

## **The impact of our work:**

Between May 2021 and April 2022, we have supported a total of 61 people with employability (including support with CV's, job applications, registering with agencies, job searching websites, interview preparation), and 20 people have successfully found employment or self-employment as a result. We have also supported a total of 74 people with accessing training and courses (including ESOL, food hygiene courses, digital courses and functional skills) and 28 accessed volunteering opportunities (internal and external opportunities). We have also supported a total of 87 people with benefit advice (including Universal Credit applications, Personal Independence Payment, ESA, council tax support, Maternity Allowance, Pension Credit and Child Benefit) and 51 people have received housing support- this included applications with housing associations such as Gentoo, Bernicia and local councils, supporting people getting onto priority for properties due to their housing need and resolving issues linking to housing). 17 of them found a new home. 70 people had received material/emergency support including food vouchers, fuel vouchers and data / mobile phone top-ups, including 19, who received support with access to digital services, including second hand devices and internet connection. 14 Clients received support with domestic abuse issues. Many of the clients needed support with registering with communicating with, or registering with health services- e.g. registering a newly born child with a GP practice. 40 clients received support with the EU Settlement Scheme. 49 clients received a benefit award.

Additionally, 112 received support with translation of documents or in person, as well as over the phone (e.g. regarding council tax bills or energy bills).

We capture data from registration and evaluation forms for each project, we use a 1-10 scale to measure changes in regards to peoples financial situation, from our evaluations, we had found out that 47 people have reported an improved financial situation. We also use The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) on registration and end of project forms to capture any changes in our clients wellbeing, 25 beneficiaries had reported an improved mental health and wellbeing due to the support received. As a result of the work delivered by our Eastern European women's group, including wellbeing sessions, 22 women reported improved confidence (many of the clients have not yet exited this project, and we expect that more will report positive changes).

Moreover, ICOS organised environmental activities in Backhouse Park, St Michael's ward, Sunderland, engaging over 200 people through volunteering, environmental awareness raising sessions (such as bird watching or bat watching) and clean – ups. This work was funded by several funders, including Sunderland City Council's East Rangers initiative (<https://icos.org.uk/east-rangers/>) and the Jubilee Fund (<https://icos.org.uk/jubilee-event/>) at the National Lottery Community Fund.

As part of the Shared Sunderland programme (<https://icos.org.uk/shared-sunderland/>) we have provided advice, but also supported BME people into leadership and worked to advance racial equality. This work included being part of the Racial Justice in Education working group formed by the Tyne and Wear Citizens (TWIC) to ensure local schools do more to combat racism and forming a local TWIC Hub. In December 2021, we were awarded the TWIC listening award for this work. We have also held workshops and sessions on political leadership and are planning more such sessions next year, including one on leadership in education.

While ICOS has a particularly strong relationship with the Eastern European community, it has always been about building bridges between different communities. We regularly organise intercultural meetings, getting together migrant people from different backgrounds, including asylum seekers and

refugees, together with members of the local community. For example, on 25/06/2022, we organised an event to celebrate the Refugee Week, bringing together refugees from a number of countries, including Libya, Syria, Sudan and Ukraine, other migrants and local residents of St Michael's ward. With over 100 local people attending, we created an opportunity to get to know people from a different culture, socialise and sample international food, and take part in activities such as dancing and taster sessions of languages including Spanish, Ukrainian and Arabic.

In response to specific challenges facing Eastern European women, highlighted by our clients, in 2019, ICOS created the 1st ever Eastern European women's group in the North East (<https://icos.org.uk/icos-women/>). This project involves approximately 100 women annually and provides individual support, e.g., for women fleeing domestic violence, but also get the women together and provides social activities, such as yoga sessions, coffee met-ups and mindfulness sessions. As women taking part in the project grow in confidence and develop, many decide to volunteer and help others- e.g., recently, one of the women has started smaller project, which has organically grown out of ICOS Women- the Mum's Club, which gets together women and children. We are now expanding this work, as we have learned even more about the challenges facing them through our work – e.g. lack of safe spaces (not just physical, but also social) and the need to share their experiences with other women. We have also learned more about our current and potential clients through the research on Eastern European women undertaken with Sunderland University, as described below.

#### -Research

Between May 2021 and December 2021, ICOS worked with the University of Sunderland to research issues affecting Eastern European women in Tyne and Wear. This research uncovered wide spread discrimination, racism and misogyny directed at Eastern European women in areas including employment and public services:

Part 1 (Survey) <https://sure.sunderland.ac.uk/id/eprint/13971/>

Part 2 (Qualitative findings: Focus groups and interviews)  
<https://sure.sunderland.ac.uk/id/eprint/14580/>

This research brought to light widespread discrimination affecting Eastern European women, including in accessing public services such as healthcare and council services, but also in employment. We are now planning next steps to address those issues.

**The Ukrainian refugees are completely new** to the UK and the region and often struggle to understand the local systems and culture, while also dealing with trauma caused by the war. They need intensive and holistic support. At ICOS, we are currently supporting 25 Ukrainian people living in Sunderland and we remain in touch with the community to identify more individuals in need of support. We provide practical, often intensive support with benefits, school admissions, GP registrations, college registrations and dealing with official correspondence (e.g. letters regarding council tax). We also provide them with emergency material support, such as food vouchers and free sim cards.

We have additionally been providing Ukrainian people who are ready to move into employment with employability support, including help with CVs, job applications, accessing training and improving their English Language skills.

Combatting and preventing exploitation by some of the hosts – including requests for money and doing odd jobs around the house has also been something ICOS has been dealing with:

[https://www.bbc.co.uk/news/uk-england-tyne-61562167?](https://www.bbc.co.uk/news/uk-england-tyne-61562167?fbclid=IwAR3KsOqEoxRYsRfgHahSsQLvPMH8cD6pcE8dCw0x0M-1e49swX-9kYGLKBo)

[fbclid=IwAR3KsOqEoxRYsRfgHahSsQLvPMH8cD6pcE8dCw0x0M-1e49swX-9kYGLKBo](https://www.bbc.co.uk/news/uk-england-tyne-61562167?fbclid=IwAR3KsOqEoxRYsRfgHahSsQLvPMH8cD6pcE8dCw0x0M-1e49swX-9kYGLKBo)

We have also been providing support with integration and activities to improve their wellbeing, including those run as part of the women's group, such as social outings and coffee mornings. Additionally, we provide advice on cultural integration and local customs and traditions. ICOS has been able to gain the trust of the Ukrainian community and currently employs a Ukrainian- speaking staff member to ease integration. We are currently working on an article for the North East Bylines. (<https://northeastbylines.co.uk/>), highlighting the issues Ukrainians face and the solutions we see to those problems and have also worked with Sunderland City Council's councillors to help them to understand the issues local people from the Ukraine are facing- e.g., through gathering case studies highlighting their struggles:

Case studies- Ukrainians living in Sunderland and the issues they face (anonymous) are available here: <https://icos.org.uk/wp-content/uploads/2022/06/Case-studies-Ukrainian-community-April-June-2022-.pdf>

-During, and in the immediate aftermath of the COVID19 pandemic, men from ethnic minority backgrounds had been telling us that they felt isolated and that they wanted to do something together and keep healthy while being on furlough. Many also work long hours in the local factories, and have limited opportunities to take part in physical exercise.

In response to those issues, working with a group of men, ICOS has established a sports project ( <https://icos.org.uk/icos-sports/>), supporting local Eastern European and other migrants to be active and stay healthy and connected.

**Activities are chosen by the group themselves, and so far include sessions such as:**

- bowling
- darts
- pool/billiard
- ping-pong
- paintball
- go-karting
- quads
- air rifle
- archery
- futsal (indoor football)
- beach volleyball
- indoor volleyball
- hiking
- theme parks & zoo visit

**Case studies- we have selected 3 case studies which illustrate the breadth and depth of our work:**

Advice: <https://icos.org.uk/wp-content/uploads/2021/09/Helena-case-study.pdf>

Integration: <https://icos.org.uk/wp-content/uploads/2021/06/East-Rangers-Case-Study-Susan.pdf>

Supporting victims of exploitation: [https://icos.org.uk/wp-content/uploads/2021/08/BiC-Case-Study\\_Morgan.pdf](https://icos.org.uk/wp-content/uploads/2021/08/BiC-Case-Study_Morgan.pdf)

More case studies available here: <https://icos.org.uk/case-studies/>

**Development work:**

ICOS has created its new 2022- 2025 business plan and started several major projects, including registration with the Office of Immigration Services Commissioner (OISC), introducing a new data management system and improving our external communications and fundraising.

**Media links:**

ICOS Women Video- 2021-2022: <https://www.youtube.com/watch?v=2NVVFVfjWMO>

ICOS Women- Hot Yoga event:

<https://www.facebook.com/events/1066527844286263/1066532147619166/?ref=newsfeed>

ICOS Women- Zumba: <https://www.facebook.com/events/497035638887249/497036282220518/?ref=newsfeed>

ICOS Women: Mum's Club- 1st meeting: <https://www.facebook.com/events/1622394951474826/?ref=newsfeed>

ICOS Women: Brusho Workshop: <https://www.facebook.com/events/5143724649029323/?ref=newsfeed>

ICOS 10 years' anniversary (2019): <https://www.youtube.com/watch?v=BT3zRsRfCbk>

ICOS Sports- Futsal Cup: <https://www.youtube.com/watch?v=4tPQ0NQTRzQ>

Public lecture at Sunderland University- Eastern European women:

<https://www.facebook.com/photo/?fbid=386281800207917&set=pcb.386283830207714>

<https://www.facebook.com/photo?fbid=386281896874574&set=pcb.386283830207714>

<https://www.facebook.com/photo?fbid=386282463541184&set=pcb.386283830207714>

EUSS workshop, June 2022: <https://www.facebook.com/photo/?fbid=400930948743002&set=pcb.400933915409372>

Refugee week event, 25/06/2022:

<https://www.facebook.com/ICOSsunderland/videos/739093440710902>

<https://www.facebook.com/photo?fbid=414066987429398&set=pcb.414077690761661>

<https://www.facebook.com/photo/?fbid=404178725084891&set=a.363399425829488>

<https://www.facebook.com/photo?fbid=414068930762537&set=pcb.414077690761661>

<https://www.facebook.com/photo?fbid=414075254095238&set=pcb.414077690761661>

<https://www.facebook.com/photo?fbid=414077184095045&set=pcb.414077690761661>

<https://www.facebook.com/photo?fbid=414077254095038&set=pcb.414077690761661>

[https://www.youtube.com/shorts/TnESXS9OE\\_U](https://www.youtube.com/shorts/TnESXS9OE_U) (attendee account)

100 years' anniversary of Backhouse Park, Sunderland:

[https://www.youtube.com/shorts/q\\_e1gtvJG8M](https://www.youtube.com/shorts/q_e1gtvJG8M)

Shared Sunderland project: <https://www.facebook.com/photo/?fbid=396737662495664&set=a.363399425829488>

Shared Sunderland- official launch:

<https://www.facebook.com/photo/?fbid=386913726811391&set=pcb.386914743477956>

<https://www.facebook.com/photo?fbid=386913863478044&set=pcb.386914743477956>

Shared Sunderland- partnership meeting with New Horizons and Sunderland Bangladesh International Centre: <https://www.facebook.com/photo/?fbid=367836478719116&set=pcb.367836502052447>

COVID support- thank you: <https://www.facebook.com/photo/?fbid=395579175944846&set=pcb.395586992610731>

Volunteer videos:

<https://www.youtube.com/shorts/jxw5Gj7UvSw>

<https://www.youtube.com/watch?v=-RoB3znox2U>

Volunteer- progression story from client to volunteer: [https://www.youtube.com/watch?v=1pTpmO1tj\\_M](https://www.youtube.com/watch?v=1pTpmO1tj_M)

**International Community Organisation  
Of Sunderland**

Financial Statements  
For the Period  
1st April 2021 to 31st March 2022

Charity No: 1186618

*Certax Accounting (Sunderland) Ltd  
14 Foyle Street  
Sunderland  
SR1 1LE*

# International Community Organisation Of Sunderland

<b>Contents</b>	<b>Page</b>
Trustees Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the Accounts	5



**International Community Organisation  
Of Sunderland**

**Report of the Trustees for the year ended 31st March 2022**

**Name:** International Community Organisation of Sunderland

**Address:** 14 Foyle Street  
Sunderland  
SR1 1LE

**Charity No:** 1186618

**Trustees (who served during the year)**

Rafal Marzec	(Chair)
Iga Borut	(Treasurer)
Anna Heyman	
Mirosław Warmuz	
Maciej Ejmont	
Edgaras Kozubovsky	

**Independent Examiner**

Certax Accounting (Sunderland) Ltd  
14 Foyle Street  
Sunderland  
SR1 1LE

**ANNUAL STATEMENT OF ACCOUNTS 2021/2**  
**CERTIFICATION OF INDEPENDENT SIGN OFF**

**International Community Association of Sunderland**

I have examined the Statement of Financial Activities and Balance Sheet for the Year ending 31st March 2022, together with the underlying accounting records, and confirm that the accounts are in accordance therewith.

Signed.....

Dated.....

**MICHAEL HENDY A.C.M.A.**  
**Certax Accounting (Sunderland) Ltd**  
Independent Reviewer

**International Community Organisation  
Of Sunderland**

**Statement of Financial Activities  
for the Period ended 31st March 2022**

Income	Restricted	Unrestricted	Total 2022 £	Total 2021 £
Grants	315,847	25,180	341,026	282,188
Donations/Gift Aid		2,656	2,656	1,319
Fundraising/Trading/Activities			0	9,861
Refund		325	325	611
Transfer		3,367	3,367	0
<b>Total Income</b>	<b>315,847</b>	<b>31,528</b>	<b>347,375</b>	<b>293,979</b>
Rent	7,440		7,440	7,040
Insurance	644		644	280
Salaries	191,370	3,457	194,827	177,146
Pension	9,324	100	9,423	0
Accounts, Payroll and Other Professional Fees	474		474	0
Travel and Subsistence	0		0	46
Events	879		879	1,445
Workshops	693		693	0
Consultancy	5,127		5,127	10,798
Sessional Work	1,940		1,940	116
Volunteer Expenses	4,313		4,313	1,225
Participant Expenses	11,298	151	11,449	8,230
Staff Expenses	3,119	200	3,319	4,554
Venues/Room Hire	3,085		3,085	2,200
Training	198		198	25
Posters	1,949		1,949	763
CIB Contracting	8,719		8,719	0
Office costs	3,816	177	3,994	12,210
Evaluation	4,200	600	4,800	0
Sundries	6,007		6,007	7,575
Transfer to savings account		8,528	8,528	14,774
<b>Total Expenditure</b>	<b>264,594</b>	<b>13,214</b>	<b>277,808</b>	<b>248,426</b>
<b>Net Income</b>	<b>51,253</b>	<b>18,314</b>	<b>69,567</b>	<b>45,553</b>
<b>Transfer Between Funds</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Funds Brought Forward</b>	<b>84,511</b>	<b>14,404</b>	<b>98,915</b>	<b>53,363</b>
<b>Savings</b>			<b>0</b>	<b>0</b>
<b>Funds Carried Forward</b>	<b>135,764</b>	<b>32,718</b>	<b>168,482</b>	<b>98,915</b>

# International Community Organisation Of Sunderland

## Balance Sheet as at 31st March 2022

	2022 £	2022 £	2022 £	2021 £
	Unrestricted	Restricted		
<b>Current Assets</b>				
Cash at bank and in Hand	62,493	135,764	198,257	60,147
Debtors and Prepayments		0	0	0
<b>Less Current Liabilities</b>				
Creditors and Accruals			0	-300
<b>Net Current Assets</b>	<u>62,493</u>	<u>135,764</u>	<u>198,257</u>	<u>59,847</u>
<b>Funded By</b>				
Unrestricted Funds			32,718	14,404
Restricted Funds			135,764	84,511
Savings			29,775	21,244
<b>Total Funds</b>			<u>198,257</u>	<u>120,159</u>

Approved by ..... *Borsut* ..... Trustee

**International Community Organisation  
Of Sunderland**

**Notes to the Accounts for the Period ended 31st March 2022**

**1) Accounts Policies**

- a) The accounts have been prepared in accordance with applicable accounting standards and follow the recommendations in Statement of Recommended Practice: Accounting by Charities (SORP)
- b) Grants received are accounted for on a receivable basis and credited to income during any accounting periods.
- c) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received.
- d) General Funds are available for use at the discretion of the management committee in furtherance of the general objectives of the organisation.
- e) Unrestricted funds are donations and income received from the objects of the charity and are available as general funds.

**2) Movement in Funds**

	Balance 1st April 2021 £	Income £	Expenditure £	Salaries	Transfers £	Balance 31st March 2022 £
<b>Restricted</b>						
Grants	84,511	315,847	264,594			135,764
<b>Total Restricted Funds</b>	84,511	315,847	264,594	0	0	135,764
<b>Unrestricted Funds</b>	14,404	31,528	13,214			32,718
Savings	21,244				8,531	29,775
<b>Total Funds</b>	120,159	347,375	277,808	0	8,531	198,257

**ANNUAL STATEMENT OF ACCOUNTS 2021/2**  
**CERTIFICATION OF INDEPENDENT SIGN OFF**

**International Community Association of Sunderland**

I have examined the Statement of Financial Activities and Balance Sheet for the Year ending 31st March 2022, together with the underlying accounting records, and confirm that the accounts are in accordance therewith.

Signed.....*M Hendy*.....

Dated.....*19/8/22*.....

**MICHAEL HENDY A.C.M.A.**  
**Certax Accounting (Sunderland) Ltd**  
Independent Reviewer