

THE ROMANIAN AND EASTERN EUROPEAN HUB

England & Wales · Charity number 1203643

Details

Status Registered

Legal form CIO

Registered 2023-06-20

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

Contact

Address Seeds Hub
Empire Way
Wembley
HA9 0RJ

Phone 02038331190

Email contact@ro-eehub.org.uk

Website <https://ro-eehub.org.uk>

Activities

Objects: TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, PARTICULARLY THOSE FROM EASTERN EUROPEAN COMMUNITIES, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELIGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT; POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN; POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS; CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY)

Activities: To promote social inclusion for the public benefit by preventing people from becoming socially excluded, particularly those from Eastern European communities, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£264,015	£226,205	-	-
2024-03-31	£297,651	£292,537	-	-

Trustees

Name	Role	Appointed
Ileana-Maria Turda	Chair	2022-02-12
Cristina Nicula		2025-06-26
Janice Dawn Charles		2023-10-03
MIHAI CALIN BICA		2022-02-12
Ramona Teodora Ivan		2022-02-12

THE ROMANIAN AND EASTERN EUROPEAN HUB

England & Wales - Charity number 1203643

Accounts



**THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE Hub)
REGISTERED CHARITY NO. 1203643**

TRUSTEES REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

CONTENTS	PAGE NUMBER
Charity Information	2
Trustees Annual Report	3 to 15
Independent Examiner's Report	16
Statement of Financial Activities	17
Balance Sheet	18
Notes to the Financial Statements	20 to 25

**THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Charity Name: The Romanian Eastern European Hub (ROEE Hub)

Charity Number: 1203643

Charity Address: SEEDS HUB
EMPIRE WAY
London HA9 0RJ

Trustees: Maria Turda- Chair
Mihai Calin Bica- Secretary
Ramona Teodora Ivan- Treasurer
Janice Dawn Charles
Cristina Nicula- Appointed July 2025

Senior Management: Florica-Cecilia Petre- Co-CEO and Co-Founder
Nadia Maria Mihai- Co-CEO and Co-Founder

Independent Examiner: KDP Accounting Services
27 Old Gloucester Street
London
WC1N 3AX

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

The Board of Trustees submit their annual report and the financial statements of The Romanian and Eastern European Hub for the year ended 31 March 2025. The Board of Trustees confirms that the annual report and financial statements of the organisation comply with current statutory requirements and the charity's governing document.

REFERENCE AND ADMINISTRATIVE DETAILS

Legal and administrative details are shown on page 2 of the annual report, including a full list of the Trustees who served the organisation during the period up until the date of the signing of this report.

ACKNOWLEDGEMENTS

The achievements of the past year would not be possible without the support from the following organisations: The London Borough of Harrow, The National Lottery, The London Borough of Brent, The London Borough of Barnet, Voluntary Action Harrow, Smallwood Trust, The Home Office, National Health Service, North Central London Cancer Alliance, North West London ICB, Trust for London and Brent Health Matters.

ORGANISATION STRUCTURE, GOVERNANCE AND MANAGEMENT

How the charity is constituted

The Romanian and Eastern European Hub (ROEE HUB) is a registered charitable organisation (CIO) number 1203643. The governing document of the charity is its Constitution dated 26.05.2023.

The Romanian and Eastern European Hub Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

At The Romanian and Eastern European Hub, the governance framework relies on:

The Romanian and Eastern European Hub Constitution
The Charity Commission Essential Trustee Guide

Trustees' Role Description (which is informed by the Charity Commission Essential Trustee Guide)

The charity maintains robust policies and procedures, including a comprehensive policy handbook that is regularly reviewed to ensure compliance and relevance. Clear frameworks govern the recruitment and appointment of trustees, as well as the overall management of the organisation. Additional policies cover key areas such as Finance and Banking, Safeguarding, and Data Protection.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

Structure and Work Contexts

The Romanian and Eastern European Hub has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year trustees and senior management attend a Vision Day to develop and review:

The charitable purpose, in light of the external environment.

Business Plan with a focus on:

- the benefits and risks of partnerships
- our responsibility towards our stakeholders
- the sustainability of our income sources

Risk assessment

Delegations framework- establishing the boundaries of decision making across the Board, and between the Board and staff.

Day to day operations and management is delegated to the directors in line with charity objectives and management policies. The directors are supported by quarterly meetings with the trustees and regular meetings with the Chair.

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

Risk Management

A detailed risk register has been established which is updated regularly to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact and systems and procedures have been established to mitigate risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in the light of the ongoing difficult economic climate.

CHARITY AIM, OBJECTIVES AND ACTIVITIES

Aim and Objectives

The organisation's primary aim is to promote social inclusion for the public benefit. We achieve this by:

- Preventing social exclusion, with a particular focus on individuals from Eastern European communities;
- Addressing the needs of those who are socially excluded and supporting their integration into society.

Activities

To deliver on our aim of promoting social inclusion, the charity undertakes a range of impactful activities designed to support vulnerable individuals and strengthen community connections.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

These include:

- Providing independent advice and support services, including specialist assistance for those experiencing domestic abuse, with a particular focus on members of Eastern European communities;
- Delivering campaigns and training programmes that empower individuals to make informed decisions about their rights, opportunities, and wellbeing;

Organising social activities and community events to reduce isolation and improve health and wellbeing, fostering stronger social networks and a sense of belonging.

Through these activities, we work to prevent social exclusion, address urgent needs, and create pathways for integration and resilience within our communities.

Public Benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

Achievements and performance in 2024-2025

The Romanian and Eastern European Hub planned and delivered its activities in alignment with the charity's aims and objectives, ensuring they were underpinned by a strong commitment to equal opportunities and carried out for the public benefit. In planning these activities, the Trustees adhered to the Charity Commission's guidance on public benefit. To fulfil our mission and serve our community effectively, the charity provided the following services during the year:

Advice, Support, Training Delivery and Engagement

Advice and Support

Harrow Homes for Ukraine

ROEE Hub has been commissioned by Harrow Council for a third year running as the first point of contact for all Ukrainian refugees arriving in the borough.

We set to offer a welcome service to the Ukrainian refugees arriving in Harrow to enable them to access GP, banking, welfare benefits, Biometric Residence Permits, schools, ESOL, employment and housing support, based on individual needs assessments.

We delivered this by arranging initial welfare assessments with guests, visiting them in the sponsor property and providing welcome payment prepaid cards issued by Harrow Council. The home visits were followed up with signposting and referrals to relevant services based on individual guests' needs. In delivering our support, we worked closely with Harrow Council's Finance and Housing teams. Due to this partnership and comprehensive support, Harrow had one of the lowest homelessness rates in the country amongst Ukrainian refugees.

Additionally, we offered a Mon-Fri, 9am- 5pm face-to-face and telephone support in Ukrainian for follow

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

up issues. We followed up with 12, 18, 24, 30 and 36 follow up calls and welfare visits to enquire about the guests' welfare and support needed.

From 1st April 2024 to 31 March 2025, we supported 193 Harrow Ukrainian guests, 129 female and 64 male and 55 dependants.

Accomplishments:

Comprehensive support. In delivering our support, we worked closely with Harrow Council's Finance and Housing teams. Due to this partnership and comprehensive support, Harrow had one of the lowest homelessness for Ukrainian guests in London

Organised and delivered in collaboration with the council, social events for the Ukrainian guests on days of importance for the community such as Ukraine Independence Day and Christmas celebration which offered guests the opportunity to socialise, network and make new friends



Harrow Ukraine Independence Day Celebration Event- August 2024

Brent E-Visa Support

Between November 2024 and December 2024, we delivered bi-weekly support sessions from our office at SEEDS Hub. The service was funded by Brent Council and established within a very short timeframe, successfully delivered through eight sessions over four weeks. During this period, we assisted residents facing challenges in applying for or accessing their e-Visas. The cases varied in complexity, and feedback was overwhelmingly positive.

Due to the success of this initial E-Visa support service, funding was extended for seven weeks, with

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

sessions offered one day per week from Brent Civic Centre. During this phase, we continued to help residents with e-Visa-related issues, including difficulties accessing accounts, submitting applications, and checking application outcomes.



Brent E-Visa Drop in Clinic March 2025

Service User Feedback:

SJ: 'My case was very different and difficult to process, we couldn't find my details and had tried many different ways to fill the application but it kept on showing not found, the staff members were so helpful in helping me to complete my e-visa form. I would like to thank Ro-EE Hub for providing this kind of excellent service to people who are not able to do it for themselves'

Women's Urgent Support Fund

Through this project funded by National Lottery Community Fund through Smallwood Trust, from beginning of 2025 to end of March 2025, we have provided one-to-one support to 64 vulnerable

women from Romanian and Roma communities. We supported them with welfare benefit applications, most of them including— Personal Independence Payment (18), Universal Credit (12), Council Tax

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

Reduction (1), and Child Benefit (3). We also supported 9 women with housing applications, 5 with Freedom Pass applications, issued 41 food bank vouchers, and offered interpreting and translation services in 26 instances. We referred 13 women for support with EUSS applications to immigration accredited organisations such as Migrant Help and Settled UK and provided technical assistance to women and their children where needed (support included sorting, scanning and emailing documents requested by immigration advisers as well as interpreting).

Awards for All

This project funded by The National Lottery through the Awards for All grants stream has enabled us to offer advice and support with access to services to 140 service users between September 2024 and March 2025. The support provided included: Universal Credit applications (29), EUSS support (35),

Awards for All Cont'd

Food Vouchers (88), Personal Independence Payments (31), Housing Applications (23), Living Allowance Applications (3).

Trust for London- Connected Communities

The 2-year Trust for London funding has enabled us to support 73 vulnerable service users via advice and support between April 2024- November 2024 when it concluded. The support provided included: Universal Credit applications (21), EUSS support (23), Food Vouchers (48), Personal Independence Payments (48), Housing Applications (16), Disability Applications (9), Living Allowance Applications (3).

Harrow Warm Hubs

This funding extension has enabled us to provide advice and support between May and July 2024 to 98 vulnerable Romanian and Roma Romanian service users. 29 of the 98 of the service users who benefitted from this support live with a disability or experience long-term illnesses, 12 had no digital skills and 23 no English skills. The support we provided included access to essential services such as immigration advice, housing assistance, food vouchers, welfare benefits (Universal Credit and Living Allowance applications), and disability-related support, including Personal Independence Payments. This comprehensive approach helped vulnerable individuals overcome significant barriers to accessing these services, resulting in improved stability and tangible economic benefits for service users and their families.

Our advice and support work has been delivered both over the phone and in person depending on individual circumstances. The face-to-face support was delivered from our office at SEEDS Hub in Wembley Park between April 2024 and January 2025 and from Brent Civic Centre in Brent and respectively Victoria Hall in Harrow between January 2025- March 2025. The change in location to Brent Civic Centre and Harrow was due to our office being closed for building work. The recorded income gain for the financial year across all our advice and support work was £250,608.

Training Delivery and Engagement

In the financial year 2024- 2025, we continued the delivery of our worker's rights project as well as a series of health-related campaigns to address health inequalities and community events and weekly

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

social activities to address isolation.

Workers' Rights

Home Office Modern Slavery and Human Trafficking Fund

Skills and Education Group in partnership with The Romanian and Eastern European Hub have successfully secured 18-months funding from the Home Office MSHT fund to upskill members of the community from across the UK to deliver the Workers' Rights training. In addition to recruiting, upskilling and coordinating facilitators across the UK to deliver the workers' rights training a Ro-EE Hub staff member supported eligible training participants who were either referred by training facilitators involved in the delivery of the project or met through training delivered by the Hub with access to accredited immigration services and offering them administrative support throughout the process.

This programme was strengthened by collaboration with several Romanian community organisations—including Romanian Culture and Charity Together (RCCT), Romanian Mothers in the UK, Romanians in Leeds, Români Uniți Din Anglia (RUDA), and the Belfast Intercultural Romanian Community (BIRC)—as well as support from the Embassy of Romania to the UK and the Romanian General Consulates in London, Edinburgh and Manchester.

Over the course of the project, 17 trained facilitators from within the Romanian community delivered 135 face to face training sessions, reaching 2,013 participants with an adapted Level 1 Award in Workers' Rights and Labour Exploitation. Demographic and pre course knowledge data was gathered from 744 participants, and 317 pre and post course evaluation surveys were completed, providing valuable insight into participant learning and programme impact.

Alongside the training activity, The Romanian and Eastern European Hub's caseworker provided specialist support to 109 individuals, offering workers' rights support, immigration signposting, referrals, and technical guidance throughout the project's duration.

Strategic Objective: Preventing people from becoming socially excluded, particularly those from Eastern European communities.

Health Related Campaigns

Harrow East INT

This project enabled us to upskill an experienced Hub health ambassador and one of our long-standing volunteers, both Romanian speakers, as MECC trainers to engage with the Romanian community in Harrow, particularly that from Harrow East to raise awareness of: NHS childhood

immunisation programmes, reliable sources of information, ways to book an appointment, healthy start scheme and support eligible families that experience language and digital barriers to register to the scheme, ways people can improve their health and wellbeing. The outcomes of this work were that Harrow Romanian community members were:

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

1. better informed of the benefits of childhood vaccination and flu programmes
2. aware of the ways they can access reliable sources of information, of the different ways they can book an appointment for vaccination and the different measures that can be taken to improve their health and wellbeing

North Central London Cancer Alliance- Cancer Screening Programme

We delivered in person and social media cancer screening campaigns to raise awareness of early cancer symptoms, cancer screening and support available to NCL residents. We focused the delivery of our work on areas with high Romanian density population and high deprivation in Barnet.

Brent Health Matters

This 5-month project that concluded in April 2024 enabled us to raise awareness amongst Romanian Brent residents of bowel cancer symptoms and NHS available screening tests via outreach and social media campaigns and support vulnerable residents with access to health-related benefits, referrals and admin support for immigration related queries, access to health services, and emergency food vouchers to those affected by cost-of-living crisis or ongoing health issues.

NHS Maternal Vaccinations

As part of this work, we facilitated a live Social Media webinar, conducted by a Romanian speaking GP and ran outreach sessions in areas with high density Romanian population to raise awareness of maternal vaccinations.

Northwest London (NWL) ICB- Childhood Immunisation

This 3-month project addressed the low MMR vaccination uptake amongst children in Romanian communities in NWL and was conducted via face-to-face, outreach and social media campaigns.

Social Events and Activities

Brent Ukrainian Community

This one-year project funded by Brent Council enabled us to deliver 5 social events for the Ukrainian community in Brent to help reduce isolation amongst Ukrainian refugees and enable them to build a social network with others in the community.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31ST MARCH 2025



Ukraine Independence Day Celebration in Brent

Romanian Community

Throughout the financial year 2024 and 2025, we conducted a series of events for the Romanian community, including an event on Romania's National Day to strengthen social inclusion, promote wellbeing by reducing isolation, building community connections and raise awareness of relevant issues to members of the community.



THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

Social Café and Playgroup

In this financial year, we continued the delivery of our:

- weekly social café
- playgroup sessions

The social café was regularly attended by members of the Romanian community who experienced health related issues and were socially isolated. The sessions offered people a safe, warm and welcoming environment to gather, socialise, build social networks whilst they also benefitted from practical support from our advice team and learned information on relevant issues such as cancer screening and workers' rights. These activities led to alleviation of social isolation, improved well-being and understanding of support available.

The playgroup sessions were addressed to under 3s in the Romanian and Roma communities and their carers which had a significant impact on socially excluded families by reducing isolation and fostering community connections. For adults, it provided a safe space to build friendships, share parenting experiences, boost confidence, engage with services and learn about relevant childcare and health related topics, which in turn improved mental well-being. For children, the playgroup supported early learning and social development, helping them build communication, cooperation, and school readiness skills. Together, these sessions strengthen parent-child relationships and created a foundation for long-term inclusion and resilience within the community.

Strategic Planning and Future Direction

Throughout the year, Trustees continued to reflect on the charity's long-term direction while carrying out our ongoing responsibilities around vision, governance, safeguarding and risk. This included considering how our work can remain responsive to community needs and where we may need to adapt or strengthen our approach.

Looking ahead, the Board will continue to build on this foundation by refining priorities, exploring opportunities for collaboration, and ensuring the charity has the capacity and resilience to deliver its mission effectively.

CORE FUNCTIONS

Fundraising and Reporting

Fundraising

The functions include:

- Researching funding opportunities and checking eligibility
- Discussing project ideas
- Writing and submitting funding applications

Reporting

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

The functions include:

- Extracting CRM and projects data
- Writing and submitting project reports

Finance

The functions include management of budgets, accounts, reporting on the charity's finances, ensuring timely invoice payment, liaison with staff to ensure projects do not exceed their Contract Income, and generating quarterly reports for trustees.

In the financial year 2024-2025, we have successfully implemented an accounting software to help us manage our accounting needs.

During the 2024–2025 financial year, we successfully implemented a new accounting software system, significantly improving the efficiency and accuracy of our financial management processes. This upgrade has streamlined bookkeeping, enhanced reporting capabilities, and strengthened compliance with regulatory requirements. By adopting this technology, we have reduced manual errors, improved transparency, and ensured that trustees have timely and reliable financial information to support informed decision-making. This investment reflects our commitment to robust governance and operational excellence.

Project Management

The functions include:

- Project planning, coordination and oversight

Facilities and HR

Facilities and Office Management

The functions include:

- Office operational needs, fit for purpose, office moves, maintenance, and renovations, rent and building costs.
- health and Safety
- IT and equipment contracts supplies and assets management

HR

The functions include:

- management of policy renewal, update and dissemination.
- HR functions, including recruitment, employment regulations, staff processes, safeguarding training and DBS checks.

Communications

The functions include the following.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

- Design and production, printed materials (banners, postcards, posters and business cards) and online materials (static social media imagery, gifs, videos, animations, and animations).
- Social media, and production of assets for ROEE Hub campaigns and projects.
- Social media. ROEE Hub has 3,200 followers over 3 platforms

Financial Review

Financial position and available funds

The Charity incurred a surplus of £62,465 in the year ended 31st March 2025 (2024: surplus of £24,665). Of the total funds, £40,684 related to unrestricted funds/free reserves (2024: £7,310) and £21,881 to restricted funds (2024: £17,345).

Reserves policy

The trustees continue to monitor the levels of reserves and ensure that there is a surplus each year to add on to the reserves brought forward. Activities are reviewed and grants sought to meet the requirements of these activities.

Going concern

Based on the funding commitments in place both at the year-end and on the date of approval of this report, as well as the current free reserves level, the Trustees are satisfied that the Charity will be able to continue its objectives for the next financial year.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

REGISTERED CHARITY NUMBER 1203643

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31ST MARCH 2025

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Romanian Eastern European Hub trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom accounting Standards (United Kingdom Generally Accepted Accounting Practice)

In preparing the financial statements the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the 'going concern' basis unless it is inappropriate to presume that the charity will continue in business.

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

The Trustees declare that they have approved this report. The Trustees declare that they have approved this report.

Full Name: Ramona Ivan

Position: Treasurer

Signature: 
Ramona Ivan (Jan 29, 2026 15:27:12 GMT)

Date: Jan 29, 2026

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
REGISTERED CHARITY NUMBER 1203643
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.

Signature: *Keisha Chidziva*
Name: Keisha Chidziva
Independent Examiner
KDP Accounting Services
Date 29/01/2026

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Charitable Activities	2	-	259,568	259,568	297,651
Other Income	3	4,448	-	4,448	-
Total Income		4,448	259,568	264,015	297,651
Expenditure on:					
Charitable Activities	4	31,785	(257,989)	(226,205)	(292,536)
Total Expenditure		31,785	(257,989)	(226,205)	(292,536)
Net Income and (Expenditure) before transfers		36,232	1,578	37,810	5,115
Transfers		-		-	-
Net Income and (Expenditure)		36,232	1,578	37,810	5,115
Reconciliation of Funds					
Total Funds Brought Forward		7,310	17,345	24,654	19,540
Total Funds Carried Forward		43,542	18,923	62,465	24,655

The notes on pages 20 to 25 form part of these accounts

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

	Notes	2025 £	2024 £
Current Assets			
Debtors	5	15,000	26,204
Cash at Hand and Bank		60,646	61,847
		75,646	88,051
Creditors: Amounts falling due within one year	6	(13,181)	(63,396)
		62,465	24,655
Funds			
Unrestricted Funds	7	43,542	7,310
Restricted Funds	8	18,923	17,345
		62,465	24,655

The trustees declare that they have approved the accounts above.

Signed on behalf of the charity's trustees:

Full Name: Ramona Ivan

Position:

Signature: Ramona Ivan

Date:  Ramona Ivan (Jan 29, 2026 15:27:12 GMT)

Jan 29, 2026

The notes on pages 20 to 25 form part of these accounts

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Romanian Eastern European Hub meets the definition of a public benefit entity under FRS 102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. After due consideration, it was concluded that no restatement of the comparatives was required.

The financial statements have been prepared on a going concern basis. In arriving at this conclusion, the trustees have taken into account any material uncertainties that may affect the charity's ability to continue as a going concern.

Change in Charity's Legal Form

On 20th June 2023, Romanian Eastern European Hub transitioned from an unincorporated entity to a Charitable Incorporated Organisation. The name of the organisation remained unchanged.

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the funder.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

1. ACCOUNTING POLICIES CON'D

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants and Donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources. Donations represent voluntary amounts received during the year.

Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure Recognition Cont'd

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities.

Cash Flow Statement

The Charity has taken advantage of FRS 102 (Section 1A) which exempts small charities from preparing Cash Flow Statements.

Trade Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Trade Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Fixed Assets

The charity does not own any fixed assets.

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

1. Incoming Resources from Charitable Activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Harrow Council	-	137,346	137,346	163,562
Young Barnet Foundation	-		-	2,050
Trust For London	-	12,725	12,725	33,000
GLAA Worker's rights	-		-	3,307
Barnet Innovation Fund	-		-	38,403
Barnet Winter Festival Fund	-	-	-	990
Brent Ukraine Project	-	-	-	3,333
Harrow Warm Hubs	-	-	-	7,468
MOPAC VAWG	-	-	-	28,946
MSHT British Embassy	-	13,349	13,349	10,992
NCL Cancer Screening	-	9,000	9,000	3,000
Skills and Education	-	-	-	2,600
Smallwood Trust	-	10,000	10,000	-
Awards for All 2	-	20,000	20,000	-
Brent E Visa1	-	6,980	6,980	-
Brent E Visa2	-	7,000	7,000	-
Brent Health Matters	-	10,000	10,000	-
Brent Ukraine Project	-	16,667	16,667	-
Harrow Warm Hub 2	-	5,500	5,500	-
NHS MMR	-	5,000	5,000	-
VAH Harrow East INT	-	6,000	6,000	-
	-	259,568	259,568	297,651

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

2. Other Income

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Other Income	4,448	0	4,448	0
	4,448	0	4,448	0

3. Resources Expended on Charitable Activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Charitable Activities Expended	31,785	(257,989)	(226,205)	(292,537)
	31,785	(257,989)	(226,205)	(292,537)

4. Debtors

	2025 £	2024 £
Debtors	8,000	26,204
Accrued Income	7,000	0
	15,000	26,204

5. Creditors falling due within one year

	2025 £	2024 £
Creditors	11,885	41,671
Accrued Expenditure	1,200	21,725
	13,085	63,396

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

6. Unrestricted Funds

	Balance at 1st April 2024	Incoming Resources	Outgoing Resources	Total funds as at 31st March 2025
	£	£	£	£
General Funds	7,310	4,448	31,785	43,542

7. Restricted Funds

	Balance at 1st April 2024	Incoming Resources	Outgoing Resources	Total funds as at 31st March 2025
	£	£	£	£
Harrow Council	4,255	137,346	(141,601)	-
Young Barnet Foundation	415	-	(415)	-
Trust for London	3,429	12,725	(16,154)	-
GLA	714	-	-	714
Barnet Innovation Fund	1,907	-	(1,907)	-
Barnet Winter Festival Fund	78	-	(78)	-
Brent Ukraine Project	3,127	16,667	(19,793)	-
GLAA Worker's rights	151	-	(151)	-
Harrow Warm Hubs	1,358	-	(1,358)	-
MOPAC VAWG	468	-	(468)	-
MSHT British Embassy	913	13,349	(14,262)	-
NCL Cancer Screening	530	9,000	(9,530)	-
Smallwood Trust	-	10,000	(2,573)	7,427
Awards for All 2	-	20,000	(17,211)	2,789
Brent E Visa1	-	6,980	(6,980)	-
Brent E Visa2	-	7,000	(4,764)	2,236
Brent Health Matters	-	10,000	(10,000)	-
Harrow Warm Hub 2	-	5,500	(5,500)	-
NHS MMR	-	5,000	(5,000)	-
VAH Harrow East INT	-	6,000	(244)	5,756
Total Restricted Funds	17,345	259,568	- (257,989)	18,923

THE ROMANIAN AND EASTERN EUROPEAN HUB (ROEE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

8. The Trustees did not receive any remuneration in respect of their roles as a Trustee.
9. The organisation has no employees. All staff are employed on a Freelance basis.

THE ROMANIAN AND EASTERN EUROPEAN HUB

England & Wales - Charity number 1203643

Accounts



**THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NO. 1203643**

ANNUAL REPORT AND FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

CONTENTS PAGE

CONTENTS	PAGE NUMBER
Charity Information	2
Trustees Annual Report	3 to 16
Independent Examiner's Report	17
Statement of Financial Activities	18
Balance Sheet	19
Notes to the Financial Statements	20 to 25

**THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)
(REGISTERED CHARITY NUMBER 1203643)**

CHARITY INFORMATION

Charity Name: The Romanian Eastern European Hub (Ro-EE Hub)

Charity Number: 1203643

Charity Address: SEEDS HUB
EMPIRE WAY
London HA9 0RJ

Trustees: Maria Turda- Chair
Mihai Calin Bica- Secretary
Ramona Teodora Ivan- Treasurer
Janice Dawn Charles (Appointed 3 December 2023)
Neena Patel (Resigned 27 July 2023)
Manuel Cheta (Resigned 28 October 2023)
Nishan Dzhangozyan (Resigned 10 November 2023)

Senior Management: Florica-Cecilia Petre- Co-CEO and Co-Founder
Nadia Maria Mihai- Co-CEO and Co-Founder
Adina Maglan- CEO and Co-Founder (Resigned 31 December 2023)

Independent Examiner: Community Barnet
SEEDS Hub
Empire Way
London HA9 0RJ

**THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB
(REGISTERED CHARITY NUMBER 1203643)
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024**

The Board of Trustees submit their annual report and the financial statements of The Romanian and Eastern European Hub for the year ended 31 March 2024. The Board of Trustees confirms that the annual report and financial statements of the organisation comply with current statutory requirements and the charity's governing document.

REFERENCE AND ADMINISTRATIVE DETAILS

Legal and administrative details are shown on page 2 of the annual report, including a full list of the Trustees who served the organisation during the period up until the date of the signing of this report.

ACKNOWLEDGMENTS

The achievements of the past year would not have been possible without the support from CB Plus (formerly Community Barnet), which set up The Romanian and Eastern European Hub as a pilot project in 2020, our trustees, staff, volunteers and the three co-founders as well as the following local authorities, organisations and partnerships: Barnet Council, Brent Council, Harrow Council, Trust for London, NCL Cancer Alliance, Voluntary Action Harrow, Barnet Together through Groundwork London, Greater London Authority, MOPAC, Skills and Education Group, Home Office, British Embassy in Romania, The Romanian Embassy in the UK, General Romanian Consulates in London, Edinburgh and Manchester.

ORGANISATION JOURNEY, STRUCTURE, GOVERNANCE AND MANAGEMENT

The Romanian and Eastern European Hub was set up as a project by CB Plus in March 2020 to address the unmet support needs of Romanians and other Eastern European groups living in the London Boroughs of Harrow, Barnet and Brent.

CB Plus recognised the importance of having community members leading the initiative. To achieve this, CB Plus created two roles for people from the Eastern European community, with lived experience of being first generation immigrants, and with in-depth professional experience and vocational understanding of the community's needs and challenges.

**THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB
(REGISTERED CHARITY NUMBER 1203643)
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024**

ORGANISATION JOURNEY, STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTD)

These challenges included language, cultural and digital barriers, and residents living with extreme poverty, low quality housing, poor physical and mental health and domestic abuse. Despite these challenges, the staff knew that the community were resilient, positive and insightful, and with support, could make life changes.

The collaboration between CB Plus and the staff swiftly produced excellent results and outcomes. CB Plus was able to provide financial management and governance guidance and training, enabling the staff to expand their skills, and through their cultural knowledge, the staff quickly established family support services with the community. Recognising these achievements, CB Plus proposed that the Ro-EE Hub should become an independent charity.

At the beginning of 2022, The Romanian and Eastern European Hub has been taken forward as an unincorporated charitable association by the three members of staff that have managed the Hub under CB Plus. The unincorporated constitution was adopted in January 2022 by its 3 co-founders, **Adina Maglan, Florica Cecilia Petre and Maria Nadia Mihai** and a board of independent trustees, have soon afterwards joined the organisation. The organisation is equity-led with a majority of directors and board members being from an Eastern European background.

Our governance objective to become a registered Charitable Incorporated Organisation has materialised in 2023. We submitted our registration application to the Charity Commission in February 2023. The incorporated constitution was adopted by the board of trustees in May 2023 and the organisation has been registered as a CIO in 20th June 2023.

How the charity is constituted

The Romanian and Eastern European Hub (Ro-EE Hub) is a registered charitable organisation (CIO) number 1203643. The governing document of the charity is its Constitution dated 26.05.2023.

The Romanian and Eastern European Hub Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
(REGISTERED CHARITY NUMBER 1203643)
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

How the charity is constituted

At The Romanian and Eastern European Hub, the governance framework relies on:

- The Romanian and Eastern European Hub Constitution
- The Charity Commission Essential Trustee Guide
- Trustees' Role Description (which is informed by the CC Essential Trustee Guide)

The charity holds robust policy and procedures, including a policy handbook which is reviewed regularly for compliance and relevance.

There are clear policies and procedures in place regarding trustees' recruitment and appointment, and the overall management of the organisation. The charity's other policies include but are not limited to Finance and Banking, Safeguarding, and Data Protection.

Structure and Work Contexts

The Romanian and Eastern European Hub has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year trustees and senior management attend a Vision Day to develop and review:

- The charitable purpose, in light of the external environment.
- Business Plan with a focus on:
 - the benefits and risks of partnerships
 - our responsibility towards our stakeholders
 - the sustainability of our income sources
- Risk assessment
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff

. Day to day operations and management is delegated to the directors in line with charity objectives and management policies. The directors are supported by quarterly meetings with the trustees and regular meeting with the Chair.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

Risk Management

A detailed risk register has been established which is updated regularly to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact and systems and procedures have been established to mitigate risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in the light of the ongoing difficult economic climate.

Trustees' responsibilities in relation to the financial statements

Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act") and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Independent Examination of Accounts

The Independent examiner carries out an examination of the Charity's accounts under section 145 of the 2011 Act, and provides a report confirming whether or not material matters have come to their attention in connection with the accounts which would give rise to concern.

CHARITY AIM, OBJECTIVES AND ACTIVITIES

Aim and Objectives

The organisation's aim is to promote social inclusion for the public benefit. This is done by:

- preventing people from becoming socially excluded, particularly those from Eastern European communities;
- relieving the needs of those people who are socially excluded and assisting them to integrate into society.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES ANNUAL REPORT

20 JUNE 2023- 31 MARCH 2024

Activities

The charity's main activities are:

- providing independent support, advice and domestic abuse support to vulnerable people, particularly those from Eastern European communities;
- running campaigns and training that support people to make informed choices;
- running social activities and events to reduce social isolation and its impact on people's health and wellbeing.

Public Benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

Our projects, delivery and achievements in 2023-2024

The Romanian and Eastern European Hub's activities were planned and delivered to fulfil the charity's aims and objectives. They are underpinned by its commitment to equal opportunities and carried out for the public benefit.

In serving its aims and objectives in 2023-2024, The Romanian and Eastern European Hub has:

- Registered with Charity Commission, charity no. 1203643;

PROJECTS

Strategic Objective: Relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Harrow Homes for Ukraine

Ro-EE Hub has been commissioned by Harrow Council for a second year running as the first point of contact for all Ukrainian refugees arriving in the borough.

We set to offer a welcome service to the Ukrainian refugees arriving in Harrow to enable them to access GP, banking, benefits, Biometric Residence Permits, schools, ESOL, employment and housing support, based on individual needs assessments.

We delivered this by arranging initial welfare assessments with guests, visiting them in the sponsor property and providing welcome payment prepaid cards issued by Harrow Council. The home visits were followed up with signposting and referrals to relevant services based on each guests' needs.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

Additionally, we offered a Mon-Fri, 9am- 5pm face-to-face and telephone support in Ukrainian for follow up issues as well as weekly housing appointments at The Ro-EE Hub's office with a Harrow housing officer and the guests needing housing support. We followed up with 12, 18 and 24-month home visits and calls to the guests to enquire about their welfare and support needed.

From 20 June 2023 to 31 March 2024, we supported 238 Harrow Ukrainian guests, 169 female and 71 male and 74 dependants.

Accomplishments:

- Enhanced housing support. To deal with the increasing number of housing inquiries and support communication between guests and the council's housing team, Ro-EE Hub and the council's housing team have introduced in person housing appointments at Ro-EE Hub's office. Our Ukrainian speaking members of staff have supported the housing officers and the guests with interpreting and helped guests to better understand the homelessness application process. As a result, Harrow had one of the lowest homelessness rates for Ukrainian guests in London according to the Homes for Ukraine Borough Working Group Homelessness Report from 11th April 2024.
- Organised and delivered in collaboration with the council, social events for the Ukrainian guests on days of importance for the community such as Ukraine Independence Day, Christmas celebration, and Ukraine Remembrance Day which offered guests the opportunity to socialize, network and make new friends



Harrow Ukraine Independence Day Celebration Event- August 2023

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES ANNUAL REPORT

20 JUNE 2023- 31 MARCH 2024

Barnet Innovation Fund

Through this project we:

- Raised awareness of health and support services available in the community alongside awareness of need to secure their immigration status in UK, work done via outreach sessions and events, discussing with over 300 people face-to-face and handing out leaflets to over 1100 members of the community during outreach sessions;
- supported 24 members of the community with access to accredited immigration advice, interpreting and translation, food bank referrals and GP registrations;
- Produced 3 videos as free resources for practitioners and community on the rights held by EU/EEA nationals with Pre-Settled and Settled Status and it was something that hasn't been done before;
- Recruited 4 volunteers and upskilled them to become community champions and involved them in delivery of the project, that built their confidence and skills that could help in getting a better job.

Trust for London- Connected Communities

This is a two-year project from September 2022- August 2024 to support people in the Romanian and Roma Romanian communities who experience digital, language, cultural and socio-economic barriers with the understanding of the British welfare system through offering practical support on accessing benefits they are eligible for, training on accessing online accounts and keeping up with tasks, as well as referrals for EU Settlement Scheme late applications to accredited organisations.

Accomplishments:

From 20 June 2023 to 31 March 2024, we have supported as part of this project, 98 adults via 1200 interactions. The assistance provided was with filling in forms, translating, providing digital up-skilling advice, submitting digital benefit applications, and teaching those who are digitally excluded to manage their benefit online accounts while also keeping up with appointments. We have also helped with setting up email accounts and instructing people on how to check and prove their immigration status, employment eligibility, and eligibility to rent a property in UK. 158 dependent children were directly and indirectly supported throughout this period.

GLA- Building Stronger Communities

As part of this project we have supported, from 20 June 2023 to 31 March 2024, 94 service users with access to services.

We take great pride in the positive impact our work had on the lives of the service users we supported as part of this project, The fact that we have surpassed service user targets with over 51% is testament

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

to the hard work and commitment our team has put into supporting the most vulnerable in our community.

One particular example is that of a Romanian woman battling cancer whom we have supported with access to benefits which in turn has relieved some of her financial pressures and allowed her to focus on her recovery. As part of this project, we have also supported survivors of domestic abuse achieve financial independence through access to welfare benefits, employment, education and food vouchers which in turns positively impacted their lives and the lives of their dependents.

MOPAC/ VAWG London Community Fund

As part of this project, we have:

- Supported 79 individuals (34 women survivors of domestic abuse and 45 dependent children) through 212 one-to-one interactions by phone or in person with welfare benefits applications, safe housing claims, referrals to specialised organisations for counselling, NMO referrals, child custody and divorce and EUSS referrals, issued food vouchers and supported with interpreting

Our support enabled survivors of domestic abuse to overcome some of the difficulties they experienced when leaving an abusive relationship, supporting them and their children in their journey to leading abuse free lives.

We have also delivered weekly nursery rhyme sessions for women in the Romanian community and their children 0-3 years of age over 4 months. These sessions have helped alleviate isolation, build a support network and raise awareness of support available in the community.

Lastly, we have run a weekly domestic abuse training for 12 weeks. The Own My Life training was delivered in Romanian and was attended by 5 women survivors of domestic abuse survivors from the community, who would not have otherwise been able to access this due to the language barrier. This has given women space to share their experiences one of them reporting the experience was liberating.

From 20 June 2023 to 31 March 2024, across all projects, our direct frontline work has supported 519 new direct beneficiaries with access to services, via 4192 interactions, work that enabled service users to gain a recorded income gain of £137,910 (income gain generated via referrals and signposting not included).

Strategic Objective: Preventing people from becoming socially excluded, particularly those from Eastern European communities.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

Brent Ukrainian Community

Brent Council has awarded Ro-EE Hub funding to run over 12 months social events for the Ukrainian community to help reduce isolation amongst Ukrainian refugees and enable them to build a social network with others in the community.

As part of this project, we have delivered in February 2024 a Remembrance Day event to commemorate 2 years from the start of the invasion in Ukraine, event positively received by members of the Ukrainian community.



Ukraine Remembrance Day Event in Brent- February 2024

Barnet Winter Festival

This funding has enabled us to deliver a celebratory event for the large Romanian community in The London Borough of Barnet to mark Romania's National Day which is one of the most important celebrations for all Romanians across the world.

A.T., a single mum who attended our event said: 'I want to thank the organisers for the efforts, support, care and kindness they've shown me and my little boy, with whom I attended the event on December 1, an important day for all of us Romanians everywhere, event where we both felt like home. We were pleasantly surprised by the fact that we met several Romanians in one place and my son enjoyed playing with other children and engaged in lovely activities prepared for them.'

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES ANNUAL REPORT

20 JUNE 2023- 31 MARCH 2024

Workers' Rights- Home Office Modern Slavery and Human Trafficking Fund

Skills and Education Group in partnership with The Romanian and Eastern European Hub have successfully secured 18-months funding from the Home Office MSHT fund to upskill members of the community from across the UK to deliver the Workers' Rights training. This work would not have been possible without the support and collaboration with other organisations working with the Romanian community, including Romanian Culture and Charity Together (RCCT), Romanian Mothers in the UK, Romanians in Leeds, Români Uniti Din Anglia (RUDA) and Belfast Intercultural Romanian Community (BIRC) and support from the Embassy of Romania to the UK and the Romanian General Consulates in London, Edinburgh and Manchester.

Harrow Warm Hubs

This work funded by Harrow Giving has enabled us to deliver weekly social cafes for adults and weekly playgroup for 0-3-year-olds in the community, between December 2023- March 2024 as well as offer advice and support to participants who experienced barriers in accessing support.

Barnet Community Fund- Vaccination Confidence Grants

Through this work we raised awareness of official information on Covid and childhood immunisation schemes, listened to feedback and concerns from the community on accessing healthcare services and immunisation schemes and supported people with general access to healthcare services.

Cancer Screening

We delivered cancer awareness in person and social media campaigns to raise awareness of early cancer symptoms, cancer screening and support available.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)

REGISTERED CHARITY NUMBER 1203643

TRUSTEES ANNUAL REPORT

20 JUNE 2023- 31 MARCH 2024

CORE FUNCTIONS

Fundraising and Reporting

Fundraising

The functions include:

- Researching funding opportunities and checking eligibility
- Discussing project ideas
- Writing and submitting funding applications

Reporting

The functions include:

- Extracting CRM and projects data
- Writing and submitting project reports

Finance

The functions include management of budgets, accounts, reporting on the charity's finances, ensuring timely invoice payment, liaison with staff to ensure projects do not exceed their Contract Income, and generating quarterly reports for trustees.

Project Management

The functions include:

- Project planning, coordination and oversight

Facilities and HR

Facilities and Office Management

The functions include:

- Office operational needs, fit for purpose, office moves, maintenance, and renovations, rent and building costs.
- health and Safety
- IT and equipment contracts supplies and assets management

HR

The functions include:

- management of policy renewal, update and dissemination.
- HR functions, including recruitment, employment regulations, staff processes, safeguarding training and DBS checks.

THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES ANNUAL REPORT
20 JUNE 2023- 31 MARCH 2024

Communications

The functions include the following.

- Design and production, printed materials (banners, postcards, posters and business cards) and online materials (static social media imagery, gifs, videos, animations, and animations).
- Social media, and production of assets for Ro-EE Hub campaigns and projects.
- Social media. Ro-EE Hub has 3,200 followers over 3 platforms.

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES REPORT
20 JUNE 2023- 31 MARCH 2024

FINANCIAL REVIEW

Financial position and available funds

The Charity incurred a surplus of £5,114 in the year ended 31st March 2024 (2023: surplus of £19,530), increasing total funds at the year-end to £24,654 (2023: £19,540).

Of the total funds, £7,300 related to unrestricted funds/free reserves (2023: £10) and a deficit of £2,185 to restricted funds (2023: £19,530).

Going concern

Based on the funding commitments in place both at the year-end and on the date of approval of this report, as well as the current free reserves level, the Trustees are satisfied that the Charity will be able to continue its objectives for the next financial year. Whilst the ongoing cost of living crisis has meant the Charity has incurred additional costs, the ongoing external crisis has had no significant impact on this assessment.

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)
REGISTERED CHARITY NUMBER 1203643
TRUSTEES REPORT
20 JUNE 2023- 31 MARCH 2024

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Romanian Eastern European Hub trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom accounting Standards (United Kingdom Generally Accepted Accounting Practice)

In preparing the financial statements the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent:
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the 'going concern' basis unless it is inappropriate to presume that the charity will continue in business.

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

The Trustees declare that they have approved this report.

Full Name: RAMONA TEODORA IVAN

Position: TREASURER

Signature: 

Date: 31 / 01 / 2025

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

REGISTERED CHARITY NUMBER 1203643

INDEPENDENT EXAMINER'S REPORT

20 JUNE 2023- 31 MARCH 2024

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.

Signature: *Keisha Chidziva*

Name: Keisha Chidziva

Date: 31/01/2025

Professional Qualification: BSc Applied Accounting

Address: Community Barnet
SEIDS Hub, Wembley, HA9 0RJ

**THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE
HUB) (REGISTERED CHARITY NUMBER 1203643)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 20TH JUNE 2023 TO 31ST MARCH 2024**

	Notes	Unrestricted Funds Pre- Incorporated 2024	Restricted Funds Pre- Incorporated 2024	Unrestricted Funds Post- Incorporated 2024	Restricted Funds Post- Incorporated 2024	Combined Total Unrestricted Funds 2024	Combined Restricted Total Funds 2024	Combined Total Funds 2024	Total Funds 2023
Income from:		£	£	£	£	£	£	£	£
Donations	2	-	-	-	-	-	-	-	10
Charitable Activities	3	0	63,296	2,600	231,755	2,600	295,051	297,651	276,944
Total Income		0	63,296	2,600	231,755	2,600	295,051	297,651	276,954
Expenditure on:									
Charitable Activities	4	(1)	(69,541)	4,700	(227,695)	4,700	(297,236)	(292,536)	(257,414)
Total Expenditure		(1)	(69,541)	4,700	(227,695)	4,700	(297,236)	(292,536)	(257,414)
Net Income and (Expenditure) before transfers		(0)	(6,245)	7,300	4,060	7,300	(2,185)	5,114	19,540
Transfers		-	-	-	-	-	-	-	-
Net Income and (Expenditure)		(0)	(6,245)	7,300	4,060	7,300	(2,185)	5,114	19,540
Reconciliation of Funds									
Total Funds Brought Forward		10	19,530	-	-	10	19,530	19,540	-
Total Funds Carried Forward		10	13,285	7,300	4,060	7,310	17,345	24,654	19,540

**THE ROMANIAN AND EASTERN EUROPEAN HUB (Ro-EE
Hub) (REGISTERED CHARITY NUMBER 1203643)
TRUSTEES ANNUAL REPORT**

BALANCE SHEET AS AT 31ST MARCH 2024

		Pre-Incorporated	Post-Incorporated	Combined Total	
		2024	2024	2024	2023
	Notes	£	£	£	£
Current Assets					
Debtors	5	8,479	26,204	26,204	35,201
Cash at Hand and Bank		57,454	61,847	61,847	37,696
		<u>65,933</u>	<u>88,050</u>	<u>88,050</u>	<u>72,897</u>
Creditors: Amounts falling due within one year	6	(52,638)	(76,690)	(63,396)	(53,357)
		<u>13,294</u>	<u>11,360</u>	<u>24,654</u>	<u>19,540</u>
Restricted Funds	7	13,285	4,060	17,345	19,530
Unrestricted Funds	8	10	7,300	7,310	10
		<u>13,295</u>	<u>11,360</u>	<u>24,654</u>	<u>19,540</u>

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

The Trustees declare that they have approved this
report.

Full Name: RAMONA TEODORA IVAN

Position: TREASURER

Signature: 

Date: 31/01/2025

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

1. Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Romanian Eastern European Hub meets the definition of a public benefit entity under FRS 102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. After due consideration, it was concluded that no restatement of the comparatives was required.

The financial statements have been prepared on a going concern basis. In arriving at this conclusion, the trustees have taken into account any material uncertainties that may affect the charity's ability to continue as a going concern.

Change in Charity's Legal Form

On 20th June 2023, Romanian Eastern European Hub transitioned from an unincorporated entity to a Charitable Incorporated Organisation. The name of the organisation remained unchanged.

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the funder.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants and Donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources. Donations represent voluntary amounts received during the year.

Expenditure Recognition Cont'd

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

Expenditure Recognition Cont'd

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities.

Cash Flow Statement

The Charity has taken advantage of FRS 102 (Section 1A) which exempts small charities from preparing Cash Flow Statements.

Trade Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Trade Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Fixed Assets

The charity does not own any fixed assets.

2. Donations

	Pre- Incorporated 2024 £	Post- Incorporated 2024 £	Total Funds 2023 £
Donated Services	-	-	-

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

3. Incoming resources from Charitable Activities

	Unrestricted Funds	Pre- Incorporated	Restricted Funds	Pre- Incorporated	Unrestricted Funds Post- Incorporated	Restricted Funds Post- Incorporated	Combined Funds	Total Funds
	2024		2024		2024		2024	2023
	£		£		£		£	£
Harrow Council	-		40,548		-	123,014	163,562	193,691
National Lottery	-		-		-	-	-	10,000
Young Barnet Foundation	-		50		-	2,000	2,050	20,000
Harrow Together	-		-		-	-	-	3,749
Trust For London	-		10,750		-	22,250	33,000	19,250
Healthwatch Brent	-		-		-	-	-	1,000
Refunds	-		-		-	-	-	150
GLA	-		-		-	-	-	23,334
NHS NW	-		-		-	-	-	2,000
GLAA Worker's rights	-		3,307		-	-	3,307	3,770
Barnet Innovation Fund	-		8,641		-	29,762	38,403	-
Barnet Winter Festival Fund	-		-		-	990	990	-
Brent Ukraine Project	-		-		-	3,333	3,333	-
GLAA Worker's rights	-		-		-	-	-	-
Harrow Warm Hubs Projector	-		-		-	7,468	7,468	-
MOPAC VAWG	-		-		-	28,946	28,946	-
MSHT British Embassy	-		-		-	10,992	10,992	-
NCL Cancer Screening	-		-		-	3,000	3,000	-
Skills and Education	-		-		2,600	-	2,600	-
	-		63,296		2,600	231,755	297,651	276,944

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

4. Expenditure on Charitable Activities

	Unrestricted Funds Pre- Incorporated	Restricted Funds Pre- Incorporated	Unrestricted Funds Post- Incorporated	Restricted Funds Post- Incorporated	Combined Funds	
	2024	2024	2024	2024	2024	2023
	£	£	£	£	£	£
Support Services	(1)	(69,541)	4,700	(227,695)	(292,537)	(257,414)
	<u>(1)</u>	<u>(69,541)</u>	<u>4,700</u>	<u>(227,695)</u>	<u>(292,537)</u>	<u>(257,414)</u>

5. Debtors

	2024	2023
	£	£
Debtors	<u>26,204</u>	<u>35,201</u>

6. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Creditors	41,671	34,563
Accruals	<u>21,725</u>	<u>18,795</u>
	<u>63,396</u>	<u>53,357</u>

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)

(REGISTERED CHARITY NUMBER 1203643)

NOTES TO THE FINANCIAL STATEMENTS

20 JUNE 2023- 31 MARCH 2024

7. Restricted Income Funds

	Balance at 1 April 2023	Restricted Funds Pre-Incorporated Incoming Resources	Restricted Funds Post-Incorporated Incoming Resources	Restricted Funds Pre-Incorporated Outgoing Resources	Restricted Funds Post-Incorporated Outgoing Resources	Transfers	Combined Total Funds 2024
	£	£	£	£	£	£	£
Harrow Council	4,138	40,548	123,014	(41,400)	(122,044)	-	4,255
Young Barnet Foundation	7,472	50	2,000	(4,186)	(4,921)	-	415
Trust for London	-	10,750	22,250	(8,848)	(20,723)	-	3,429
GLA	7,920	-	0	(2,587)	(4,619)	-	714
Barnet Innovation Fund	-	8,641	29,762	(9,434)	(27,062)	-	1,907
Barnet Winter Festival Fund	-	-	990	0	(912)	-	78
Brent Ukraine Project	-	-	3,333	0	(206)	-	3,127
GLAA Worker's rights	-	3,307	0	(3,086)	(70)	-	151
Harrow Warm Hubs	-	-	7,468	0	(6,110)	-	1,358
MOPAC VAWG	-	-	28,946	0	(28,478)	-	468
MSHT British Embassy	-	-	10,992	0	(10,079)	-	913
NCL Cancer Screening	-	-	3,000	0	(2,470)	-	530
	<u>19,530</u>	<u>63,296</u>	<u>231,755</u>	<u>(69,541)</u>	<u>(227,695)</u>	<u>-</u>	<u>17,346</u>

8. Unrestricted Funds

	Balance at 1 April 2023	Unrestricted Funds Pre-Incorporated Incoming Resources	Unrestricted Funds Post-Incorporated Incoming Resources	Unrestricted Funds Pre-Incorporated Outgoing Resources	Unrestricted Funds Post-Incorporated Outgoing Resources	Transfers	Combined Total Unrestricted Funds
	£	£	£	£	£	£	£
General Funds	<u>10</u>	<u>-</u>	<u>2,600</u>	<u>(1)</u>	<u>(4,700)</u>	<u>0</u>	<u>7,310</u>

9. The Trustees did not receive any remuneration in respect of their roles as a Trustee.

10. The organisation has no employees.

THE ROMANIAN AND EASTERN EUROPEAN HUB (RO-EE HUB)
(REGISTERED CHARITY NUMBER 1203643)
NOTES TO THE FINANCIAL STATEMENTS
20 JUNE 2023- 31 MARCH 2024