact of its model of empowering young people to start businesses. RLabs Tanzania secured major grants to scale the Grow Leadership programme to 4 regions in Tanzania:

Iringa Region: trained 953 young people to start businesses and create Youth Savings and Loans Associations, with support from Egmont Trust, RL Charitable Trust and Treebeard Trust

Mbeya and Songwe Regions: 8,207 young people trained, the majority adolescent out of school girls, in partnership with UNICEF

Tanga Region: trained 1,035 young people trained in partnership with Fondation Botnar

This achievement was the result of investment by RLabs UK in RLabs Tanzania's capacity to

manage larger scale programmes and grants. The RLabs Tanzania team was operating at full capacity, and as funds were sufficient for the work planned for the year, no additional fundraising was undertaken in the UK. RLabs Tanzania's income for the financial year January - December 2022 was £291,922.

Senior representatives of Egmont Trust visited RLabs' work in Iringa in 2022 were delighted with RLabs' impact and approach and subsequently increased their support for the following year.

"An initiative with the energy and innovative flair of RLabs does need to be seen in person to get a true sense of the content of the work and, equally important, the substance of the organisation. It is clear that the intervention is very effective and is creating real and lasting change for many people."

Colin Williams and Clare Evans, Founders and Trustees, The Egmont Trust

Young people reported many benefits from starting new businesses including greater financial independence, being able to support themselves and their families, and being more respected and empowered within their community.



"After training and joining the YSLA group I got the idea of opening a kiosk and a restaurant. Now I make up to £100 per week. I got the capital for my business from my savings. I worked really hard to get to where I am now. I really enjoy what I do, and I know I couldn't get where I am if it wasn't for the training. It helped me to have a growth mindset that has allowed me to pursue my goals."

Grace, 27

Key results from the Grow Leadership 2022 cohort include:

- 53% of participants surveyed at midline had started new businesses
- 13% had secured employment
- 8% had returned to education
- 57% of participants had income above the national poverty line (up from 20% at baseline)
- A total of 153 Youth Savings and Loans Associations formed and supported to date, with 2371 members and total savings of £53,632.

In partnership with UNICEF, RLabs also engaged girls in design thinking to develop solutions to nutrition and Adolescent Sexual Reproductive Health (ASRH) challenges (example right). There were many positive impacts reported by the girls including greater confidence and status in their communities, confidence to seek family planning services, starting businesses, and saving for their future goals.

While RLabs’ primary role was to facilitate the development of ASRH and nutrition innovations, an external evaluation for UNICEF highlighted the Grow Leadership model as a best practice in achieving behaviour change in relation to contraceptive use.

"There is strong evidence that demonstrates the efficiency of RLabs’ mindset approach in achieving positive attitudinal and behavioural changes among trained girls, including an increase in confidence that contraception is safe and effective. The focus on empowerment and building confidence at the heart of the mindset approach appears to be highly effective in boosting the level of knowledge integration. Efforts should therefore be made to scale up this approach."



Bodhi Global Analysis, Mid-term Evaluation of UNICEF Girls’ Reproductive Rights and Empowerment Accelerated in Tanzania (GRREAT), 2022



4. Statement in relation to public benefit

The trustees have considered the Charity Commission’s guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

5. Financial Review

The impact of RLabs UK technical support to RLabs Tanzania was evident in successfully securing and managing grants to the value of £291,922.

RLabs UK does not currently have any paid staff or overhead costs, so we have not held reserves. Funds designated for RLabs Tanzania are transferred to Tanzania with a small percentage retained to cover bank account charges.

6. Objectives for 2023 – 2024

RLabs UK will support the continued strategic development of RLabs Tanzania’s programmes and organisational capacity including in finance and grant management, fundraising and monitoring and evaluation. Depending on RLabs Tanzania’s funding needs, RLabs UK will provide support to engage UK-based donors.

7. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of trustees with the following members:

	Trustee name	Office (if any)	Dates acted if not for whole year
1	Rene Parker	Chair	April 2019 - present
2	Jonathan Mills	Secretary	May 2020 – present
3	Carl Wills	Member	April 2021 - present

RLABS UK
INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS
FOR THE YEAR ENDED 5TH APRIL 2023

I report to the trustees on my examination of the accounts of the charitable company for the year 5th April 2023

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Beata Lee

Date: 12th January 2024

RLABS UK
STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 5TH APRIL 2023

Notes	Unrestricted	Restricted	05/04/2023	05/04/2022
	£	£	Total £	Total £
RECEIPTS:				
Donations & Legacies	1,765	0	1,765	2,670
Gift Aid reclaimed	1,144		1,144	
Total	2,909	0	2,909	2,670
PAYMENTS:				
Costs of Charitable Activities	4,388	8,071	12,459	9,929
Governance costs	-		-	
TOTAL PAYMENTS	4,388	8,071	12,459	9,929
NET RECEIPTS / (PAYMENTS)				
Transfers between funds				
NET MOVEMENT IN FUNDS	-1,479	-8,071	-9,550	-7,259
RECONCILIATION OF FUNDS:				
Total Funds Brought forward	2,987	8,071	11,058	10,317
TOTAL FUNDS CARRIED FORWARD	1,508	0	1,507	3,058

The notes on pages 10 form part of these financial statements.

RLABS UK

STATEMENT OF ASSETS AND LIABILITIES

AS AT 4 APRIL 2023

	Unrestricted	Restricted	05/04/2023	05/04/2022
	£	£	Total £	Total £
Fixed Assets				
Current assets				
Debtors				
Cash at Bank	1,508	0	1,508	11,058
	1,508	0		11,058
Creditors: amounts falling due within one year				
Net current assets	1,508	0	1,508	11,058
Total assets less current liabilities	1,508	0	1,508	11,058
Net assets	1,508	0	1,508	11,058
 The funds of the charity				
Unrestricted income funds	1,508		1,508	2,987
Restricted Income funds		0	0	8,071
Total Funds	1,508	0	1,508	11,058

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 11 and 12.

Approved by the Trustees on 14th January 2024
Signed on their behalf by Trustee

Jonathan P Mills

Print Name: Jonathan P Mills

RLABS UK

**NOTES TO THE ACCOUNTS FOR THE
YEAR ENDED 5TH APRIL 2023**

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Unrestricted	Restricted	05/04/2023	05/04/2022
			Total	Total
	£	£	£	£
Donations				
RL Charitable Trust	-	-	0	8,000
Treebeard Trust	-	-	0	-
Unrestricted donations	1,765		1,765	2,987
Gift Aid	1,144		1,144	
	2,909	0	2,909	10,987
	2,909	0	2,909	10,987

3. PAYMENTS

a) Charitable Activities

Costs incurred in UK for RLabs Tanzania:-

Grow Leadership

Computers

Software / Website hosting

Bank charges

	632	55	687	232
	55	16	71	121

Grants & Donations transferred to RLabs Tanzania:-

RL Charitable Trust for Grow Leadership training

8,000 8,000 7,624

Treebeard Trust for development of youth centre

0 1,951

Donations transferred to RLabs South Africa:-

3,700 3,700

4,387 8,071 12,458 9,929

b) Governance costs (related to RLabs UK)

Independent Examiner Fee

Legal & Professional fees

4,387 8,071 12,458 9,929

RLABS UK

This page does not form part of the statutory financial statements

4. RESTRICTED FUNDS

	Balance	Income	Expenditure	Transfers	Balance
	05/04/2022				05/04/2023
	£	£	£	£	
Main fund	8,071	0	8,071		0
	<u>8,071</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

5. PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. No other material transaction took place between the organisation and a trustee or any person connected with them.

6. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

7. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

8. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

9. DONATED GOODS, FACILITIES AND SERVICES

Independent consultant Naomi Rouse led RLabs UK on a pro bono basis.

RLABS UK

England & Wales - Charity number 1182970

Accounts

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 5TH APRIL 2022**

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Beata Lee
146 Heathfield Road
Southport
PR8 3EW

RLABS UK

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Page 12	Statement of Receipts and Payments
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Page 14	Notes to the Accounts

RLABS UK

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER 1182970

START OF FINANCIAL YEAR 06 April 2021

END OF FINANCIAL YEAR 05 April 2022

TRUSTEES AT 5 APRIL 2022 Rene Elizabeth Parker
Jonathan Mills
Carl Wills

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS Charitable Incorporated Organisation
Date registered 15th April 2019

GOVERNING INSTRUMENT Constitution Adopted 4th May 2018

OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY. 2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

CORRESPONDENCE ADDRESS 2 Anglesey Road
Alverstoke
Gosport
Hants
PO12 2EQ

PRIMARY BANKERS CAF Bank Ltd
25 Kings Hill Avenue
West Mailing
Kent
ME19 4JQ

INDEPENDENT EXAMINER Beata Lee
146 Heathfield Road
Southport
PR8 3EW

RLABS UK

Report of the Trustees For the year ended 5th April 2022

RLabs UK was set up with the following objectives:

- a) To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- b) The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.
- c) To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is:

- to bring RLabs South Africa's award-winning programmes to the UK to transform lives and
- support youth entrepreneurs and leaders in emerging RLabs hubs across Africa, starting with Tanzania.

1. Background to RLabs South Africa, UK and Tanzania

RLabs (Reconstructed Living Labs) was started in South Africa in 2008 and has become a leader in social entrepreneurship transforming hope and economic opportunities in deprived communities. RLabs' work in South Africa has sparked a global movement for social change, impacting 10 million people in 23 countries.

RLabs Tanzania started in 2012 as the Iringa Living Lab, set up by social entrepreneur Yusuf Ssessanga through inspiration from the joint Finnish and Tanzanian government TanzICT programme. Mentored by RLabs South Africa, the team worked voluntarily from 2014 – 2019 achieving impressive impact in helping young people create businesses.

RLabs UK was created in 2019 to bring RLabs' model to the UK and to raise funds to support the growth of RLabs Tanzania. Financial support and capacity building from RLabs UK since 2019 has enabled RLabs Tanzania to grow and unlock the full potential of the model.

2. UK Activities

RLabs UK did not undertake any charitable activities in the UK during 2021 – 2022.

3. Support to RLabs Tanzania

Main achievements April 2021 – April 22:

- Continued engagement of UK donors supporting RLabs Tanzania (RL Charitable Trust and Treebeard Trust with whom there are ongoing grant agreements) and a new 2-year \$20,000 per annum commitment from Egmont Trust for work to support young women to start businesses, as a strategy to build their resilience to unwanted pregnancy and HIV infection. (The grant was secured through RLabs UK and is issued directly to RLabs Tanzania)
- RLabs UK representative Naomi Rouse continued to support organisational capacity building for RLabs Tanzania enabling rapid scale up, increased national recognition and funding. RLabs Tanzania secured income of £225,000 within Tanzania for charitable activities in its financial year January – December 2021, a significant increase from 2019 where £12,000 of funding was secured in-country.
- RLabs Tanzania significantly stepped up its delivery capacity during this period, reaching 4,173 young people with Grow Leadership training to start their own businesses (increased from 1,808 in 2020-21, and 60 in 2019-20). This includes expansion to Mbeya and Songwe Regions as an implementing partner for UNICEF's GRREAT programme (Girls' Reproductive Rights and Empowerment Accelerated in Tanzania).
- RLabs Tanzania is gaining increasing national recognition. RLabs was awarded "**Outstanding use of innovative and creative methods to achieve change**" (Runner up) in National CSO Week 2021 and secured a new partnership with Fondation Botnar to expand Grow Leadership to 1,000 young people in Tanga Region in 2022, making this the 5th region in RLabs' coverage in Tanzania.

RLABS UK

- Grow Leadership continues to create life-changing impact for young people in Tanzania:
 - o Average income among programme participants increased from £2.74 per week at baseline to £9.51 per week after receiving training
 - o Participants saved over £11,000 in Youth Savings and Loans Associations, which they use to grow their businesses and support their families.
 - o **82%** of participants started new income-generating activities, **28%** secured employment and **3%** returned to studies.

Vaileth is one of the young women participating in RLabs' programme in Mbeya. She started a clothes business and has been training other young people to start businesses.



"I did not know that five days are enough to change a person but I've seen it happening during training. Most youth encounter immediate change after the training, how they can manage their businesses and transform their lives. I am most passionate about transforming girls' lives and therefore I feel joy seeing them being productive. They love the training so much that we often finish with more people than we started with."

4. Statement in relation to public benefit

The trustees have considered the Charity Commission's guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

5. Financial Review

RLabs UK sustained donor relationships but did not secure additional grants for RLabs Tanzania in the UK during 2021 – 22. Capacity building enabled RLabs Tanzania to raise additional funds within Tanzania, securing a major new grant from Fondation Botnar to scale up the programme to a new region.

RLabs UK does not currently have any paid staff or overhead costs, so we have not held reserves. Funds designated for RLabs Tanzania are transferred to Tanzania with a small percentage retained to cover account charges.

6. Objectives for 2022 – 2023

UK-based work will continue to be on hold for the coming year, except for plans to build a network of RLabs UK champions in the UK and communicate regularly through the website, social media and e-newsletters.

RLABS UK

For RLabs Tanzania, RLabs UK aims to:

- 6.1. Support RLabs Tanzania to raise £200,000 from in-country funding sources
- 6.2. Support the continued growth of RLabs Tanzania programmes and income-generating enterprises
- 6.3. Engage in the wider RLabs global movement through online events, such as RLabs Women networking events.

7. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of

trustees with the following members:

	Trustee Name	Office (if any)	Dates acted if not for whole year
1	Rene Parker	Chair	April 2019 – present
2	Jonathan Mills	Secretary	May 2020 – present
3	Carl Wills	Member	April 2021 – present

8. Partners

We are delighted to secured continued support for RLabs Tanzania in our second year of operation, and particularly thank UK-based funders Egmont Trust, Treebeard Trust, and RL Charitable Trust for sharing our vision and believing in the potential of the Tanzania team and model.

RLABS UK

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets for the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company’s website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity’s trustees



Signature(s)

Full NameRene Parker.....

Position (e.g. Secretary / Chair etc) ...Chair.....

Date30th January 2023.....

**INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS
FOR THE YEAR ENDED 5TH APRIL 2022**

I report to the trustees on my examination of the accounts of the charitable company for the year 5th April 2021

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.



Beata Lee

Date: 30th January 2023

RLABS UK

**STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 6TH APRIL 2022**

Notes	Unrestricted	Restricted	05/04/2022	05/04/2021
	£	£	Total £	Total £
RECEIPTS:				
Donations & Legacies	2,670	8000	10,670	34,347
Gift Aid reclaimed	-			<u>2,219</u>
Total	2,670	8000	10,670	36,566
PAYMENTS:				
Costs of Charitable Activities	-	9,929	9,929	26,216
Governance costs	-		-	<u>300</u>
TOTAL PAYMENTS	0	9,929	9,929	26,516
NET RECEIPTS / (PAYMENTS)				
Transfers between funds				
NET MOVEMENT IN FUNDS	2,670	-1,929	741	10,050
RECONCILIATION OF FUNDS:				
Total Funds Brought forward	317	10,000	10,317	266
TOTAL FUNDS CARRIED FORWARD	<u>2,987</u>	<u>8,071</u>	<u>11,058</u>	<u>10,316</u>

RLABS UK

**STATEMENT OF ASSETS AND LIABILITIES
AS AT 5 APRIL 2022**


	Unrestricted	Restricted	05/04/2022	05/04/2021
	£	£	Total	Total
			£	£
Fixed Assets				
Current assets				
Debtors				
Cash at Bank	2,987	8,071	11,058	10,316
	<u>2,987</u>	<u>8,071</u>	<u>11,058</u>	<u>10,316</u>
Creditors: amounts falling due within one year				
Net current assets	2,987	8,071	11,058	10,316
Total assets less current liabilities	2,987	8,071	11,058	10,316
Net assets	2,987	8,071	11,058	10,316
 The funds of the charity				
Unrestricted income funds	2,987			
Restricted Income funds		8,071		
Total Funds	<u>2,987</u>	<u>8071</u>	<u>11,058</u>	<u>10,316</u>

	05/04/2022	05/04/2021
	Total	Total
	£	£
Liabilities		
	<u>0</u>	<u>0</u>

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 13 to 14

Approved by the Trustees on**30th January 2023**.....

Signed on their behalf by Trustee.....

Print Name ...**Rene Parker**.....

RLABS UK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 5TH APRIL 2022

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Unrestricted	Restricted	05/04/2022	05/04/2021
			Total	Total
	£	£	£	£
Donations				
RL Charitable Trust		8,000	8,000	8,000
Treebeard Trust			-	25,000
Unrestricted donations	2,987		2,987	1,347
Gift Aid				2,219
	2,987	8,000	10,987	36,566
	2,987	8,000	10,987	36,566

3. PAYMENTS

a) Charitable Activities

Costs incurred in UK for RLabs Tanzania:-

Grow Leadership			1,822
Computers			1,028
Software / Website hosting		232	232
Bank charges		121	121
			69

Grants & Donations transferred to RLabs Tanzania:-

RL Charitable Trust for Grow Leadership training		7,624	7,624
Treebeard Trust for development of youth centre		1,951	1,951
		9,929	9,929
		9,929	26,216

b) Governance costs (related to RLabs UK)

Independent Examiner Fee	-	-	300
Legal & Professional fees			
		9,929	9,929
		9,929	26,516

This page does not form part of the statutory financial statements

RLABS UK
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 5TH APRIL 2022

4. RESTRICTED FUNDS	Balance	Income	Expenditure	Transfers	Balance
	05/04/2021				05/04/2022
	£	£	£	£	
Main fund	10,000	8,000	9,929		8,071
	10,000	8,000	9,929	0	8,071

4. PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. No other material transaction took place between the organisation and a trustee or any person connected with them. (2019/20 - None)

5. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

6. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

7. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

8. DONATED GOODS, FACILITIES AND SERVICES

Independent consultant Naomi Rouse led RLabs UK on a pro bono basis.

This page does not form part of the statutory financial statements

RLABS UK

England & Wales - Charity number 1182970

Accounts

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 5TH APRIL 2021**

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Ben Finn
Flat 115,
Spice Quay Heights,
32 Shad Thames,
London SE1 2YL

RLABS UK

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RLABS UK

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1182970
START OF FINANCIAL YEAR	06 April 2020
END OF FINANCIAL YEAR	05 April 2021
TRUSTEES AT 5 APRIL 2020	Rene Elizabeth Parker Jonathan Mills Susan Maria Holzer (Resigned April 2021) Carl Wills

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS	Charitable Incorporated Organisation Date registered 15th April 2019
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GOVERNING INSTRUMENT	Constitution Adopted 4th May 2018
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OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY. 2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

CORRESPONDENCE ADDRESS	2 Anglesey Road Alverstoke Gosport Hants PO12 2EQ
-------------------------------	---

PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
------------------------	--

INDEPENDENT EXAMINER	Ben Finn Flat 115, Spice Quay Heights 32 Shad Thames London SE1 2YL
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RLABS UK REPORT OF THE TRUSTEES FOR THE YEAR ENDED 5TH APRIL 2021

Report of the Trustees For the year ended 5th April 2021

RLabs UK was set up with the following objectives:

- a) To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- b) The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.
- c) To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is:

- to bring RLabs South Africa's award-winning programmes to the UK to transform lives and
- support youth entrepreneurs and leaders in emerging RLabs hubs across Africa, starting with Tanzania.

In the first year of operation, this was to be achieved through piloting RLabs' Zlto digital reward programme to support marginalised groups in the UK and raising funds to support the work of RLabs Tanzania in empowering young people to be economically independent.

1. Background to RLabs South Africa, UK and Tanzania

RLabs (Reconstructed Living Labs) was started in South Africa in 2008 and has become a leader in social entrepreneurship transforming hope and economic opportunities in deprived communities. RLabs' work in South Africa has sparked a global movement for social change, impacting 10 million people in 23 countries.

RLabs Tanzania started in 2012 as the Iringa Living Lab, set up by social entrepreneur Yusuf Ssessanga through inspiration from the joint Finnish and Tanzanian government TanzICT programme. Mentored by RLabs South Africa, the team worked voluntarily from 2014 – 2019 achieving impressive impact in helping young people create businesses.

RLabs UK was created in 2019 to bring RLabs' model to the UK – where the need to tackle poverty and restore hope is equally urgent – and to raise funds to support the growth of RLabs Tanzania. Financial support and capacity building from RLabs UK since 2019 has enabled RLabs Tanzania to grow and unlock the full potential of the model.

2. UK Activities

During the year 2020-21 it became evident that the Zlto model was not viable to run with the current capacity available in RLabs UK. It was difficult to secure funding for staff to manage the platform, recruit and support partners. As the platform was still under development, it needed further work for the UK market. After a key partner withdrew, a decision was taken to pause the pilot for the short term, and review in the future. Useful lessons have been learned about the needs and demands of UK organisations, if using Zlto at a later date.

3. Support to RLabs Tanzania

Main achievements 2020 – 21:

- £34,347 raised from UK-based organisations and individuals to support the work of RLabs Tanzania
- RLabs UK supported organisational capacity building for RLabs Tanzania enabling rapid scale up, increased national recognition and funding.

3.1. Fundraising

RLabs UK continued to raise funds for RLabs Tanzania to support work to empower young people to become economically active. Grants successfully secured include:

Egmont Trust: renewed a 2-year \$20,000 per annum commitment for work to support young women to start businesses and join savings groups, as a strategy to build their resilience to unwanted pregnancy and HIV infection. (The grant is issued directly to RLabs Tanzania)



RLABS UK
REPORT OF THE TRUSTEES FOR THE
YEAR ENDED 5TH APRIL 2021

RL Charitable Trust: following successful establishment of the Maker Space provide a second grant of £8,000 to support RLabs Tanzania to develop its vocational training departments and 'grow your business' modules.

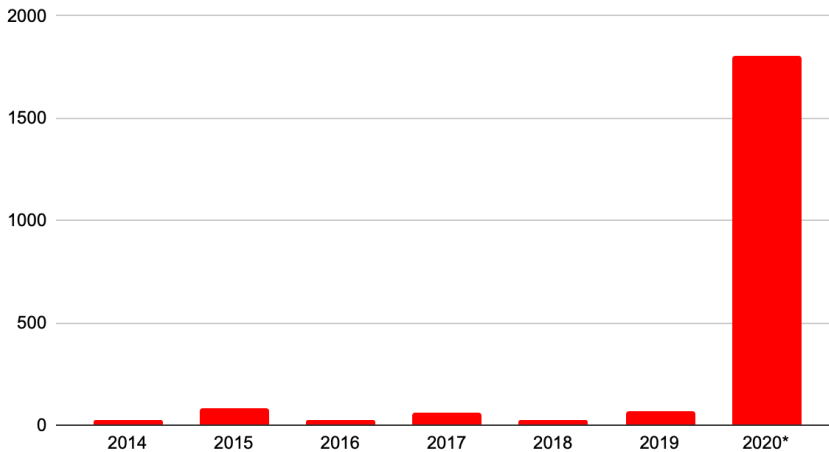
Treebeard Trust: awarded RLabs UK £25,000 to support the construction of RLabs Tanzania's training centre in Mbutu, Kigamboni. The project generated interested from the Permaculture Design Company to support the design of the building and training for young people from RLabs in sustainable construction and permaculture techniques, including composting and making lime from (dead) coral rock which is widely available in the area. PDC is an international company working on the prestigious Fumba Town development in Zanzibar, so this is a valuable opportunity for RLabs. Work is ongoing in 2022.

3.2. Capacity Building for scale

RLabs UK representative Naomi Rouse continued to support the team in all aspects of organisational development, including fundraising, monitoring and evaluation and strategic planning. RLabs Tanzania significantly stepped up its delivery capacity during this period.

In a 12-month period, the team trained 1,808 young people in its flagship Grow Leadership programme which gives young people the confidence and skills to identify business opportunities around them and resources they can use to get started. This was a significant increase on previous years, and the team developed systems for scale, including a delivery model to take the training out to different locations to make it accessible for young people, and curriculum for training trainers.

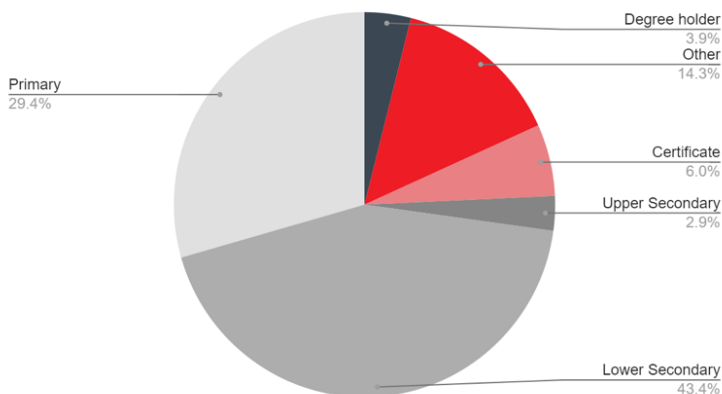
RLabs significantly scaled Grow Leadership in 2020



*Young people trained in entrepreneurship and growth mindset, from 2020 to January 2021.

Young people are a very disenfranchised group. The Grow Leadership programme is specifically designed to reach young people who have finished education and don't know what to do next.

Participants' level of education



RLabs attracted young people with a wide range of educational levels - from incomplete primary education, up to degree level. The largest group are Lower Secondary School / Form IV leavers, but a significant proportion (nearly a third) have only primary education.

At baseline, 80% of participants had a weekly income **below** the national poverty line of 12,333TSH per week. Our target is to have 80% of participants achieving an income **above** the national poverty line, within six months of joining the Grow Leadership programme.

In November 2020, RLabs Tanzania signed a contract with UNICEF to scale up Grow Leadership to 10,500 adolescent girls (age 15 – 19) who are out of school in Mbeya and Songwe regions by March 2023.

Kristiina Lahde, Social Innovation Advisor to the Human Development Innovation Fund, who has seen RLabs' growth since the beginning endorsed Rlabs' growth:

"One of the key strengths of the organisation has always been the culture – openness and positive attitude to learning. What had changed was the level of professionalism. RLabs Iringa had grown from an information movement to a serious organisation with programmes and structure. I truly believe their process and approach is one of the most impactful I've witnessed."

"RLabs was the star performer from HDIF's Institutional Capacity Building Programme" Auson Komwihangilo, HDIF Senior Grants and Finance Manager



Young women attending an RLabs Women event to promote their businesses and confidence: 76% of RLabs' participants are women.

3.3. Programme Impact

Grow Leadership helps young people start and improve their businesses. In 2020:

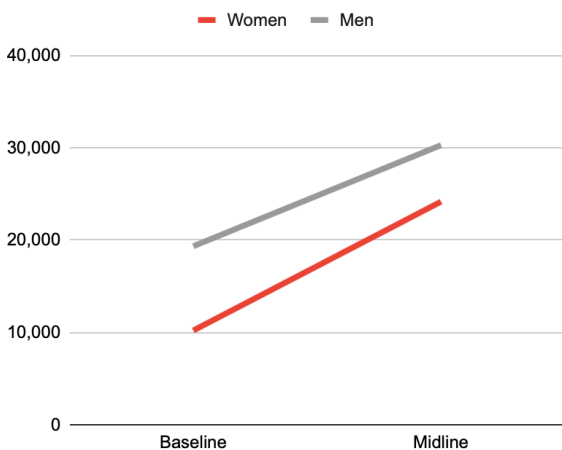
- 55%** Of participants started a new income-generating activity
- 18%** Of participants secured new employment
- 49%** Of participants improved an existing income-generating activity
- 13%** Of participants returned to studies

In 2020, RLabs introduced Youth Savings and Loans Associations to enhance the impact of Grow Leadership. By March 2021, key results were:

Savings Groups	20	Members	360 (83% female)
Total saved	14,685,000 TSH	Average savings per member	40,790 TSH (£14)

On average, participants reported more than doubling their weekly income from baseline to midline, from 5,000 TSH Per week (£1.52) to 12, 000 (£3.66) at midline as a result of the Grow leadership training. The key priority for RLabs Tanzania in 2021 is accelerating the growth of young people’s businesses and income through additional training.

Average income (TSH) by gender



While men earned on average nearly twice as much as women at baseline, the gender gap closed slightly for the midline data with men earning 1.6 times more. Women’s average increased by a factor of 2.4 from baseline, while men’s increased by 1.6.

While at baseline, only a quarter of participants (29%) were earning over 10,000/= (£3.05) per week, this increased to nearly half (49%) of participants at midline.

Increased confidence, and making savings were the most mentioned benefits of the programme. One participant commented: "For me there are huge achievements. Even speaking was a problem for me. If I needed to ask my family for money, I would even go outside and send a message. My family are very happy, they say I have changed a lot. Now I walk to training so I can put the bus fare into my savings."

Two young women who benefited from the Grow Leadership training share their experiences:

Nassim (27)



"I used to believe that after I finish my education I will be able to find a job so I started doing a small business just to pass the time waiting to be employed. I didn't really enjoy what I was doing.

"I was really excited to hear about the training. I really wanted to learn more especially on the Business model session where I finally realized that what I was doing before wasn't adding any value to my business. The training has improved my life by adding value to my business.

"I was also really amazed to see so many other young women entrepreneurs explaining about their businesses with so much confidence during our RLabs women events. I now started a new business of selling eggs from my own hens, I am also currently attending the Grow Next Level sessions to help grow my business by distributing my products on a larger scale. I never used to have a system of keeping records of my expenditures but after the training I finally learnt how to keep track of my expenditures."

Stumai Mahenge (26)

"When I came to the training I felt like I was part of something. Everyone was kind and they saw me as one of them.

"The training helped me become more confident. Because of my condition (cerebral palsy), I thought I could never do anything that everyone else was doing. I used to make baskets but I could never find any customers. I was never brave enough to go and look for them and pitch my business to them.

"Now I don't see myself differently because of my condition. I know that I can do things like anyone else. I have become more confident to go look for customers and tell them what I do. I realized that there are many women out there who are interested in my products and are willing to support me. I taught another young woman from RLabs Grow how to make the baskets, and she's been able to make money too.



RLABS UK

4. Statement in relation to public benefit

The trustees have considered the Charity Commission's guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

5. Financial Review

RLabs UK was successful in directly raising funds for RLabs Tanzania in the UK, as well as building the capacity of RLabs Tanzania to raise funds within Tanzania, securing a major new grant from UNICEF to scale up the programme.

RLabs UK has so far been unsuccessful in raising funds to support the Zlto pilot in the UK as described above.

RLabs UK does not currently have any paid staff or overhead costs, so we have not held reserves. Funds designated for RLabs Tanzania are transferred to Tanzania with a small percentage retained to cover account charges.

6. Objectives for 2021 – 2022

UK-based work will continue to be on hold for the coming year, except for plans to build a network of RLabs UK champions in the UK and communicate regularly through website, social media and e-newsletters.

For RLabs Tanzania, RLabs UK aims to:

- 6.1. Support RLabs Tanzania to raise £100,000 from in-country funding sources
- 6.2. Support the continued growth of RLabs Tanzania programmes and income-generating enterprises
- 6.3. Engage in the wider RLabs global movement through online events, such as RLabs Women networking events.

7. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of trustees with the following members:

	Trustee name	Office (if any)	Dates acted if not for whole year
1	Susan Holzer	Chair	April 2019 – April 2021
2	Rene Parker	Chair	April 2019 - present
3	Jonathan Mills	Secretary	May 2020 – present
4	Carl Wills	Member	April 2021 - present

8. Partners

We are delighted to secured continued support for RLabs Tanzania in our second year of operation, and particularly thank UK-based funders Egmont Trust, Treebeard Trust, and RL Charitable Trust for sharing our vision and believing in the potential of the Tanzania team and model.

RLABS UK

**REPORT OF THE TRUSTEES (continued)
FOR THE YEAR ENDED 5TH APRIL 2021**

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets for the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees



Signature(s)

Full NameRene Parker.....

Position (e.g. Secretary / Chair etc) ...Chair.....

Date30th January 2022.....

RLABS UK
INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS
FOR THE YEAR ENDED 5TH APRIL 2021

I report to the trustees on my examination of the accounts of the charitable company for the year 5th April 2021

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.



Ben Finn

Date: 29th March 2021

RLABS UK

**STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 5TH APRIL 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 05/04/21 £	Total 05/04/20 £
RECEIPTS :					
Donations & Legacies	2	1,347	33,000	34,347	33,953
Gift Aid reclaimed		2,219		2,219	-
		3,566	33,000	36,566	33,953
PAYMENTS:					
Costs of Charitable Activities	3a	3,207	23,009	26,216	28,440
Governance costs	3b	300		300	5,247
TOTAL PAYMENTS		3,507	23,009	26,516	33,687
NET RECEIPTS / (PAYMENTS)					266
Transfers between funds				-	-
NET MOVEMENT IN FUNDS		59	9991	-	-
RECONCILIATION OF FUNDS:					
Total Funds Brought forward		257	9	266	-
TOTAL FUNDS CARRIED FORWARD		316	10,000	10,316	266

The notes on pages 13 form part of these financial statements.

RLABS UK

**STATEMENT OF ASSETS AND LIABILITIES
AS AT 5 APRIL 2021**


	Unrestricted Funds £	Restricted Funds £	05/04/21 Total £	05/04/20 Total £
Fixed Assets	-	-	-	-
Current assets				
Debtors	-	-	-	-
Cash at Bank	316	10,000		266
	316	10,000	10,316	266
Creditors: amounts falling due within one year	-	-	-	-
Net current assets	316	10,000	10,316	266
Total assets less current liabilities	316	10,000	10,316	-
Net assets	316	10,000	10,316	-
The funds of the charity				
Unrestricted income funds	316	-		-
Restricted Income funds	-	10,000		-
Total Funds	316	10,000	10,316	266

	05/04/21 Total £	05/04/20 Total £300
LIABILITIES		
Independent Examiner's Fee		
		<u>300</u>

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 13 to 14

Approved by the Trustees on**30th January 2022**.....

Signed on their behalf by Trustee.....

Print Name ...**Rene Parker**.....

RLABS UK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 5TH APRIL 2021

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Note	Unrestricted Funds £	Restricted Funds £	05/04/2021 Total £	05/04/2020 Total £
Donations					
RL Charitable Trust		-	8,000	8,000	8,000
Treebeard Trust		-	25,000	25,000	15,000
Unrestricted donations		1,347	-	1,347	2,453
Gift Aid		2,219	-	2,219	
Open Gate			-		2,500
NR			-		6,000
		<u>3,566</u>	<u>33,000</u>	<u>36,566</u>	<u>33,953</u>

3. PAYMENTS

	Note	Unrestricted Funds £	Restricted Funds £	05/04/2020 Total £	05/04/2019 Total £
a) Charitable Activities					
Expenses related to RLabs UK:-					
Support to Zito pilot organisations			-		150
Bank Charges		60	9	69	41
			-		
Costs incurred in UK for RLabs Tanzania:-					
Grow Leadership		1,822	-	1,822	220
Youth Café			-		655
Staff			-		833
Computers		1,028	-	1,028	509
Website		240	-	240	130
Software		58	-	58	0
Grants & Donations transferred to RLabs Tanzania:-					
Maker Space Equipment (from RL Charitable Trust)		-			7,950
Tree Nursery (from Open Gate Trust)		-			2,500
Treebeard Trust			23,000	23,000	13,850
Computer donations (from Crowdfunder)			-		1,600
		<u>3,207</u>	<u>23,009</u>	<u>26,216</u>	<u>28,438</u>
b) Governance costs (related to RLabs UK)					
Independent Examiner Fee		300-	-	300	
Legal & Professional fees			-		5,247
		<u>3,507</u>	<u>23,009</u>	<u>26,516</u>	<u>5,247</u>

This page does not form part of the statutory financial statements

RLABS UK
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED 5TH APRIL 2021

4. RESTRICTED FUNDS

	Balance				Balance
	18-Apr-19	Income	Expenditure	Transfers	05-Apr-20
	£	£	£	£	£
Main fund	9	33,000	23,009	-	10,000
	-	33,000	23,009	-	10,000

Note: funds from RL Charitable Trust received in March 2021 were transferred to Tanzania in April 2021, falling in the next accounting year period.

5. PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. No other material transaction took place between the organisation and a trustee or any person connected with them. (2019/20 - None)

6. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

7. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

8. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

9. DONATED GOODS, FACILITIES AND SERVICES

Independent consultant Naomi Rouse led RLabs UK on a pro bono basis.

Second hand computers were donated to RLabs, and the cost of refurbishment covered by a grant in Tanzania from the Human Development Innovation Fund.

This page does not form part of the statutory financial statements