

# THE REFUGEE EMPLOYMENT NETWORK

England & Wales · Charity number 1196168

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2021-10-15

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

## Contact

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**Address** 54 Crewys Road  
London  
NW2 2AD

**Phone** 07735465426

**Email** [hello@refugeeemploymentnetwork.co.uk](mailto:hello@refugeeemploymentnetwork.co.uk)

**Website** [www.refugeeemploymentnetwork.co.uk](http://www.refugeeemploymentnetwork.co.uk)

## Activities

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**Objects:** 3.1.1. the relief of unemployment and underemployment of Beneficiaries, by:a. the provision of effective vocational and skills training, advice and support, both to Beneficiaries and, more commonly, the third parties with which they come into contact, including without limitation local authorities, central government departments, non-governmental organisations, prospective employers and charities;b. the provision of advice and guidance to employers seeking to train and recruit Beneficiaries; andc. the dissemination, to local authorities, central government departments, non-governmental organisations, prospective employers, charities and any other relevant organisation, of guidance and best practice regarding employment and self-employment as they affect Beneficiaries;3.1.2. to advance the education and training of Beneficiaries and in each case their dependants, so as to advance them in life and enable them to adapt and thrive within a new community;3.1.3. to advance the education of employers and the general public around issues relating Beneficiaries, in order to better enable such Beneficiaries to build their lives in the United Kingdom; and3.1.4. to relieve financial hardship amongst Beneficiaries, particularly by the provision of legal and practical advice and guidance relating to employment and self-employment; and3.1.5. the relief of unemployment generally, in each case for the public benefit. "Beneficiaries" means (a) individuals who have at any time been granted legal refugee status in any country who are resident in the United Kingdom, (b) individuals granted leave to remain in the United Kingdom having fled conflict, persecution or any other actual or potential humanitarian crisis in another country, (c) to the extent such individuals are permitted to work in the United Kingdom, those seeking asylum in the United Kingdom, and (d) individuals who hold British citizenship but who have met one or more of these criteria in the past.

**Activities:** Refugee Employment Network (REN) brings together non-profits, local authorities and businesses to ensure refugees in the UK have access to appropriate, fulfilling, paid work or self-employment opportunities. Founded in 2019, our organisation is the only national membership network in the UK exclusively focused on creating better opportunities for refugees across the whole country.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£63,422	£27,394	-	-
2024-03-31	£95,109	£33,208	-	-
2023-03-31	£62,374	£18,354	-	-

## Trustees

Name	Role	Appointed
Janice Lopatkin	Chair	2021-10-15
Charlie Fraser		2021-10-15
Chris Fitzgerald LVO		2025-05-01
Elizabeth Bowles		2021-10-15
Nour Eddin Al Talli		2021-10-15
Sally Frances Bailey		2021-10-15
Souleiman Lazrak		2025-08-18
Viet Hoa Ngo		2026-01-22

**THE REFUGEE EMPLOYMENT NETWORK**

England & Wales - Charity number 1196168

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# Accounts

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**Trustees' Annual Report for the period**

**From Period start date:** 1 April 2024 **To Period end date:** 31 March 2025

**Charity name:** Refugee Employment Network

**Charity registration number:** 1196168

**Objectives and Activities**

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The objects of the Refugee Employment Network CIO as set out in our governing document:</p> <p>3.1.1. the relief of unemployment and underemployment of Beneficiaries, by:</p> <p>a. the provision of effective vocational and skills training, advice and support, both to Beneficiaries and, more commonly, the third parties with which they come into contact, including without limitation local authorities, central government departments, non-governmental organisations, prospective employers and charities;</p> <p>b. the provision of advice and guidance to employers seeking to train and recruit Beneficiaries; and</p> <p>c. the dissemination, to local authorities, central government departments, non-governmental organisations, prospective employers, charities and any other relevant organisation, of guidance and best practice regarding employment and self-employment as they affect Beneficiaries;</p> <p>3.1.2. to advance the education and training of Beneficiaries and in each case their dependants, so as to advance them in life and enable them to adapt and thrive within a new community;</p>

		<p>3.1.3. to advance the education of employers and the general public around issues relating Beneficiaries, in order to better enable such Beneficiaries to build their lives in the United Kingdom; and</p> <p>3.1.4. to relieve financial hardship amongst Beneficiaries, particularly by the provision of legal and practical advice and guidance relating to employment and self-employment; and</p> <p>3.1.5. the relief of unemployment generally, in each case for the public benefit.</p> <p>"Beneficiaries" means (a) individuals who have at any time been granted legal refugee status in any country who are resident in the United Kingdom, (b) individuals granted leave to remain in the United Kingdom having fled conflict, persecution or any other actual or potential humanitarian crisis in another country, (c) to the extent such individuals are permitted to work in the United Kingdom, those seeking asylum in the United Kingdom, and (d) individuals who hold British citizenship but who have met one or more of these criteria in the past.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>At the Refugee Employment Network (REN), our mission is to ensure that all refugees in the UK can access appropriate, fulfilling, and paid employment. Rebuilding a life in a new country is challenging; we make rebuilding a career easier. REN is the UK's national network dedicated exclusively to refugee employment.</p> <p>The three key pillars of REN's strategic focus and activities are:</p> <p><b>1. Equitable Access to Employment Resources and Opportunities:</b> Connecting refugees and employers with essential guidance, tools, resources, and opportunities for sustainable employment in the UK.</p> <p><b>Activities:</b> We connect refugees to job opportunities and employers and employers to a skilled, motivated displaced talent through:</p>

**Refugee Jobs Board** - The Refugee Employment Network (REN) is the UNHCR's UK partner in their network of European Refugee Employment Platforms. The Refugee Employment Platform initiative has been designed in collaboration with partners and refugees across Europe to enhance employment prospects for forcibly displaced people. REN's Jobs Board features live job vacancies from employers spanning industry and sectors, connecting refugee job seekers with employers.

**Mentoring programmes**

Our mentoring programmes focus on addressing the under employment and unemployment of professionals, looking to rebuild their career in the UK. We work with partners to match qualified and skilled refugees with mentors working in equivalent roles and industries. We also work with employers and industry bodies, to identify, understand and remove or lower barriers to specific professions for refugee professionals.

**Job Fairs**

We work with local and regional members in the Refugee Employment Network to co-design local/regional job fairs that connect refugee job seekers directly with local employers and live vacancies and employment support from local refugee support organisations. We also connect local and regional employers to a refugee talent pipeline and provide training in creating inclusive hiring practices for refugees.

**2. Systemic Change & Collective Impact:**

Collaborating with our network and across sectors, including refugee charities, industry bodies, businesses, employers, and local authorities we share best practices and work together to advance refugee employment through joint initiatives.

**Activities:**

**We strengthen the refugee employment ecosystem through:**

**Partnerships with network members** to pilot refugee employment initiatives that improve employment outcomes for refugees and work

	<p>locally and regionally to co-design refugee employment opportunities.</p> <p><b>Convene Network Meetings</b>  Bringing together network members to share best practice, insights and share solutions and challenges around refugee employment. These including online bi-monthly meetings, member welcome sessions and issue specific groups</p> <p><b>Network Newsletters</b>  We share news, insights, reports, opportunities and live vacancies and programmes with our network via the REN Newsletter</p> <p><b>Refugee Employment Summit</b>  We run an annual Refugee Employment Summit, bringing together key stakeholders including employers, businesses, policy makers, local authorities, charities and displaced people to share learning, build partnerships and connections and leave with practical actions they can implement.</p> <p><b>3. Employer Education, Guidance &amp; Best Practice</b></p> <p>We advance employer understanding and share evidence-based guidance on refugee employment, to better enable refugees, and asylum seekers with the right to work to rebuild their lives in the United Kingdom.</p> <p><b>Activities:</b>  <b>Training for employers, HR and talent professionals</b>  We provide training, advice and practical guidance for employers, hiring managers and business leaders on implementing inclusive recruitment and employment practices for refugees</p> <p><b>Roundtables and shared learning</b>  We convene employers, industry bodies, local authorities, charities and other partners to share learning, guidance and best practice on refugee employment, supporting consistent and effective approaches across sectors.</p>
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		<p><b>Dissemination and public education</b>  We work with industry publications, media and partners to disseminate evidence, guidance and case studies that improve understanding of refugee employment among employers and the wider public, supporting more informed dialogue and practice.</p> <p><b>Delivering public benefit through our work</b></p> <p>Access to meaningful employment offers forcibly displaced people hope, dignity, and the chance to rebuild their lives after fleeing war, conflict, or persecution. By supporting fair access to career opportunities and removing barriers that can limit the potential of displaced talent, REN helps refugees participate fully in society and contribute their skills and experience. Economic inclusion reduces reliance on public resources while strengthening community connections and social cohesion.</p> <p>By enabling refugees to enter the workforce in roles that reflect their abilities, REN also supports employers to benefit from a wider range of talent, increase workplace inclusion, and address key labour shortages. These outcomes create advantages for individuals, businesses, local communities, and the wider UK economy.</p> <p>Our network of almost 400 members, including businesses, local authorities, education providers, and refugee organisations, ensures our impact reaches across sectors and communities. The key activities delivering public benefit include:</p> <ul style="list-style-type: none"> <li>● Enabling the economic and social inclusion of refugees</li> <li>● Fostering greater inclusion and diversity in workplaces across industries.</li> <li>● Advancing the broader public interest by reducing unemployment and underemployment among refugees and strengthening community cohesion.</li> </ul>
Statement confirming whether the trustees have had regard to the guidance issued by	Para 1.18	The Trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and in planning

the Charity Commission on public benefit		its activities. The Trustees have specifically considered how the Charity's activities deliver identifiable public benefit in line with its purposes.
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**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	This marks the fourth year of partnership between EY and the Refugee Employment Network. A cornerstone of this collaboration is the support provided by EY volunteers. During the financial year, we had a team of EY volunteers support our REN organisational development, day to day operations, events and one full-time secondee between April 2024 - July 2024 who contributed to the operational running of REN in lieu of paid staff prior to our CEO joining in July 2024.
Other		

**Achievements and Performance**

	SORP reference	

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Para 1.20

**1. Equitable Access to Employment Resources and Opportunities:**

We supported **1447 refugees and people who have been forcibly displaced** looking to enter employment and find meaningful work through our job fairs, mentoring programme and employment initiatives.

**Jobs Fairs**

Refugee Jobs Fairs are a key activity we deliver across the UK, designed specifically around the needs of refugee job seekers to ensure each event is relevant, accessible and welcoming. We convene local members of our network to form organising committees and work collaboratively to plan and deliver each fair. These events give refugees direct access to employers with live vacancies across a range of sectors, as well as tailored support to navigate barriers to employment. They also demonstrate the strength of REN's network model, bringing together local organisations, government bodies and businesses to deliver place-based solutions.

This year, working with our partners, we delivered five Jobs Fairs in **Aberdeen, London, Belfast, Bristol and Glasgow**. Across these events, we engaged:

- **1,083 job seekers**
- **102 employers**
- **35 refugee support organisations**
- **29 network partners** involved in local organising committees

Employers reported engaging with an average of **63 job seekers per event**. The attendance of the Lord Mayor of Belfast and the Lord Mayor of Bristol signalled strong civic support for the economic and social inclusion of refugees in both cities. These events strengthened local and regional partnerships and demonstrated the collective impact achieved when organisations work together to reach more employers, engage more refugees, and share best practice across sectors.

**Mentoring**

		<p>We launched two Refugee Mentoring Programmes designed to address the underemployment of highly skilled refugee professionals seeking to re-enter their careers in the UK but facing significant barriers. These programmes matched 25 mentees with 25 mentors working in equivalent roles, providing industry guidance to strengthen CVs and applications, build interview confidence, expand professional networks, and gain a clearer understanding of UK recruitment practices within their profession.</p> <p>In partnership with Business in the Community, we delivered a mentoring programme with the Royal Household, training <b>27 Royal Household staff</b> in mentoring approaches tailored to supporting displaced professionals. We matched <b>17 refugees with 17 mentors</b> working in equivalent professions for example, accountants, HR specialists, IT professionals and marketing leads ensuring relevant, industry-specific support for mentees. Mentees were referred through REN's national network, ensuring they had ongoing holistic support alongside specialist career guidance from mentors.</p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>● <b>100% of mentees reported professional growth</b> and significantly higher levels of confidence in job searching and career planning following the programme.</li> <li>● Networking capacity strengthened with <b>66%</b> reporting strong professional networks by programme end.</li> <li>● <b>100% gained a deeper understanding</b> of the UK job market, recruitment processes and how to present their experience effectively to employers.</li> <li>● <b>73% left the programme with a clear career direction</b>, compared with 10% at the start.</li> </ul> <p><b>Mentee feedback:</b></p> <p><i>"The mentor sessions were successful; I found my first job in the UK and have now been working for three months. It was the most useful programme of my</i></p>
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life. Thank you so much for the support.”

**Mentee feedback:**

*“My mentor helped me refine my CV and prepare for interviews, but most importantly, to believe in my own skills and experience. I finally secured my dream job.”*

We also launched the **Refugee Engineer Mentoring Pilot Programme** in partnership with the Engineering Council. The programme received over 70 applications from professional engineers from the Institute of Civil Engineers, from which we trained and matched **8 mentors with 8 mentees**, pairing them by engineering specialism. Several mentors brought lived experience of forced displacement and rebuilding their careers in the UK, adding significant value to the programme. The pilot will run until **October 2025**.

Mentors were strongly motivated not only to support refugee engineers to re-establish their careers in the UK, but also to help ensure their skills, expertise, and professional experience are recognised and contribute to the UK engineering sector. As one mentor explained:

*“I can imagine the difficulties individuals are facing when it comes to adapting to a new environment and a new employment market. I would like to contribute to help professionals bridge the gap, and hopefully manage to settle in and continue building their career so they do not have to compromise their passion and profession and be able to utilise their expertise”*

**Refugee Jobs Board**

The Refugee Employment Network (REN) is the UNHCR’s UK partner within their network of European Refugee Employment Platforms. This initiative has been developed in collaboration with partners and refugees across Europe to strengthen employment opportunities for forcibly displaced and stateless people.

		<p>We focused on assessing and strengthening the potential of technology to improve employment outcomes for refugees in the UK. We worked with EY to undertake a full digital audit and review to identify areas for improvement, inform the development brief for the next phase, and shape an income strategy to support its transition into the UK's <b>Refugee Employment Marketplace</b>.</p> <p>With organic engagement alone and no active marketing or promotion during the year, employers posted <b>160 roles</b>, and refugee job seekers submitted <b>392 applications</b>, an average of two applications per applicant. These engagement figures demonstrate clear demand and validate the platform's potential ahead of the next stage of development.</p> <p><b><u>2. Systemic Change &amp; Collective Impact:</u></b></p> <p><b>Strengthening the network</b>  The Refugee Employment Network's priority this year was to grow engagement and strengthen the profile and impact of our network.</p> <p>This year we strengthened our understanding of the network by completing a detailed membership audit with support from EY. The process reviewed all existing members, removed inactive and duplicate entries, and categorised organisations by sector and industry. REN records <b>351 active member organisations during this period</b>, reflecting all organisations with confirmed member status after excluding duplicates, closed organisations, and rejected applications. Of our updated <b>351 active members</b>, 61% are private sector organisations, 23% are charities and non-profits (including refugee support organisations), 14% are local authorities or government bodies, and 3% fall into other public or regulated sectors. This enhanced insight has strengthened our outreach and engagement and is helping us tailor our support more effectively to the needs of organisations across the network.</p>
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This year we **strengthened local and regional partnerships** by working with members in **Aberdeen, London, Belfast, Bristol and Glasgow** to deliver Refugee Jobs Fairs tailored to each area's employment landscape and refugee communities. By convening local and regional employers, refugee support organisations, local authorities and DWP, we supported more joined-up, cross-sector working and helped partners reach far more employers and refugee job seekers than they could alone. REN's role as a convener continues to build collective impact, enabling local and regional networks to share best practice, deepen collaboration and improve outcomes for refugee communities locally and across the UK.

### **3. Employer Education, Guidance & Best Practice**

#### **Refugee Employment and Mentoring Forum**

**REN convened the Refugee Employment and Mentoring Forum at Buckingham Palace**, supported by our longstanding partner EY. The forum **brought together over 100 business and industry leaders** from across sectors to increase understanding of refugee employment and to share evidence, learning and best practice.

The event provided a structured space for employers and organisations to explore practical approaches to improving employment outcomes for refugees in the UK. Discussions focused on common challenges faced by employers, including understanding employment rights and responsibilities, navigating security clearance processes, recognising overseas qualifications, and supporting language development. Participants also considered practical actions that organisations can take to improve recruitment and retention practices.

		<p>Speakers with lived and professional experience shared insights that helped deepen employer understanding of refugee experiences, while also highlighting the skills and expertise refugees bring to the UK labour market.</p> <p><b>Dissemination and public education</b></p> <p>REN supported public education and awareness by contributing evidence and case studies to national media coverage on refugee employment issues. During the year, we worked with <i>The Guardian</i> to support an article highlighting the employment challenges faced by Ukrainian refugees due to uncertainty around visa extensions. The article included case studies from refugees involved in REN programmes, helping to ensure accurate representation of lived experience and to improve public understanding of the barriers refugees can face when seeking work.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	<p>The fundraising objective for the year was to secure multi-year and core support to lay strong foundations for REN's growth, impact and long-term sustainability as a new charity. This objective was achieved.</p> <p>During the year, we received the second instalment of a three-year grant from <b>This Day Foundation</b>, originally secured in the previous financial year. This funding supported organisational capacity and enabled the appointment of the charity's first member of staff.</p> <p>We also received project funding from the <b>Evan Cornish Foundation</b> to support Refugee Job Fairs in the Northwest and North East of England, delivered in</p>

		<p>partnership with local and regional members of REN.</p> <p>In addition, we secured two years of organisational development support from the <b>Lloyds Bank Foundation</b> and were awarded a three-year unrestricted grant from the <b>Rayne Foundation</b> in March 2025, with grant payments commencing from April 2025.</p> <p>Together, these outcomes demonstrate strong performance against fundraising objectives and reflect growing external confidence in REN's work, strengthening the charity's financial resilience and capacity to plan for long-term impact.</p>
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>For the financial year 2024–2025, REN received total income of £63,422, primarily from trusts and foundations, along with £800 in donations and £700 in earned income. This represents a decrease from £95,109 in the prior year, reflecting the planned reduction of a key multi-year grant that decreases year on year over its three-year term.</p> <p>Expenditure increased as we invested in leadership capacity through the recruitment of REN's first part-time CEO. This resulted in a surplus of £36,028 for the period, reflecting the timing of grant income received in advance of planned delivery,</p>
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		<p>which will be applied to costs in the next financial year.</p> <p><b>Unrestricted reserves grew</b> from £26,321 to <b>£58,157</b>, representing approximately five months of running costs and remaining within the charity's reserves policy target of three to six months. These reserves position the charity to continue strengthening organisational capacity, extend impact, and grow the reach of the network, while managing a challenging fundraising environment, rising costs, and increasing demand for services.</p> <p>Restricted funds at year end totalled £84,572. The year-end balance reflects the timing of expenditure, including £53,291 relating to CEO salary costs accrued in the year and settled after the year end.</p>
<p>Statement explaining the policy for holding reserves stating why they are held</p>	<p>Para 1.22</p>	<p>The trustees of the Refugee Employment Network (REN) recognise the importance of maintaining reserves to ensure financial stability and safeguard the charity's ability to meet its obligations, particularly in unforeseen circumstances. REN aims to hold reserves equivalent to three to six months of operating costs. Our unrestricted reserves are currently sitting within this. These reserves provide essential protection for core services, staff salaries, and operational continuity during periods of income fluctuation.</p> <p>To achieve and maintain this target, the trustees employ careful financial planning, income diversification, and prudent expenditure management. This includes securing multi-year grants, expanding corporate partnerships, and developing new income streams such as paid training and a charging model for the Jobs Board. Reserves are monitored monthly, reviewed at Board meetings every 6-8 weeks, and any year-end surplus is allocated to reserves until the target level is met.</p>

Amount of reserves held	Para 1.22	<b>Total reserves £142,726</b> , including <b>£58,157 unrestricted</b> reserves and <b>£84,572 restricted</b> reserves.
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	The trustees are satisfied that the charity will continue to be a going concern for the foreseeable future.

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

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p>We successfully secured a three-year grant from This Day Foundation to employ our first member of staff, who will also serve as CEO. Jenny Walton joined REN as Chief Executive in July 2024.</p> <p>We received project funding from the Evan Cornish Foundation to support Refugee Jobs Fairs in the North West and North East of England, in partnership with local and regional members of REN.</p> <p>We secured two years of organisational development support from the Lloyds Bank Foundation, provided in the form of tailored organisational development support rather than a financial grant.</p> <p>We were awarded a three-year unrestricted grant from the Rayne Foundation, with grant payments covering the period from April 2025 to March 2027.</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	

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

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Charitable Incorporated Organisation constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees will be appointed by the Board when and if the need arises. All new trustees have to be approved by the Board of Trustees.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Training and induction of trustees is undertaken as needed, including safeguarding training and an introduction to the REN's policies, including Safeguarding Policy.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

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**Reference and Administrative details**

Charity name	Refugee Employment Network
Other name the charity uses	
Registered charity number	1196168
Charity's principal address	54 Crewys Road, London, NW2 2AD

Trustee name	Office (if any)	Dates acted if not for whole year
Janice Lopatkin	Chair	
Douglas Ridley	Treasurer	
Akeela Ahmed		
Nour Eddin Al Talli		
Elizabeth Bowles		
Sally Bailey		
Charlie Fraser		

Corporate trustees – names of the directors at the date the report was approved

<b>Director name</b>		

Name of trustees holding title to property belonging to the charity

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	

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

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

**Additional information (optional)**

	<b>Name of chief executive or names of senior staff members (Optional information)</b>
	Jenny Walton, Chief Executive Officer

**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**

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## Declarations

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

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

Signed on behalf of the charity's trustees

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
		
	Souleiman Lazrak	22/01/2026
<i>J. Lopatkin</i>	Janice Lopatkin	23/01/2026



**Section A**

**Independent Examiner's Report**

**Report to the trustees/  
members of**

Charity Name  
Refugee Employment Network

**On accounts for the year  
ended**

31/03/25

**Charity no  
(if any)**

1196168

**Set out on pages**

1 and 2

*(remember to include the page numbers of additional sheets)*

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/25**.

**Responsibilities and  
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent  
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Signed:**

*FJ Wilde*

**Date:**

23/01/26

**Name:**

FJ Wilde

**Relevant professional  
qualification(s) or body  
(if any):**

FCCA DChA

**Address:**

4 Marigold Drive

Bisley

Surrey GU24 9SF



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name Refugee Employment Network	No (if any) 1196168
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## Receipts and payments accounts


CC16a

For the period from	Period start date 01/04/2024	To	Period end date 31/03/2025
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations and legacies	58,450	4,972	-	63,422	95,109
Charitable activities	-	-	-	-	-
Other	-	-	-	-	40,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>58,450</b>	<b>4,972</b>	<b>-</b>	<b>63,422</b>	<b>135,109</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>58,450</b>	<b>4,972</b>	<b>-</b>	<b>63,422</b>	<b>135,109</b>
<b>A3 Payments</b>					
Raising funds	6,250	-	-	6,250	5,424
Charitable activities	21,144	-	-	21,144	27,784
Other	-	-	-	-	40,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>27,394</b>	<b>-</b>	<b>-</b>	<b>27,394</b>	<b>73,208</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>27,394</b>	<b>-</b>	<b>-</b>	<b>27,394</b>	<b>73,208</b>
<b>Net of receipts/(payments)</b>	<b>31,056</b>	<b>4,972</b>	<b>-</b>	<b>36,028</b>	<b>61,901</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	27,101	79,600	-	106,701	44,800
<b>Cash funds this year end</b>	<b>58,157</b>	<b>84,572</b>	<b>-</b>	<b>142,729</b>	<b>106,701</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Metro account	54,872	84,572	-
	CAF account	2,330	-	-
	PayPal	955	-	-
	<b>Total cash funds</b>	<b>58,157</b>	<b>84,572</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
<b>B2 Other monetary assets</b>	<b>Details</b>	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	<b>Details</b>	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	<b>Details</b>	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	<b>Details</b>	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	 <i>J. Lopatkin</i>	Souleiman Lazrak Janice Lopatkin	22/01/2026 <b>23/01/2026</b>	

**THE REFUGEE EMPLOYMENT NETWORK**

England & Wales - Charity number 1196168

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# Accounts

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## **Trustees' Annual Report for the period**

**From** 1 April 2023 **Period start date** **To** 31 March 2024 **Period end date**

**Charity name: Refugee Employment Network**

**Charity registration number: 1196168**

### **Objectives and Activities**

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The objects of the Refugee Employment Network CIO as set out in our governing document:</p> <ol style="list-style-type: none"><li>1. The relief of unemployment of those granted refugee status and, to the extent such individuals are permitted to work in the United Kingdom, those seeking asylum in the United Kingdom, by:<ol style="list-style-type: none"><li>(a) the provision of effective vocational and skills training, advice and support, both to beneficiaries and, more commonly, the third parties with which they come into contact, including without limitation local authorities, central government departments, non-governmental organisations, prospective employers and charities;</li><li>(b) the provision of advice and guidance to employers seeking to train and recruit refugees or, to the extent legally permissible, those seeking asylum in the United Kingdom; and</li><li>(c) the dissemination, to local authorities, central government departments, non-governmental organisations, prospective employers, charities and any other relevant organisation, of guidance and best practice regarding employment and self-employment as they affect refugees and those seeking asylum;</li></ol></li></ol>

		<ol style="list-style-type: none"> <li>1. to advance the education and training of those (a) granted refugee status, and (b) seeking asylum, and in each case their dependants, so as to advance them in life and enable them to adapt and thrive within a new community;</li> <li>2. to advance the education of employers and the general public around issues relating to refugees and those seeking asylum, in order to better enable refugees and those seeking asylum to build their lives in the United Kingdom; and</li> <li>3. to relieve financial hardship amongst those granted refugee status and, to the extent such individuals are permitted to work in the United Kingdom, those seeking asylum in the United Kingdom, particularly by the provision of legal and practical advice and guidance relating to employment and self-employment, in each case for the public benefit.</li> </ol>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>At the Refugee Employment Network, it's our mission to ensure that all refugees can access appropriate, fulfilling and paid employment in the UK.</p> <p>The Refugee Employment Network (REN) is the UK's only national network dedicated exclusively to refugee employment. With a growing network of almost 400 members across all four UK nations, REN is uniting a national community committed to creating opportunities for refugees, spanning a wide range of industries and professions. Our work meets both immediate and long-term needs, ensuring comprehensive support for refugees and employers through each stage of employment.</p> <p><b>We connect refugees to job opportunities</b> Our Jobs Board, mentoring programmes, and job fairs connect refugees directly with employers and employment opportunities, and employers to refugee talent.</p> <p><b>We strengthen the refugee employment ecosystem</b></p>

		<p>Our network includes businesses, local authorities, and refugee charities, working together to advance refugee employment through joint initiatives and sharing best practice.</p> <p><b>We advance research and policy reform</b> We collaborate with businesses, government and policy makers to advance refugee employment rights in the UK.</p> <p><b>Delivering public benefit through our work</b> Employment enables refugees to rebuild their lives, contribute to their local communities, and achieve financial independence, which reduces their reliance on public resources. By helping refugees integrate into the workforce, REN strengthens societal cohesion and contributes to addressing critical labour shortages. These benefits extend beyond individuals to employers, local communities, and the UK economy.</p> <p>Our network of almost 400 members, including businesses, local authorities, and refugee charities, ensures that our impact reaches a wide cross-section of society. The main activities undertaken for the public benefits include:</p> <ul style="list-style-type: none"> <li>• Enabling refugees to participate fully in society as active contributors to the economy.</li> <li>• Fostering greater inclusion and diversity in workplaces across industries.</li> <li>• Advancing the broader public interest by reducing unemployment and underemployment among refugees.</li> </ul>
<p>Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit</p>	<p>Para 1.18</p>	<p>The Trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and in planning its activities. The Trustees have specifically considered how the Charity's activities deliver identifiable public benefit in line with its purposes.</p>

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### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	This marks the third year of partnership between EY and the Refugee Employment Network. A cornerstone of this collaboration is the support provided by EY volunteers. During the financial year, we had a team of EY volunteers support our events and two full-time secondees for a six-month period, who contributed to the operational running of REN in lieu of paid staff.
Other		

### Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>We worked directly with 1315 people looking to enter employment and find meaningful work through our job fairs, mentoring programme and jobs board.</p> <p><b>Growing the network</b> The Refugee Employment Network's priority this year was to grow our network. We focused on building the only national network exclusively focused on collaborative and cross-sector working to redefine and improve refugee employment support across the UK. This year we grew our membership to 355 members of the Refugee Employment Network.</p>

Sharing best practice in refugee employment is a key focus of the network. We ran the Refugee Employment Annual Summit, in partnership with EY who hosted and supported the organisation of the event. We had 116 people register for the event and 73 attendees.

### **Jobs Fairs**

Refugee job fairs are a key activity we run across the UK, tailored specifically for the needs of refugees, making them relevant, accessible, and welcoming for all attendees. We convene members of our network to form a local organising committee and work collaboratively to plan and organise our jobs fairs. Jobs Fairs provide job seekers with the opportunity to meet employers who have live vacancies across a range of sectors and professions and access to support and advice on navigating barriers related to employment from support organisations. Jobs Fairs showcase the strength of REN's network model, with local organisations, government bodies, and businesses collaborating to deliver refugee job fairs. Refugee support organisations in our network promote the event to their refugee clients and their own networks.

This year we worked with our network to run 3 jobs fairs in Birmingham, Leeds and Cardiff. The events were attended by:

- 1083 job seekers
- 81 employers
- 30 refugee support services

Refugee job seekers reported engaging with an average of 4 employers at each job fair that matched their skills and profession. Employers reported engaging with an average of 70 job seekers per event.

### **Mentoring**

In partnership with Business in the Community we ran a Refugee Mentoring Programmes to address underemployment. The mentoring programme supports people to overcome barriers to re-building

		<p>their career in the UK, supporting with qualification recognition, expanding professional networks and increasing understanding of UK hiring practices. Refugees from across our network could join the refugee mentoring programme. The 2023 - 2024 programme supported the following:</p> <ul style="list-style-type: none"> <li>-43 refugees were matched to 43 mentors</li> <li>- 22 out of the 43 jobseekers/mentees achieved a positive outcome (employment, education, training, or volunteering) within 3 – 6 months of completing the programme.</li> </ul> <p>One of the mentees shared their experience, stating:</p> <p><i>“The mentor sessions were successful; I have found my first job in the UK. I am working for the last 3 months. I am very pleased for the help... It was the most useful sessions in my life, thank you so much for support.”</i></p> <p>A mentor also reflected on their experience, saying: <i>“My client has been successful in getting a job... it was an absolute pleasure speaking to him and helping him with his job search.”</i></p> <p><b>Refugee Jobs Board</b>  We developed a refugee jobs board advertising roles that meet inclusive recruitment criteria as laid out by the Refugee Employment Network and UNHCR. We are the UNHCR’s UK partner for their European Refugee Employment Platform initiative. 161 roles were posted by employers on the jobs board and 449 applications were submitted by refugee job seekers.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	
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Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	For the financial year 2023/24, the Refugee Employment Network (REN) reported an income of £95,109 and an expenditure of £33,208.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>The trustees of the Refugee Employment Network (REN) recognise the importance of maintaining reserves to ensure financial stability and safeguard the charity's ability to meet its obligations, particularly in unforeseen circumstances. REN aims to hold reserves equivalent to three months of operating costs, currently calculated at £31,380. These reserves provide essential protection for core services, staff salaries, and operational continuity during periods of income fluctuation.</p> <p>To achieve and maintain this target, the trustees employ careful financial planning, income diversification, and prudent expenditure management. This includes securing multi-year grants, expanding corporate partnerships, and developing new income streams such as paid training and a charging model for the Jobs Board. Reserves are monitored monthly, reviewed at Board meetings every 6-8 weeks, and any year-end surplus is allocated to reserves until the target level is met.</p>
Amount of reserves held	Para 1.22	£105,921 (26,321 unrestricted and 79,600 restricted.)
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	The trustees are satisfied that the charity will continue to be a going concern for the foreseeable future.

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds	Para 1.47	We successfully secured a three-year grant from This Day Foundation to employ our first member of staff, who will also serve as
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(including any fundraising)		<p>CEO. Jenny officially joined REN in July 2024.</p> <p>In addition to the grant from This Day Foundation, we secured income through partnerships with HSBC, the Welsh Government, corporate and individual donations.</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		<p>The Refugee Employment Network (REN) received £40,000 of in-kind support from its long-term partner EY in the 2023/24 financial year. This support was provided in the form of two full-time secondees for a six-month period, who contributed to the operational running of REN in lieu of paid staff. This is shown in our SOFA as Other income and Other Expenditure and nets to zero.</p>

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Charitable Incorporated Organisation constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees will be appointed by the Board when and if the need arises. New trustees are required to apply for the position and are interviewed to assess their suitability.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Training and induction of trustees is undertaken as needed, including safeguarding training and an introduction to the REN Safeguarding Policy.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Refugee Employment Network
Other name the charity uses	

Registered charity number	1196168
Charity's principal address	54 Crewys Road, London, NW2 2AD

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

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Janice Lopatkin	Chair		
2	Douglas Ridley	Treasurer		
3	Akeela Ahmed			
4	Nour Eddin Al Talli			
5	Elizabeth Bowles			
6	Sally Bailey			
7	Charlie Fraser			
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	

## Funds held as custodian trustees on behalf of others

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

### Additional information (optional)

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

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

Jenny Walton, Chief Executive Officer
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### Exemptions from disclosure

Reason for non-disclosure of key personnel details

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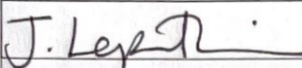
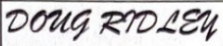
### Other optional information

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## Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Janice Lopatkin	Douglas Ridley
Position (eg Secretary, Chair, etc)	Chairperson	Treasurer

Date



**Receipts and payments accounts**

**CC16a**

For the period  
from

01-Mar-23

To

30-Apr-24

**Section A Receipts and payments**

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
<b>A1 Receipts</b>					
Donations and legacies	17,109	78,000	-	95,109	61,677
Charitable activities	-	-	-	-	697
Other trading activities	-	-	-	-	-
Investments	-	-	-	-	-
Separate material item of income	-	-	-	-	-
Other	-	40,000	-	40,000	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>17,109</b>	<b>118,000</b>	<b>-</b>	<b>135,109</b>	<b>62,374</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>17,109</b>	<b>118,000</b>	<b>-</b>	<b>135,109</b>	<b>62,374</b>
<b>A3 Payments</b>					
Raising funds	5,424	-	-	5,424	3,456
Charitable activities	19,384	8,400	-	27,784	14,898
Separate material expense item	-	-	-	-	-
Other	-	40,000	-	40,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>24,808</b>	<b>48,400</b>	<b>-</b>	<b>73,208</b>	<b>18,354</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>24,808</b>	<b>48,400</b>	<b>-</b>	<b>73,208</b>	<b>18,354</b>
<b>Net of receipts/(payments)</b>	<b>- 7,699</b>	<b>69,600</b>	<b>-</b>	<b>61,901</b>	<b>44,020</b>
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>26,321</b>	<b>79,600</b>	<b>-</b>	<b>105,921</b>	<b>44,020</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Cash at Bank	26,321	79,600	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>26,321</b>	<b>79,600</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		<b>Unrestricted funds</b> to nearest £	<b>Restricted funds</b> to nearest £	<b>Endowment funds</b> to nearest £
<b>B2 Other monetary assets</b>	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
	<i>Doug Ridley</i>	Doug Ridley		30/01/2025



Section A Independent Examiner's Report

Report to the trustees

Charity Name REFUGEE EMPLOYMENT NETWORK

On accounts for the year ended

31<sup>ST</sup> MARCH 2024

Charity no (if any)

1196168

Set out on pages

(remember to include the page numbers of additional sheets)

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [ ] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
the accounts did not accord with the accounting records; or
the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed: [Signature]

Date: 22/1/2024

Name: BRIAN DEMIDOFF

Relevant professional qualification(s) or body

Finance Manager, Gingerbread, the Charity for Single Parent Families

**THE REFUGEE EMPLOYMENT NETWORK**

England & Wales - Charity number 1196168

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# Accounts

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**REFUGEE EMPLOYMENT NETWORK**

**CHARITY NUMBER 1196188**

**Annual Report and Accounts for the year ended 31<sup>st</sup> March 2023**

## **Trustees**

Janice Lopatkin - Chair

Akeela Ahmed

Douglas Ridley

Nour Eddin Al Talli

Elizabeth Bowles

Sally Frances Bailey

Charlie Fraser

## **Background**

**In January 2018, a small group of 15 delivery organisations met in London to discuss some of the common challenges they faced and how collaboration could effectively overcome them.**

After meeting regularly over the following 6 months, these organisations agreed on the need for a coordinating body focused on delivering a shared vision of ensuring every refugee in the UK is able to access appropriate, fulfilling, paid employment or self-employment.

The Refugee Employment Network (REN) was born from these small beginnings. The network formally launched in January 2019 with a summit attended by over 80 organisations and a renewed mandate to drive collaboration between organisations offering livelihood assistance for refugees in the UK. Since then, REN has been focused on building a membership network that can move the sector forward – united by the vision of a UK that can provide meaningful employment opportunities for refugees.

Originally incubated by international humanitarian agency World Jewish Relief, the Refugee Employment Network registered as a charity in October 2021. This is our first annual report.

## **Impact**

To date, our impacts include:

- Brokered relationships between employers and network members.
- Secured 'start-up' funding from the Home Office to operationalise the network.
- A partner with the Department of Work & Pensions to signpost and open access to support for refugees.
- Collated a range of national data, best practices and case studies to help others expand opportunities.
- Hosted Business Roundtable with UNHCR and the Home Office
- Hosted 5 Refugee Jobs Fairs across the UK, including London, Hitchin, Aberdeen, Birmingham and Leeds.
- Hosted REN Annual Summits.

## Finances

Refugee Employment Network		Charity No	1196168	
		Company No	NA	
<b>Annual accounts for the period</b>				
Period start date	15/10/2021	To	Period end date	31/03/2023

### Section A Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity	Guidance Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Income</b>						
<b>Income and endowments from:</b>						
Donations and legacies	S01	51,677	10,000	-	61,677	-
Charitable activities	S02	697	-	-	697	-
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-	-	-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
<b>Total</b>	S07	<b>52,374</b>	<b>10,000</b>	<b>-</b>	<b>62,374</b>	<b>-</b>
<b>Expenditure</b>						
<b>Expenditure on:</b>						
Raising funds	S08	3,456	-	-	3,456	-
Charitable activities	S09	14,898	-	-	14,898	-
Separate material expense item	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
<b>Total</b>	S12	<b>18,354</b>	<b>-</b>	<b>-</b>	<b>18,354</b>	<b>-</b>
<b>Net income/(expenditure) before tax for the reporting period</b>	S13	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>
Tax payable	S14	-	-	-	-	-
<b>Net income/(expenditure) after tax before investment gains/(losses)</b>	S15	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>
Net gains/(losses) on investments	S16	-	-	-	-	-
<b>Net income/(expenditure) Extraordinary items</b>	S17	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>
<b>Transfers between funds</b>	S18	-	-	-	-	-
<b>Other recognised gains/(losses):</b>	S19	-	-	-	-	-
Gains and losses on revaluation of fixed assets for the charity's own use	S20	-	-	-	-	-
Other gains/(losses)	S21	-	-	-	-	-
<b>Net movement in funds</b>	S22	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	S23	-	-	-	-	-
<b>Total funds carried forward</b>	S24	<b>34,020</b>	<b>10,000</b>	<b>-</b>	<b>44,020</b>	<b>-</b>

	Refugee Employment Network	Charity No	1196168			
		Company No	NA			
<b>Section B Balance sheet</b>						
	Guidance Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
		F01	F02	F03	F04	F05
<b>Fixed assets</b>						
Intangible assets	B01	-	-	-	-	-
Tangible assets	B02	-	-	-	-	-
Heritage assets	B03	-	-	-	-	-
Investments	B04	-	-	-	-	-
<b>Total fixed assets</b>	B05	-	-	-	-	-
<b>Current assets</b>						
Stocks	B06	-	-	-	-	-
Debtors	B07	832	-	-	832	-
Investments	B08	-	-	-	-	-
Cash at bank and in hand	B09	46,788	10,000	-	56,788	-
<b>Total current assets</b>	B10	47,620	10,000	-	57,620	-
<b>Creditors: amounts falling due within one year</b>						
	B11	13,600	-	-	13,600	-
<b>Net current assets/(liabilities)</b>	B12	34,020	10,000	-	44,020	-
<b>Total assets less current liabilities</b>	B13	34,020	10,000	-	44,020	-
<b>Creditors: amounts falling due after one year</b>						
	B14	-	-	-	-	-
Provisions for liabilities	B15	-	-	-	-	-
<b>Total net assets or liabilities</b>	B16	34,020	10,000	-	44,020	-
<b>Funds of the Charity</b>						
Endowment funds	B17	-	-	-	-	-
Restricted income funds	B18	-	10,000	-	10,000	-
Unrestricted funds	B19	34,020	-	-	34,020	-
Revaluation reserve	B20	-	-	-	-	-
Fair value reserve	B21	-	-	-	-	-
<b>Total funds</b>	B22	34,020	10,000	-	44,020	-

Doug Ridley  
10/1/24

Trustee Treasurer

**These accounts were independently reviewed as per the below:**



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## Independent examiner's report on the accounts

### Section A

### Independent Examiner's Report

Report to the trustees

Charity Name  
REFUGEE EMPLOYMENT NETWORK

On accounts for the year  
ended

31<sup>ST</sup> MARCH 2023

Charity no  
(if any) 1196168

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

Responsibilities and  
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

Date:

25/1/2024

Name:

BRIAN DEMIDOFF

Relevant professional  
qualification(s) or body  
(if any):

Finance Manager, Gingerbread, The Charity for Single Parent Families