

Refugees in Effective and Active Partnership

Report and Unaudited Accounts

31 March 2020

**Refugees in Effective and Active Partnership**  
**Report and accounts**  
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## **Refugees in Effective and Active Partnership Charity information**

### **Reference and Administrative Information**

Charity Name: Refugees in Effective and Active Partnership

Refugees in Effective and Active Partnership is a Registered Charity and a company limited by guarantee

Charity registration number: 1103345

Company registration number: 4378247

Registered Office and  
operational address: Key House  
106 High Street  
Yiewsley  
Middlesex  
UB7 7BQ

### **Accountants**

K A Johnson  
Chartered Accountants  
Equity House  
23 The Paddock  
Chalfont St Peter  
Buckinghamshire

### **Bankers**

Barclays Bank plc

## **Refugees in Effective and Active Partnership Report of the Trustees**

The Trustees present their report and the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

### **Principal activities**

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

### **Trustees and management committee of the charity**

#### **The directors of the charitable company are its trustees for the purposes of charity law**

The following persons served as trustees during the year:

Oleg Pasichnyi	(Acting Chair)
Earl Phillip	(Treasurer)(Until July 2019)
Ameen Bint Amir	(Until July 2019)
Santiago Aristizabal	
Janpal Singh Basran	
Fariha Bhatti	
Christopher Geake	(Until July 2019)
Khalida Obeid	
Maria de Lourdes Pale	

#### Secretary

Sara Crowther

### **Objects of the charity**

The principal activity of the company throughout the year was that of providing advice and support to refugees and refugee organisations and those who support them.

REAP is an independent, refugee-led, membership organisation in West London. We aim to influence policy decisions and practices, and empower refugees and asylum-seekers so they can live equally as valuable and valued members of British society. We defend and campaign for the right to refuge; which includes making sure people have access to effective and equitable support as they recover and rebuild decent lives and a new sense of home in the UK.

### **Structure, Governance and Management**

In accordance with the Memorandum of Association, REAP trustees are voted in by Company Members at an AGM or if necessary an EGM. Occasionally, when there have been early resignations or there is a need to strengthen the Management Committee in specific areas, trustees are co-opted to serve for the period until the next opportunity for a full election.

Trustees are provided with a briefing pack, and encouraged to take up one of several opportunities for further training as trustees available through the charity's contacts in the voluntary sector, primarily through nearby CVSs or London umbrella bodies.

## **Refugees in Effective and Active Partnership Report of the Trustees**

### Achievements and Performance

2019/20 was initially a year of progress contributing to the future goals and development of REAP, although the fast developing Covid/pandemic situation in March ended the year with a large question mark. Last year, in 2018/19, we had reached a fork in the road and members and staff developed a new long term strategy and a clearer mission for REAP. We laid out a set of beliefs about change, and our operating principles. In 2019-2020 REAP activities have been all about making that new clarity into effective activities: we took firm decisions – turning down some work and focusing on building a membership-based, more activist approach to refugee equality and empowerment. We started making better use of our real strengths in membership, networking and contact, by developing activities, experience and training around the concept of 'Connectors' that is grounded in REAP's decade and more experience of interpreters, advocates and community volunteering. Important contacts and networks were well-maintained, with lively exchanges and ideas that formed the basis for developing activities throughout the year.

Our principles and other elements in our strategy and approach did not change from 2018/2019:

**Respect:** value, admire, love and care,

**Listen:** recognise our own power, challenge, rethink, learn, witness,

**Facilitate:** empower, individual agency, structure, networks and contact, space

**Respond:** change, create, do, act;

REAP 'theory of change':

A determined, knowledgeable and well-connected individual in the right place can change even quite large systems over time.

Building, strengthening and working through the Membership will be the centre of REAP's planning and activities for the next five years;

## **Refugees in Effective and Active Partnership Report of the Trustees**

REAP operational approach:

- start from knowing refugees are active, capable and trying to take control of their own lives for their best future and their families' future; individuals can change much larger systems;
- work with and learn what works from a wide range of people including REAP members, other groups and partners;
- form and enable peer and strategic connections that should lever change to improve support for refugees in the future;
- facilitate, network with and train handson workers and activists, to make sure knowledge grows and is widely shared;
- look at the power relationships refugees face both in day to day life and over the long term as they build new lives in West London and in the UK;
- work towards equality for refugees and people in all our diversity, as the only way to ensure people in Britain can thrive and persecution will never gain a secure hold;
- get refugees' voices heard.

Towards the close of the year, we faced the new challenge of lockdown in the Covid pandemic, ceasing many activities in a very short period of time, losing access to our office and many of the places and spaces that were core to our group activities and other training or networking that is so important to REAP. All interactive activities were suspended in mid-March and office staff prepared for furlough.

## **Refugees in Effective and Active Partnership Report of the Trustees**

### **Financial Review**

We kept the core body and core costs of REAP small in 2019/20 so it could stay quick moving and independent. Activities, staffing and finance were in balance throughout the year. We both added to and drew on reserves; the new projects were somewhat under-funded for the level of activity and staff time they demanded, but the work was seen as an investment as REAP established its renewed approach and emphasis on building capable community activists from within a stronger membership. Unrestricted income was not our largest income but was our most important, and several extremely generous, and unexpected donations, including, again, from support from local Methodist churches and also from individuals, were gratefully received. Several individuals now make a regular monthly donation by standing order, and although the amount is not substantial, it is useful, and the slowly growing number of people who support REAP's work in this way is a source of pride and confidence for staff, trustees and members.

The largest proportion of expenditure was, as ever, on salaries. There was substantial income and expenditure related to casual and sessional work by staff on casual contracts (mostly Health Connectors). As in previous years, several casual staff moved into regular employment with other organisations during the year. We maintained our principle of never paying below the London Living Wage.

### **Trustees**

In 2019 – 2020 we planned a process to recruit several new trustees, to replace long-serving trustees; setting out a development plan that engaged members from December onwards. Plans were in place to give opportunities for people who were curious but not confident about taking on a trustee role, for example, to participate and observe at trustees' meetings and gain knowledge. The aim was to build people's confidence in preparation for encouraging several people to stand as new trustees at the AGM (due in July 2020). However by March it looked unlikely that the AGM would take place as usual, and we wait to see what will happen.

The Company Secretary remained the same throughout the year.

## **Refugees in Effective and Active Partnership Report of the Trustees**

### Nature and Purpose of the Charity's Restricted Funds

Yiewsley Home Group: (The People's Health Trust : Sept 2017 – Dec 2019)

Locally-based, neighbourhood activities bring together new and old neighbours in the area immediately around the REAP office, founded initially on people who had previous local contact with REAP, but expanding to include new members and promote a positive attitude to living in the deprived 'super-output areas' around Yiewsley, as part of a health community. The funding period was extended from Aug 2019 to Dec 2019.

Speakers: (Greater London Authority : 31st March 2019 – 31st March 2020)

The project hears from refugees and asylum-seekers who don't speak English, in their own words, by using the language skills of specially trained members; recording their experiences, identifying and understanding their strategies for coping with life in London without English, opening a channel so when people speak, others hear them.

EU Refugee Londoners - Settled Status and Brexit: (Greater London Authority : 31st March 2019 – 31st July 2019)

Many people gained refugee/related status in other European Union (EU) countries, then obtained other EU nationality and now live in London. REAP has found a high proportion of these 'EU Refugees' do not realize that they need to apply for Settled Status and are at risk of having to leave the UK after we leave the EU. REAP will train 15 train 'Connectors' to run multi-lingual sessions at hosts organization plus own-language outreach, individual follow up calls, materials and repeated visits to informal English groups and wider networking.

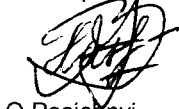
Equip Yourself as a 'Community Connector': (Paddington Development Trust [PDT] and European Union - European Social Fund [ESF] / Education and Skills Funding Agency [PDT/ESF] : July 2019 – June 2020)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'connectors' in roles where they improve the communication between individuals in the community and large, often statutory formal organisations.

### **Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 26 November 2020 and signed on behalf of the Trustees.



O Pasichnyi  
Director



## **Refugees in Effective and Active Partnership**

### **Chartered Accountants' report to the trustees on the preparation of the unaudited statutory accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2020**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership for the year ended 31 March 2020 which comprise of the Statement of financial activities (including summary income and expenditure account, the Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at [www.icaew.com/en/members/regulations-standards-and-guidance](http://www.icaew.com/en/members/regulations-standards-and-guidance)

Our work has been undertaken in accordance with ICAEW Technical Release 07/16 AAF.



K A Johnson  
Chartered Accountants  
Equity House  
23 The Paddock  
Chalfont St Peter  
Buckinghamshire  
SL9 0JJ

26 November 2020

**Refugees in Effective and Active Partnership**  
**Statement of financial activities (including summary income and expenditure account)**  
**for the year ended 31 March 2020**

	<b>2020</b>	<b>2020</b>	<b>2020</b>	<b>2019</b>
	<b>Total</b>	restricted funds	unrestricted funds	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income from:</b>				
Charitable activities				
GLA Mayor Speakers	5,978	5,978	-	-
GLA Mayor EU Londoners	-	-	-	-
PDT ESF EQUIP	12,500	12,500	-	-
PHT (Yiewsley Home Group)	1,495	1,495	-	10,466
Other restricted	-	-	-	10,978
Unrestricted	80,372	-	80,372	78,200
<b>Total</b>	<b>100,345</b>	<b>19,973</b>	<b>80,372</b>	<b>99,644</b>
Charitable activities	107,550	38,942	68,608	100,569
Other	2,160	-	2,160	4,747
<b>Total</b>	<b>109,710</b>	<b>38,942</b>	<b>70,768</b>	<b>105,316</b>
<b>Net expenditure for the year</b>	<b>(9,365)</b>	<b>(18,969)</b>	<b>9,604</b>	<b>(5,672)</b>
Tax payable	-			-
<b>Net expenditure after tax</b>	<b>(9,365)</b>	<b>(18,969)</b>	<b>9,604</b>	<b>(5,672)</b>
<b>Transfer between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Fund balances</b>				
Brought forward	37,378	17,221	20,157	43,050
<b>Total funds carried forward</b>	<b>28,013</b>	<b>(1,748)</b>	<b>29,761</b>	<b>37,378</b>

**Refugees in Effective and Active Partnership  
Expenditure Analysis  
for the year ended 31 March 2020**

	<b>2020</b>	<b>2020</b>	<b>2020</b>	<b>2019</b>
	<b>Total</b>	<b>Direct</b>	<b>Other</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Office running costs</b>				
Rent and services	4,039	4,039	-	3,155
Telephone	1,084	1,084	-	1,002
Office supplies & postage	556	556	-	382
IT & computer	219	219	-	397
	<u>5,898</u>	<u>5,898</u>	<u>-</u>	<u>4,936</u>
<b>Staff costs</b>				
Personnel costs	90,754	90,754	-	89,360
Pensions	5,547	5,547	-	2,532
	<u>96,301</u>	<u>96,301</u>	<u>-</u>	<u>91,892</u>
<b>Project &amp; trainee costs</b>				
Workshops, courses & meetings	2,523	2,523	-	1,998
Specialists & consultants	1,642	1,642	-	1,669
	<u>4,165</u>	<u>4,165</u>	<u>-</u>	<u>3,667</u>
<b>Accountancy costs</b>				
Accountants' fees	2,160	-	2,160	2,310
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>2,310</u>
<b>Publicity costs</b>				
Subscriptions	-	-	-	74
	<u>-</u>	<u>-</u>	<u>-</u>	<u>74</u>
<b>Office admin costs</b>				
Travel	512	512	-	1,679
Bank charges	75	75	-	95
Insurance	490	490	-	490
Sundry expenses	109	109	-	173
	<u>1,186</u>	<u>1,186</u>	<u>-</u>	<u>2,437</u>
<b>TOTAL</b>	<u>109,710</u>	<u>107,550</u>	<u>2,160</u>	<u>105,316</u>
Restricted funds costs	38,942	38,942	0	
Unrestricted funds costs	70,768	68,608	2,160	

**Refugees in Effective and Active Partnership**  
**Registered number:** 4378247  
**Balance Sheet**  
**as at 31 March 2020**

	Notes		2020 £	2019 £
<b>Current assets</b>				
Debtors	8	14,548	35,929	
Cash at bank and in hand		13,465	1,449	
		28,013	37,378	
<b>Net current assets</b>			28,013	37,378
<b>Net assets</b>			28,013	37,378
<b>Funds of the Charity</b>				
Unrestricted funds	12	29,761	20,157	
Restricted funds	12	(1,748)	17,221	37,378
<b>Total funds</b>			28,013	37,378
			<b>Number</b>	<b>Number</b>
Average number of employees			2	2

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.



O Pasichnyi  
 Director/Trustee

Approved by the board on 26 November 2020

**Refugees in Effective and Active Partnership  
Notes to the Financial Statements  
for the year ended 31 March 2020**

**1 Summary of significant accounting policies**

***General information and basis of preparation***

Refugees in Effective and Active Partnership is a registered charity and a company limited by guarantee, incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are insert detail.

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016 and Update Bulletin 2 published on 5 October 2018), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006\* and UK Generally Accepted Accounting Practice.

The charity's principal activity during the year continued to be that of providing advice and support to refugees and refugee organisations and those who support them.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

***Fund accounting***

Unrestricted funds are general funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

***Income recognition***

All incoming resources are included in the statement of financial activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Refugees in Effective and Active Partnership**  
**Notes to the Financial Statements**  
**for the year ended 31 March 2020**

***Expenditure recognition***

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Management and administration costs (governance costs) are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

***Tangible fixed assets***

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment	over 5 years
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***Debtors and creditors***

Short term debtors and creditors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Pensions***

Contributions to defined contribution plans are expensed in the period to which they relate.

<b>2 Total resources expended</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Office running costs	5,898	4,936
Staff costs	96,301	91,892
Project & trainee costs	4,165	3,667
Accountants' fees	2,160	2,310
Publicity costs	-	74
Office admin costs	1,186	2,437
	<u>109,710</u>	<u>105,316</u>

**Refugees in Effective and Active Partnership**  
**Notes to the Financial Statements**  
**for the year ended 31 March 2020**

**3 Employees**

Average number of employees calculated on a full time equivalent was as follows:

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
	<u>2</u>	<u>2</u>
Executive director	1	1
Admin support	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>

**4 Staff costs**

Wages and salaries (including casual contracts)  
Pension costs

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Wages and salaries (including casual contracts)	90,754	89,360
Pension costs	5,547	2,532
	<u>96,301</u>	<u>91,892</u>

No employee received emoluments of more than £60,000.

**5 Trustees remuneration and related party transactions**

No members of the board, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2019 - nil).

**6 Taxation**

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988 and meets the definition of a charitable company for UK corporation tax purposes.

**Refugees in Effective and Active Partnership**  
**Notes to the Financial Statements**  
**for the year ended 31 March 2020**

**7 Tangible fixed assets**

	<b>Equipment</b>
	<b>£</b>
<b>Cost</b>	
At 1 April 2019	3,846
At 31 March 2020	<u>3,846</u>
<b>Depreciation</b>	
At 1 April 2019	3,846
At 31 March 2020	<u>3,846</u>
<b>Net book value</b>	
At 31 March 2020	<u>-</u>

**8 Debtors**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade debtors	<u>14,548</u>	<u>35,929</u>

**9 Share capital**

The company is limited by guarantee and has no share capital.

**10 Analysis of net assets between funds**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>fund</b>	<b>fund</b>	
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	-
Current assets	29,761	(1,748)	28,013
Current liabilities	-	-	-
	<u>29,761</u>	<u>(1,748)</u>	<u>28,013</u>

**11 Other information**

Refugees in Effective and Active Partnership is a private company limited by shares and incorporated in England. Its registered office is:

Key House  
106 High Street  
Yiewsley  
Middlesex  
UB7 7BQ



**Refugees in Effective and Active Partnership  
Resources Expended Analysis  
for the year ended 31 March 2020**

**12 Movement in funds**

	At 1 April 2019 £	Incoming Resources £	Outgoing Resources £	At 31 March 2020 £
<b>Restricted funds</b>				
GLA Mayor Speakers	5,978	5,978	11,956	-
GLA Mayor EU Londoners	5,000	-	5,000	-
PDT ESF EQUIP	-	12,500	14,248	(1,748)
PHT (Yiewsley Home Group)	6,243	1,495	7,738	-
Other restricted	-	-	-	-
	<u>17,221</u>	<u>19,973</u>	<u>38,942</u>	<u>(1,748)</u>
<b>Unrestricted funds</b>	20,157	80,372	70,768	29,761
	<u>37,378</u>	<u>100,345</u>	<u>109,710</u>	<u>28,013</u>

**Purposes of Restricted Funds**

Funder: Greater London Authority

Speakers: (31st March 2019 - 31st March 2020)

The project hears from refugees and asylum-seekers who don't speak English, in their own words, by using the language skills of specially trained members; recording their experiences, identifying and understanding their strategies for coping with life in London without English, opening a channel so when people speak, others hear them.

Funder: Greater London Authority

EU Refugee Londoners - Settled Status and Brexit: (31st March 2019 - 31st July 2019)

Many people gained refugee/related status in other European Union (EU) countries, then obtained other EU nationality and now live in London. REAP has found a high proportion of these 'EU Refugees' do not realize that they need to apply for Settled Status and are at risk of having to leave the UK after we leave the EU. REAP will train 15 train 'Connectors' to run multi-lingual sessions at hosts organization plus own-language outreach, individual follow up calls, materials and repeated visits to informal English groups and wider networking.

Funder: Paddington Development Trust (PDT) and European Union - European Social Fund (ESF) / Education and Skills Funding Agency (PDT/ESF)

Equip Yourself as a 'Community Connector': (July 2019 – June 2020)

Training, personal development and work-related experience, advice and referral for people who want to train and prepare themselves for work in the community. Cohorts of trainees build on their language and communication strengths to develop plans, pathways, experience and confidence to become voluntary and paid 'connectors' in roles where they improve the communication between individuals in the community and large, often statutory formal organisations.

**Section 37 statement**

Expenditure has been allocated in accordance with the activity concerned.