



REFUGEE EMPLOYMENT NETWORK

CHARITY NUMBER 1196188

Annual Report and Accounts for the year ended 31st 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			
Annual accounts for the period						
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
		£	£	£	£	£
Income		F01	F02	F03	F04	F05
Income and endowments from:						
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	-	-	-	-	-
Total	S07	52,374	10,000	-	62,374	-
Expenditure						
Expenditure on:						
Raising funds	S08	3,456	-	-	3,456	-
Charitable activities	S09	14,898	-	-	14,898	-
Separate material expense item	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
Total	S12	18,354	-	-	18,354	-
Net income/(expenditure) before tax for the reporting period	S13	34,020	10,000	-	44,020	-
Tax payable	S14	-	-	-	-	-
Net income/(expenditure) after tax before investment gains/(losses)	S15	34,020	10,000	-	44,020	-
Net gains/(losses) on investments	S16	-	-	-	-	-
Net income/(expenditure)	S17	34,020	10,000	-	44,020	-
Extraordinary items	S18	-	-	-	-	-
Transfers between funds	S19	-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S20	-	-	-	-	-
Other gains/(losses)	S21	-	-	-	-	-
Net movement in funds	S22	34,020	10,000	-	44,020	-
Reconciliation of funds:						
Total funds brought forward	S23	-	-	-	-	-
Total funds carried forward	S24	34,020	10,000	-	44,020	-

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

31ST 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