# **Refugee Action Kingston**

Trustees' Annual Report and Financial Statements

Year ended: 31 March 2020

Charity Number: 1176768

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# CHAIR'S INTRODUCTION for the Year Ended 31 March 2020

2019/2020 has once again seen Refugee Action Kingston respond well to an increasingly tough operating climate. We have concentrated on delivering the increased service profile implemented in 2018/2019. RAK has endeavoured to meet the demand for our service and programmes whilst maintaining a high level of quality assurance. Refugee Action Kingston continues to work with the refugee community, supporting those in crisis and those who have resettled into the community in Kingston. Our clients show great resilience, and we work hard to reach into the community to support the most vulnerable in crisis. We are keen to support our clients to integrate into the community by providing quality advice and advocacy around heath, education, benefits, wellbeing and employment. Our clients continue to engage with our English classes and health promotions in the community. We are increasingly concerned about mental health and well-being and have waiting lists for our Counselling service. The Board, Director, staff and partners have worked hard through the year to look at how Refugee Action Kingston responds to growing number of service demands, increasing fundraising challenge and a significantly larger staff team. Our current strategy was completed this year and we enlisted the support of the Cranfield Trust to help develop a new three-year strategic plan for the period 2020-23. This involved an analysis of our organisations structure, activity, and processes. The Board signed off the new Strategy towards the end of 2019, detailing RAK's ambitions to consolidate its growth, prioritise fundraising to sustain core delivery and implement a management structure to build effective support to the staff team. We continue to operate in an increasingly difficult fundraising environment and are pleased to have dedicated fundraising resource supporting the Director this year.

COVID-19 has impacted the way we work, but the staff team and dedicated volunteers have ensured that Refugee Action Kingston will remain open. Working across various platforms including TEAMS, Zoom, Docusign, Whatsapp, mobiles and FIRETEXT we can deliver Advice, Advocacy and Counselling. We have adapted our ESOL and Homework club delivery to online. The Employment Service is running for people looking for work via telephone and video chat. We are engaged with RBK, KVA and our colleagues across the borough to ensure we don't duplicate services and the most vulnerable people in the community access the right support during this difficult time.

As always, the Board are grateful for the Director, staff and volunteers whose time, dedication and skills enable Refugee Action Kingston to provide its services. I would also like to take this opportunity to thank our funders for all their support.

I am delighted to present this Annual Report to you and trust that you will find it an informative read.

# Report of the Board of Trustees for the year ended March 2020

The Board of Trustees (the 'Board') presents its report and the financial statements of the charity for the year ended March 2020.



The Objectives of the CIO are:

The relief of need, hardship or distress and the advancement of education and training of the Beneficiaries so as to assist in their integration into the community by

- a) the provision of assistance and advice to enable them to access services and to deal with organisations and authorities; and
- b) by such other support as the charity trustees may from time to time see fit.

"Beneficiaries" means refugees and asylum seekers and their dependants (and, if resolved by a 75% majority of the Members of the CIO, Vulnerable Migrants and their dependants) who reside, work or study within the Royal Borough of Kingston Upon Thames and such other boroughs as the charity trustees may from time to time see fit. The CIO may continue to provide support and services to a Beneficiary who lived but ceases to live, work or study within the borough referred to.

### Review of activities for the period

2019/20 has once again seen RAK respond well to an increasingly tough operating climate. The numbers of refugees and asylum seekers seeking to register as clients and benefit from our support has continued to grow. Some are from outside the Borough of Kingston, as many other boroughs do not have organisations that provide the services that RAK does in Kingston. Due to the pressure on RAK's resources the Board is reviewing whether RAK has the capacity to continue registering clients from outside the borough.

We continue to operate in a very tough financial and operating environment. We have risen to these challenges through increasing our office space, redesigning our processes, improving our IT infrastructure and developing our fundraising strategy

We have continued to work with The Royal Borough of Kingston (RBK) in providing services to Syrian families under the Syrian Vulnerable Persons Resettlement Scheme (SVPRS).

# Achievements and Performance Advice and Advocacy Service

This project provides generalist advice and information to clients on the subjects of immigration, welfare support, education, housing, utilities and many other issues. To ensure best use of facilities and to ease pressures on resources at peak times, drop-in sessions have been stopped and advice is now given through an appointment only system. RAK is registered with the Office of the Immigration Services Commissioner (OISC), to give immigration advice to level 3, holds an Advice Quality Standard ("AQS") accreditation, successfully renewed in early 2019, and Kingston Quality Award in managing volunteers.

### Immigration advice project

RAK is also registered with the Office of the Immigration Services Commissioner (OISC) to provide immigration advice at level 1, 2 and 3, is regulated by the Advice Quality Standard (AQS) and has been nominated for the Queens Award for volunteering for 2019. The immigration advice project is funded by the Trust for London to

provide immigration advice and support at the OISC level 3 on initial asylum applications, fresh claims, family reunion applications, appeals and representation at immigration tribunals.

# English for Speakers of Other Languages (ESOL)

RAK's ESOL project offers graded ESOL classes from complete beginner to advanced levels. The aim of the project is to facilitate cohesive communities by connecting individual clients with the wider communities and mainstream services through improving their English language skills and general education.

The project provides a regular programme of opportunities for clients from new communities to learn more about mainstream public services, civic, cultural, sporting, social and community life in London, while meeting peers and interacting with the wider community.

Clients progress to employment and further studies by building their language and confidence. At the Learning Centre they can progress directly to paid employment or volunteering roles.

### **Learning Centre**

A Learning Centre runs very successfully on four days per week at the Piper Hall Community Centre. The centre provides an opportunity for clients to meet other people and take part in a range of activities. These include English language classes, an exercise class, emotional support, Citizenship course, discussion group, health information, a crèche for children aged 0-4, lunch and social activities. The project is managed by the Centre for Resilience and Engagement Manager and is supported by a large team of dedicated volunteers.

### **Summer Playscheme**

Our Playscheme is for children aged 5 to 10 and a youth project for those aged 11 to 14. It combines a programme of educational and fun activities including outings, sports, art, and craft. The children thoroughly enjoy themselves and their confidence and well-being are significantly improved by the programme.

### **Smarties summer project**

Smarties is a safe and welcoming learn and play environment for the youngest children aged up to 5. The project bridges the sudden transition children experience with the move to a new country, through confidence building, teaching interactive skills and learning via play.

## **New Arrivals ESOL Induction Programme**

This programme consists of intensive ESOL with embedded introductions to subjects including the local area and services, how to use UK Systems such as health services, education, and accessing employment, and an introduction to UK values. Activities and outings include visits to the local library, NHS walk-in centres and a tour round the borough.

### Supplementary school project

This project provides an additional learning opportunity to children to improve their English, Maths and IT skills. Learners are individually assessed and put in groups according to levels. Paid staff, qualified volunteers and university students are used to teach the children.

### Counselling

RAK provides professional counselling and emotional health development to clients, overcoming barriers to counselling that this marginalised group experience, enabling resilient mental health and preventing exacerbated mental health issues. RAK's counselling service is unique within the sub-region of South West London, as it offers specialist counselling services for refugees and asylum seekers. There is no other service

similar to it within the borough or the area. Ref ugees and asylum seekers encounter difficulty in accessing mainstream counselling services, due to cultural stigma, or financial, linguistic or attitudinal barriers. The provision of a specialist service enables clients to continue to achieve good mental health and thus re-build their lives. The service is funded by the Clinical Commissioning Group (CCG) and registered with the British Association of Counselling and Psychotherapy (BACP) and is delivered to a high professional standard. Clients are referred to the service by GPs and the mental health trust / South West London St George's.

# **Employment and Mentoring project**

This project provides information, advice and guidance (IAG) sessions. The IAG service aims to enable clients to become employable, through the acquisition of knowledge of the skills and expertise they need to attain to meet an employer's requirements successfully. The role of the IAG adviser within the relationship is to facilitate the development and achievement of an action plan by providing sensitive and appropriate support. With the support of volunteers, the action plan aims to unlock the potential of the client so that they can move into sustainable employment or an intermediate labour market role before progressing to sustainable jobs.

This IAG sessions orientate clients to the UK labour market, help them identify how their overseas qualifications and experience can be translated to the UK systems, and prevent long-term under-employment. The project will target a range of refugee clients who are unemployed and living in London.

# Young Refugees Employment project

This project is funded by the Lowell Giving Community Fund to provide information, advice and guidance (IAG) and group training workshops to 13 to 18 years old to improve their employment prospects. The project is helping 50 young refugees to develop new skills, including using IT, writing formal letters to employers, CV writing, preparing employment applications, developing interview skills, using internet for job search, learn about volunteering, finding volunteering and work placement opportunities with local charities and community organisations, and searching for and finding Saturday jobs at local businesses in Kingston and neighbouring boroughs.

#### **Public Benefit**

RAK provide public benefit through the relief of poverty among its clients and providing education and training to help them achieve integration into our community and become socially and economically independent members of the community. As such the Trustees consider that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission and have complied with their duties under Section 17 of the Charities Act 2011.

# **Financial Review**

The financial results for the year are as shown in the financial section of this report run for an accounting period of 12 months from 1 April 2019 to 31st March 2020.

The carry forward funds as of 31st March 2020 amounted to £139,756, all of which is unrestricted.

We continue to operate in an uncertain political climate. Changes in government policy alter the needs of our clients and also sources and amounts of our grants. We monitor, evaluate and adapt services to respond to changing demands. Our staff keeps up to date with changes in legislation and national or local policy.

A key aim of the Board is to ensure RAK holds adequate reserves for working capital purposes and has sufficient funds to meet contractual liabilities and winding down costs, if the organisation were to close. This includes redundancy pay, amounts due to creditors and commitments under contracts. RAK's level of reserves also helps the organisation to plan expenditure against variations in the way funding is received.

To balance the uncertainty of funding, our policy is to maintain financial reserves to cover these costs and allow for an orderly wind down. The current estimate of these costs is c.£85,000 - 90,000. Without a renewal or replacement of existing grants in place and based on current expenditure levels, RAK is estimated to still remain in a position to cover these costs for the coming 12 months as our unrestricted reserves stand at about £139,756. We as Trustees review the financial position of the charity on an ongoing basis and continue to work with staff to gain more certainty on future funding to allow us to continue to meet the needs of the refugee and asylum seeking community in Kingston and surrounding boroughs.

### **Risks and Internal Controls**

As required by the Charity Commission, the Board formally records an assessment of the risks faced by the organisation. The Board regularly considers matters relating to risk and reviews the risk register.

The Board has overall responsibility for ensuring RAK has appropriate systems of control, both financial and operational. These systems are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. During the period, the Trustees continued to review the major financial and operational risks facing RAK and continue to monitor on a regular basis the implementation of any changes necessary to ensure that, as far as reasonable, controls are in place to protect RAK, its members, those working for it, the general public and other stakeholders.

### **Future Strategy**

RAK will continue to develop as an organisation and provide services to meet the needs of the clients in Kingston and surrounding boroughs. As new arrivals continue to arrive in Kingston, some refugee groups are also becoming more established. RAK's challenge is to meet the essential and complex practical needs of new arrivals whilst starting to provide second tier support and assistance to more established communities who want to set up community groups. We will be giving additional support to our clients to gain employment and have appointed a new advisor and administrator to enable us to offer new initiatives.

We will continue to work very closely with RBK and local voluntary and statutory service providers for supporting refugees and asylum seekers in the years ahead.

### Structure, Governance and Management Background

Refugee Action Kingston (RAK) was established in 1991 as a charity, registered with the Charity Commission on 24th August 1992 under a Constitution adopted in January 2001. In 2018, RAK completed the process of changing its legal structure to a Charitable Incorporated Organisation (CIO).

Refugees and asylum seekers register with RAK and become clients. RAK exists to enable clients residing in Kingston and surrounding areas to live a fulfilling life and become accepted and active participants in their local communities. Since RAK was founded in 1991 it has grown to offer services to fulfil the organisation's current mission.

The Board is responsible for the overall management and strategic direction of RAK. The Director is appointed by the Board to manage the day to day operation of the charity.

### Governance

RAK is a CIO. The constitution was approved in January 2018.

# Registered Charity 1176768

Trustees are appointed for a term of three years by a resolution passed at a convened meeting of the charity trustees. As the work of the charity is with refugees and asylum seekers, the Board seeks to ensure that refugees are appropriately represented on the Board.

At present, the CIO does not have extra classes of non-voting or associated members.

The Chair of the Board is responsible for inducting any new Trustees, supported by the Director. The Induction includes the roles and responsibilities of a Trustee, the aims and objectives of the charity and administrative information. Each new Trustee is required to sign a declaration of eligibility and references are sought. They are also supplied with the most recent Annual Report and Accounts and a copy of the Charity Commission booklet, 'The Essential Trustee'.

Members of the Board during the period are set out on page 10. The Board meets every six weeks and is responsible for monitoring progress against a Business Plan prepared annually.

### **Organisational Structure**

The Board is responsible for the strategic direction and policy of the charity. At present, the Board has 8 members from a variety of backgrounds.

The Director of the charity is responsible for the day-to-day provision of services and ensuring that agreed outcomes are delivered. The Director is also responsible for the line management of staff and ensuring that the staff team use good working practice and develop their skills on an on-going basis.

### **Legal and Administrative Information**

The organisation is a charitable incorporated organisation, registered on 22<sup>nd</sup> January 2018.

#### **Trustees**

Mark Kluth, Chair (Appointed January 2018)
Conor Dolan, Treasurer (Appointed January 2018)
Fred Ashmore, Secretary (Appointed January 2018)
Colin Green (Appointed January 2018)
Sadik Hassan (Appointed January 2018)
Pat Monro (Appointed January 2018)
Somasegaram Ratnasabapathy (Appointed September 2018, retired February 2020)
Su Nandy (Appointed February 2019, retired June 2020)

### **Charity Address**

Siddeley House 50 Canbury Park Road Kingston upon Thames KT2 6LX

### **Independent Examiner**

Robert Markless t/a Charity Advisory Services 5 Heaton Gardens Huddersfield HD1 4JA

# Registered Charity 1176768

### **Bankers**

The Co-operative Bank Metro Bank

PO Box 250 64-66 Clarence Street
Delf House Kingston upon Thames
Southway KT1 1NP

Skelmersdale WN8 6WT

# Statement as to disclosure of information to Independent Examiner

In so far as the Trustees are aware:

- there is no relevant audit information of which the charity's Independent Examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Independent Examiner is aware of that information.

# Statement of Trustees' responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations. Charity law requires the Trustees to prepare accounts for each financial Period. Under that law the Trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charity SORP 2015. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees by:

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Mark Kluth, Chair

Approved by the Board of Trustees on 19 November 2020

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Refugee Action Kingston, Siddeley House, 50 Canbury Park Road, Kingston-upon Thames, KT2 6LX.

# Independent Examiner's report to the Trustees of Refugee Action Kingston for the year ending 31 March 2020

I report on the accounts of the charity for the period ending 31 March 2020.

### 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 Period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Chartered Governance Institute.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

### **Basis of Independent Examiner's Report**

My examination was carried out in accordance with the 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 you as 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 2011 Act: and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
  - (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robert Markless ACG t/a Charity Advisory Services

5 Heaton Gardens Huddersfield HD1 4JA

# eld HD1 4JA Date: 23<sup>rd</sup> November 2020 **Statement of Financial Activities for the year ended 31 March 2020**

		Unrestricted	Restricted	Total	Total
	Notes	Funds	Funds	Funds	Funds
		2020	2020	2020	2019
		£	£	£	£
Incoming Resources					
Donations	2	8,203	-	8,203	7,296
Charitable activities	3	45,250	339,032	384,282	297,994
Investments	4	1,699	-	1,699	421
From 'old RAK'		-	-	-	206,284
Total incoming resources		55,152	339,032	394,184	511,995
Expenditure					
Costs of generating funds	5	55,052	461,217	516,269	250,154
Total expenditure		55,052	461,217	516,269	250,154
Net incoming/(outgoing) resources before transfers		100	(122,185)	(122,085)	261,841
Transfers		1,952	(1,952)	-	-
Gross incoming/(outgoing) resources as at 31 March 2020		2,052	(124,137)	(122,085)	261,841
December of founds					
Reconciliation of funds		407.704	404.407	004.044	
Total funds at 1 April 2019		137,704	124,137	261,841	-
Total funds at 31 March 2020		139,756	-	139,756	261,841

The total funds from Refugee Action Kingston (Registered Charity number 1013841) were transferred to Refugee Action Kingston CIO (Registered Charity number 1176768) on 31 August 2018.

The notes provided on pages 12 to 19 form an integral part of these financial statements.

# **Balance Sheet as at 31 March 2020**

	Notes	2020		20	019
		£	£	£	£
Fixed Assets					
Tangible Assets	8		2,105		4,522
Current Assets					
Debtors and prepayments	9	28,524		57,418	
Cash at bank	10	204,361		209,213	
		232,885	-	266,631	
Creditors: amounts falling due					
within one year	11	(95,234)	. <u>-</u>	(9,312)	
Net Current Assets			137,651		257,319
Total Assets Less Current Liabilities			139,756		261,841
Funds					
Restricted Funds	13		-		124,137
Unrestricted Funds	14		139,756		137,704
Total Funds			139,756	- -	261,841

These financial statements were approved by members of the committee on 19 November 2020 and are signed on their behalf by:

Mark Kluth Chair Conor Dolan Treasurer

### **Notes to Financial Statements**

### 1. Accounting Policies

### Basis of preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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, and applicable UK accounting standards and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence. Therefore, they have adopted the going concern basis in preparing the annual report and financial statements.

### <u>Income</u>

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Grants from the government and other agencies have been included as income from activities in furtherance of the charity's objects where these amount to a contract for services.

### **Expenditure**

Expenditure is included in the Statement of Financial Activities on an accruals basis and on the basis that consideration has been received for the expenditure.

#### Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those related to statutory examination of the accounts. See note 6.

### **Tangible Fixed Assets**

Assets over the value of £500 are capitalised at cost.

Depreciation is provided on all tangible assets at rates calculated to write off the cost on a straight-line basis beginning one month after acquisition over their expected useful lives as follows:

Computer equipment 33.33%

Other office equipment 20.00%

### Pension Costs

The charity has a workplace pension scheme with The Peoples' Pension. Employers' contributions of 5% have been provided to March 2019.

### Related party transactions and trustee's remuneration

There were no related party transactions to report. Trustees received no remuneration in respect of their Trustees duties and no expenses were reimbursed

### **Funds Accounting**

Funds held by the charity are:

- Unrestricted general funds these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

### Taxation

The charity is exempt from Corporation Tax under Section 505 of the Income and Corporation Taxes Act 1998. The Charity is not registered for VAT and therefore any irrecoverable VAT has been included with the relevant expenditure.

### Risk Management

The Management Committee has assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and is satisfied that systems are in place to mitigate exposure to such major risks.

### Operating Lease Agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the period of the lease.

### 2. Donations and Legacies

	Unrestricted	Restricted		
	Funds	Funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
General donations	8,203	-	8,203	7,296
	8,203	-	8,203	7,296

# 3. Income from Charitable Activities

	Unrestricted	Restricted		
	Funds	Funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
London Councils Repatriation	5,250	-	5,250	5,250
Staywell - Advise	-	96,000	96,000	48,000
Kingston CCG	40,000	-	40,000	40,000
RBK - SVPRS	-	80,532	80,532	68,897
RBK - Controlling Migration	-	32,747	32,747	34,294
RBK - Day Centre	-	-	-	2,900
Kingston Nursing Association	-	1,712	1,712	1,630
Henry Smith	-	31,566	31,566	25,050
City Bridge Trust	-	39,896	39,896	34,560
Trust for London	-	40,000	40,000	20,000
Love Kingston	-	1,600	1,600	-
Homeless Link – Cold Weather Payment	-	14,979	14,979	-
Lowell Community Giving	-	-	-	17,413
	45,250	339,032	384,282	297,994
4. Investment Income				
	Unrestricted	Restricted		
	Funds	Funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Bank interest earned	1,699	-	1,699	421
	1,699	-	1,699	421

# 5. Expenditure on charitable activities

	Unrestricted	Restricted		
	Funds	Funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Case work & Advice Projects	-	174,484	174,484	80,078
Education & Children Projects	-	117,959	117,959	55,035
Employment Projects	-	67,537	67,537	17,444
SVPRS Project	-	86,259	86,259	54,149
Hardship fund	5,150	14,978	20,128	5,057
Core & Infrastructure costs	49,477	-	49,477	37,991
Governance costs	425	-	425	400
	55,052	461,217	516,269	250,154

# 6. Analysis of governance costs

	2020	2019
	£	£
Independent examiners renumeration	425	400
	425	400
7. Staff costs		
	2020	2019
The aggregate payroll costs were	£	£
Wages & Salaries	293,409	155,564
Social security costs	18,846	690
Pension provision	13,771	6,766
	326,026	163,020

### **Executive committee remuneration and expenses**

No expenses or remuneration has been paid to any Trustee or member of the Management Committee during the period in respect of their Trustee duties.

### Particulars of employees:

The average number of employees during the period was 8.9 part time (2019: 7.9).

No employee was paid more than £60,000 during the year.

# 8. Tangible Fixed Assets

	Computer Equipment	Fixtures & Fixtures	Total	
Cost	£	£	£	
At 1 April 2019	7,325	1,584	8,909	
Additions	-	-	-	
At 31 March 2020	7,325	1,584	8,909	
Depreciation				
At 1 April 2019	2,803	1,584	4,387	
Charge for the year	2,417	-	2,417	
At 31 March 2020	5,220	1,584	6,804	
Net Book Value				
At 31 March 2020	2,105	-	2,105	
At 31 March 2019	4,522	-	4,522	
9. Debtors and Prepayments			2020	2019
			£	£
Debtors			19,538	48,291
Prepayments & Room Deposits			8,986	9,127
			28,524	57,418
10. Cash at Bank and in hand				
			2020	2019
			£	£
Current Accounts			88,483	96,759
Investment Account			115,672	112,264
Petty Cash			207	190
			204,362	209,213

# 11. Creditors: Amount falling due within one year

	2020	2019
	£	£
Creditors	168	1,777
Grants received in advance – deferred Income	79,179	-
Accruals	425	1,845
Pension Contributions	2,421	1,000
Income tax & social security	13,040	4,690
	95,233	9,312

# 12. Commitments under operating leases

At 31 March 2020 the charity had annual commitments under non-cancellable operating leases as set out below

	2020	2019
Operating leases which expire	£	£
Within 1 year	1,656	1,656
Within 2 to 5 years	-	-
	1,656	1,656

### 13. Movement of restricted Funds

	1 <sup>st</sup> April	Incoming	Outgoing		31 <sup>st</sup> March
	2019	Resources	Resources	Transfers	2020
	£	£	£	£	£
Donations	1,952	-	-	(1,952)	-
Kingston Nursing Association	2,630	1,712	4,342	-	-
Crisis Support	38,484	96,000	134,484	-	-
RBK - SVPRS	5,727	80,532	86,259	-	-
RBK - Controlling Migration	10,879	32,747	43,626	-	-
RBK - Day Centre	2,900	-	2,900	-	-
City Bridge Trust	7,634	39,896	47,530	-	-
Lowell Community Giving	15,019	-	15,019	-	-
Henry Smith	18,498	31,566	50,064	-	-
Lloyds Bank Foundation	7,873	-	7,873	-	-
AB Charitable Trust	12,542	-	12,542	-	-
Trust for London	-	40,000	40,000	-	-
Love Kingston	-	1,600	1,600	-	-
Homeless Link – Cold Weather Payment	-	14,979	14,979	-	-
- -	124,138	339,032	461,218	(1,952)	-

The deferred income from 18/19, was shown as balances carried forward in 18/19.

The deferred income for 19/20, are not shown as balances carried forward, but as a liability, and shown on the balance sheet as deferred income.

The brought forward deferred income of £124,138, was released in full in 19/20.

### 14. Movement of unrestricted Funds

Unrestricted funds	137,704	55,152	55,052	1,952	139,756
	137,704	55,152	55,052	1,952	139,756

# 15. Prior year income & expenditure

	Unrestricted	Restricted
	£	£
Income 18/19	173,359	338,636
Expenditure 18/19	34,114	216,040

# 16. Statement of Cash Flows for the year ended 31 March 2019

	Total	Total	
	Funds	Funds	
	2020	2019	
	£	£	
Cash flows from operating activities Net cash provided by/(used in) operating activities	(6,551)	214,738	
Cash flows from investing activities			
Investment Income	1,699	421	
Application of cash			
Purchase of property, plant & equipment	-	(5,946)	
Net increase/(decrease) in cash:	(4,852)	209,213	
Cash and cash equivalent at the			
beginning of the reporting period	209,213	-	
Cash at bank and in hand	204,361	209,213	
Reconciliation of net cash flow income/(expenditure) to net from operating activities			
Net income for the reporting period	(122,085)	261,841	
(as per the statement of financial activities)			
Adjustment for:			
Depreciation charges	2,417	1,424	
Investment income	(1,699)	(421)	
Decrease/(increase) in debtors	28,894	(57,418)	
(Decrease)/increase in creditors	85,922	9,312	
Net cash provided by (used in) operating activities	115,534	(47,103)	
Net cash provided by operating activities	(6,551)	214,738	