

## Trustees' Annual Report

For the period 01/04/2019 – 31/03/2020

### Section A – Reference and administration details

Charity name: Work Rights Centre

Other names the charity is known by: WoRC

Registered charity number: 1165419

Charity's principal address: Work Rights Centre, 379-381 High Rd, London, NW10 2JR

Names of charity trustees who manage the charity:

Trustee name	Office (if any)	Dates acted if not the whole year
Holly Rose Robinson	Chair of Trustees	Whole year
Mona Bou Zeineddine		Whole year
Laura Chilintan		Whole year
Marta Righetti		until 30.09.2019
Andra Crivii		until 10.01.2020
Bogdan Popa		until 11.04.2019
Dora-Olivia Vicol		until 11.04.2019

Senior Staff Members:

- Dora-Olivia Vicol, Executive Director
- Kasia Figiel, Finance and Fundraising Manager

### Section B - Structure, governance and management

Type of governing document: Constitution

How the charity is constituted: Charitable Incorporated Organisation (CIO)

### Section C – Objectives and activities

Summary of the objects of the charity set out in its governing document:

The objectives of the Work Rights Centre are to prevent and relieve poverty for the public benefit, breaking the vicious cycle of precarious work, insecure housing, and social isolation issues which affects UK and EU workers in insecure jobs in Britain.

Summary of the main activities undertaken for the public benefit in relation to these objects:

The core of the Work Rights Centre activities consists of our Employment Rights Clinics: free, multilingual and confidential service, where UK and EU nationals can access professional help in challenging exploitative work conditions. Every week our advisers assist cases of people who were unpaid, unfairly dismissed, or pushed by their employers to work informally, without any of the protections inscribed in an employment contract. We take the time to understand the problem, describe the rights associated with their employment status, and walk them through every step of the employment justice process.

## Section D – Achievements and performance

Over 2019-20, the Work Rights Centre has continued to grow:

- Since the opening of our first employment rights clinic in London we advised over 950 clients (June 2016 – March 2020)
- We opened the second Employment Rights Clinic in Manchester (January 2019)
- We increased our service provision hours in the London Clinic, which is now open 6 days a week
- By the end of March 2020 we recovered over £51,000 of unpaid wages for clients, who reported feeling more confident when looking for work (91%) and assessing their employment rights (92%)
- A total of 68% of our monitored clients found better employment
- 93% of monitored clients are either very satisfied or satisfied with the assistance they received.

## Section E – Financial review

The charity's funds were used largely to support our service provision at the Employment Rights Clinic: to pay the salaries of the staff advising at the Clinic, volunteer expenses and rent. This was possible thanks to two major long-term grants we have secured from Trust for London and Tudor Trust. Part-time positions of a development manager, charity director and finance and fundraising manager were supported by the Wembley Park Community Fund.

Charity income has grown from circa £55k in 2018/19 to over £85k in 2019/20. This was possible due to a combination of restricted and unrestricted grants, as well as a growing amount of donations. These have grown from £2,556 in 2018/19 to £7,285 in 2019/20.

The charity was also able to fulfil its goals of growing our unrestricted cash reserves – from £1,085 at the end of March 2019 to £16,298 at the end of March 2020.

Charity's policy on reserves: We aim to hold an equivalent of 3 months' worth of our base running costs in unrestricted funds reserves to be available at all times.

Principal source of funding: Grants

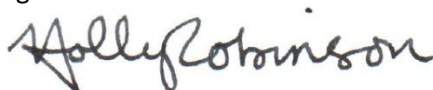
Other sources of funding: Donations

## Section G – Declaration

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

Signed on behalf of the charity's trustees

Signature:



Full name: Holly Robinson

Position: Chair of Trustees

Date: 01 December 2020

**Work Rights Centre**  
**Accounts for period**  
**1st April 2019 to 31st March 2020**

	Unrestricted	Restricted funds	Endowment funds	Total funds	Last year
<b>SECTION A</b>					
<b>A1 Receipts</b>					
Donations	7,285	0	0	7,285	2,556
Grant - Brent Community Infrastructure Levy	0	0	0	0	9,980
Grant - Trust for London	0	15,000	0	15,000	7,500
Grant - Wembley Park Community Fund 2	0	0	0	0	10,000
Grant - Tudor Trust	0	25,000	0	25,000	25,000
Grant - Ratiu Foundation	0	2,000	0	2,000	0
Grant - Mayor of London European Londoners 1	0	5,000	0	5,000	0
Grant - LCF Salway Fund	5,000	0	0	5,000	0
Grant - Wembley Park Community Fund 3	0	9,509	0	9,509	0
Grant - Brent Advice Fund	0	1,500	0	1,500	0
Grant - LCF Thrive	7,500	0	0	7,500	0
Grant - Mayor of London European Londoners 2	0	4,970	0	4,970	0
Other income	2,400	0	0	2,400	0
<i>Sub-total</i>	<i>22,185</i>	<i>62,979</i>	<i>0</i>	<i>85,164</i>	<i>55,036</i>
<b>A2 Asset and investment sales etc</b>	0	0	0	0	0
<b>Total receipts</b>	<b>22,185</b>	<b>62,979</b>	<b>0</b>	<b>85,164</b>	<b>55,036</b>
<b>A3 Payments</b>					
Service Provision Consultants - Employment Specialist	0	20,182	0	20,182	11,507
Service Provision Consultants - Employment Assistants	4,722	9,184	0	13,906	6,821
Charity Director	0	4,520	0	4,520	0
Finance and Fundraising Manager	0	1,200	0	1,200	2,370
Video Commissioning Editor	0	0	0	0	1,816
Video Project Coordinator	0	0	0	0	2,441
AQS Project Manager	0	429	0	429	0
Volunteer Expenses	405	1,265	0	1,670	1,053
Development Officer	560	7,407	0	7,967	5,401
Publicity materials	0	732	0	732	762
Banking Fees	0	60	0	60	60
Governance	72	544	0	616	218
HR costs	0	717	0	717	0
Training costs	80	0	0	80	270
Web and IT costs	0	1,823	0	1,823	1,846
Rent	0	5,400	0	5,400	1,800
Other costs	1,133	257	0	1,390	913
Video Costs	0	0	0	0	3,884
<i>Sub-total</i>	<i>6,972</i>	<i>53,722</i>	<i>0</i>	<i>60,693</i>	<i>41,162</i>
<b>A4 Asset and investment purchases etc</b>					
<b>Total payments</b>	<b>6,972</b>	<b>53,722</b>	<b>0</b>	<b>60,693</b>	<b>41,162</b>
<b>Net receipts</b>	<b>15,213</b>	<b>9,257</b>	<b>0</b>	<b>24,471</b>	<b>13,874</b>
<b>A5 Transfer between funds</b>					
<b>A6 Cash funds last year end</b>	<b>1,085</b>	<b>20,896</b>	<b>0</b>	<b>21,980</b>	<b>8,106</b>
<b>Cash funds this year end</b>	<b>16,298</b>	<b>30,153</b>	<b>0</b>	<b>46,451</b>	<b>21,980</b>
	Unrestricted	Restricted funds	Endowment funds		
<b>SECTION B</b>					
<b>B1 Cash funds</b>					
Total cash funds	16,110.45	30,340.85	0.00		
<b>B2 Other monetary assets</b>	0.00	0.00	0.00		
<b>B3 Investment assets</b>	0.00	0.00	0.00		
<b>B4 Assets retained for the charity's own use</b>	0.00	0.00	0.00		
<b>B5 Liabilities</b>	0.00	0.00	0.00		

**Independent examiner's report on the accounts****Report to the trustees/  
members of**Charity Name  
Work Rights Centre (WORC)**On accounts for the year  
ended**

March 31 2020

**Charity no  
(if any)**

1165419

**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 **31/03/2019**

**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 accounts 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.

**Signed:****Date:**

May 2 2020

**Name:**

Jane Smith

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

CIMA

**Address:**

16 Windlesham Gardens

BN1 3AJ

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

N/A

