



Stand Together Network (STN)
End violence & inequality for a brighter tomorrow

Annual Report for year ending 31st October 2022

Registered Charity and Company Limited by Guarantee

Financial Statements

For the period ended

31st October 2022

Company number: 7839780 (England and Wales)
Charity number: 1161029



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General Information

Directors & Trustees:

Tasneem Zeenat Pervaiz

Maha Galaleldin

Basirat Matemí Opakunle

Dr Mohamed Fatouh

Aleih Khazali

Secretary :

Soad (Sue) Halawa

Registered office:

311 Fore Street

Community House

London

N9 0PZ

Governing document

Stand Together Network (formerly Skills and Training Network) is governed by its Memorandum and Articles of Association

Bankers: Unity Trust bank and The Cooperative Bank

Accountant: TACTS Accountant, 61 Fountains Crescent, London, N14 6BD



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Trustees’/ Director’s Report

The trustees are pleased to present their annual report for the year ended 31st October 2022 which is also prepared to meet the requirements for a directors’ report and accounts for Companies Act purposes.

Special disclosure

Our board of trustees have responded to the latest survey and views of our beneficiaries and stakeholder and changed the name of the organisation from **Skills and Training Network (STN)** to **Stand Together Network (STN)** also to match the new services that we offer. The board passed a resolution for this change and application been accepted at both Companies House and Charity Commission.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Small company special provisions

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies’ regime.

Statement of Directors’ and Trustees’ Responsibilities

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company. Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. The principles and main duties are the same in all cases. Trustees have, and must accept, ultimate responsibility for directing the affairs of a charity, and ensuring that it is solvent, well-run, and meeting the needs for which it has been set up.

Risk management

The Trustees continue to appraise the management risk facing the organisation. This involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying ways of mitigating the risks. As part of this process, the Trustees have reviewed the adequacy of the Centre’s current internal controls. The Trustees are pleased to report that the Centre’s internal financial controls, in particular, conform to guidelines issued by the Charities Commission.

During the COVID-19 Pandemic, Stand Together Network’s emergency responses were activated which mitigated for associated risks and amend accordingly as this reporting period falls partly within the pandemic period. The organisation resilience was responsive and strong which ensured business resilience and sustainability.



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Objectives and aims

The charity's objectives are to support and improve the lives of disadvantaged people.

Main Charity Objectives

"1) To act as a resource for young and adult people living in London by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young and adult people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

(b) Advancing education;

(c) Relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

"2) To promote for the benefit of the inhabitants of North London without distinction of sex, sexual orientation, race or of political, religious or other opinions, by associating together the said inhabitants and the local authorities, voluntary and other organisations in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and other leisure time occupations with the objects of improving the conditions of life of the said inhabitants.

Our volunteers

Stand Together Network's volunteers are very involved in the community and rely on voluntary help. 3 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

Public Benefit

The Trustees confirm that they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Reserves policy

The Board has assessed the charity's requirements for reserves in the light of the main risks to the organisation. As a result, the Board has approved a policy whereby the unrestricted funds not committed, should be held in reserve and maintained at a level which ensures that Stand Together Network core activity could continue during a period of unforeseen difficulty. The target reserve amount represents at least 6 months' (26 weeks) expenditure and will be reviewed annually.



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We have had another active year that was challenging and exhilarating. But above all, the year was highly rewarding, as Stand Together Network (STN) was able to develop, expand and sustain its key services reaching even greater numbers of racialised communities with person-centred services, during periods where the entire country faced the aftermath of Covid-19 and the current, ongoing devastation of the costs-of-living crisis, inflation hikes and a broken immigration system, which impacted many STN beneficiaries that have asylum or refugee status.

Our beneficiaries have migrant histories/heritages or are refugees largely from the Middle East (e.g., Syria), North & East Africa (e.g., Somalia, Eritrea, Ethiopia, Algeria, Egypt etc.) Arab, Afghanistan, Pakistan, Bangladesh, Turkey, Ukraine and/or Black British. 95% of our users are women; many are single parents, often they also have a care role, and a sizable number have experienced domestic abuse, coercive control, forced marriage, and/or female genital mutilation (FGM). Thus, we have developed our Information, Advice and Guidance work in helping domestic abuse survivors. As this is an increasing area of our work, STN trustees are considering re-branding the organisation, particularly, as we foresee that this type of support will likely increase and grow. Our specialty will be keeping BAMER women safe (with the support of key partners) and using our additionality, in areas such as employment, vocational training, work experience, small business enterprise etc., to enable survivors to rebuild and transform their lives.

STN's achievements would be impossible without the drive, determination and passion of my fellow trustees, our staff, volunteers and the beneficiaries we support and work with, that experience endemic inequalities.

We truly appreciate the openness and contribution of our staff team and volunteers that enabled the organisation to, for example, improve its robustness by gaining the Advice Quality Standard accreditation this year. We are also incredibly proud of the relationships we have built with our beneficiaries, partners, businesses, and the wider community. The ability to learn from others and engage in sharing our experience and understanding of the racialised communities in Enfield, Haringey and Islington has helped to facilitate our continued success.

I'm extremely proud in the way that the organisation, led by Sue Halawa, STN's CEO, has steered the organisation in the right direction to meet the needs of local people, experiencing deep-rooted levels of deprivation, and many whose lives are further complicated by an unworkable immigration system, that doesn't allow asylum seekers the ability to work, whilst they wait,



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sometimes for years, for the outcome of their claim is finalised; people with leave to remain, so allowed to work, but lost jobs due to Covid-19, couldn't receive any social welfare support due to Government's no resource to public funds (NRPF) ruling. Much of our IAG work has been in helping to challenge NRPF decisions and advocating for BAMER women experiencing domestic violence.

Readers of this report, will find that the financial accounts presented, indicate that the organisation remains financially stable. Indeed, between 2019 and 2022 our income has grown by approximately 178%. But we still need to grow to attain true levels of sustainability to meet the growing and complex needs of our beneficiaries.

STN is indebted to its beneficiaries, funders, partners, local businesses and supporters, that, without them, we could not achieve all the work that we do.

Tasneem Pervaiz
Director and Chairperson
14/04/2023



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Independent examiner's report to the trustees of Stand Together Network

I report on the accounts of the company for the year ended 31st October 2022, which are set out on pages 9 to 14.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) 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 (the Charities Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

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 particular 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 (other than that disclosed below *) to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Date: 14/04/2023

Chartered Certified Accountant

TACTS Accountant, 61 Fountains Crescent, London, N14 6BD



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR END 31ST OCTOBER 2022

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> 2022	<u>Total</u> <u>Funds</u> 2021
<u>INCOMING RESOURCES: -</u>		£	£	£	£
Incoming resources from generated funds					
Services, Contracts & Commissioning		51,961	-	51,961	17,768
Incoming resources from charitable activities					
Grants to provide charitable activities	(9)	25,000	180,837	205,837	121,048
Other income					
TOTAL INCOMING RESOURCES		76,961	180,837	257,798	138,816
<u>RESOURCES EXPENDED</u>					
Expenses in raising funds	(10)	4,050	-	4,050	3,340
Charitable Expenses	(10)	74,836	183,343	258,179	178,845
TOTAL RESOURCES EXPENDED		78,886	183,343	262,230	182,185
Net Incomings and (outgoings) resources		(1,925)	(2,507)	(4,431)	(43,369)
Balances Brought Forward		50,894	56,331	107,225	150,593
Balances Carried Forward		48,969	53,824	102,793	107,225

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes attached form part of these financial statements)



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BALANCE SHEET AS AT 31ST OCTOBER 2022


	Notes	Funds 2022 £	Funds 2021 £
Fixed Assets		-	-
Current Assets:			
Debtor	(6)	2,000	6,164
Cash at Bank and In Hand		105,564	109,501
Current Liability:			
Creditors & Accruals	(7)	4,771	8,440
Net Assets		102,793	107,225
As Represented By:			
Unrestricted Fund		48,969	50,894
Restricted Fund	(8)	53,824	56,331
Total Funds		102,793	107,225

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

*The accounts were approved by the Directors on **14/04/2023** and signed on their behalf by: -*


Chairperson
(Tasneem Pervaiz)


Secretary
(Soad Halawa)



Notes to the account.

Accounting Policies

1.1 Accounting convention

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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) and the Companies Act 2006. STN 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).

b) Preparation of the accounts on a going concern basis

The Charity trustees are of the view that measures taken subsequent to the year-end to reduce operating costs and successful in applying for continuation funding have secured the immediate future of the Charity for the next 12 to 18 months and that on this basis the charity is a going concern.

1.2 Fund structure

Fund accounting unrestricted funds are available to spend on activities that further any of the purposes of charity particular areas of the charity's work. The charity did not have any designated funds in this financial year.

1.3 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as the Charity is exempt from registration for VAT and therefore is reported as part of the expenditure to which it relates.

1.5 Tangible fixed assets and depreciation

Depreciation is provided to write off the cost, of all fixed assets over its expected useful life: - No Fixed acquired in this financial year

1.6 Cash Flow Statement

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.



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2. Taxation

Skills & Training Network is a registered charity and is not liable for corporation tax on its income under section 505 of the Income and Corporation Taxes Act 1988 to the extent that it is applied to its charitable activities.

3. Support Cost

Allocation of support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, and governance costs which support the Charity activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 11.

4. Skills & training Network is a registered charity and company limited by guarantee without a share capital.

5. Staff Costs

The total Staff Costs (Including Sessional workers) for the year were £183,962, including Tax and NIC. The number of employees on payroll were 3.

None of the employees received emoluments in excess of £60,000 in the year or the previous year.

Trustees are not remunerated for their trusteeship duties.

6. Debtors

	2022	2021
	£	£
London Councils	-	2,174
Ground Work	-	3,990
People's Health Trust	2,000	-
Total	2,000	6,164

7. Creditors & Accruals

	2022	2021
	£	£
HMRC Tax and NIC	220	-
Pension	51	-
Professional Fees	1,300	-
Other Creditors	3,200	8,440
Total	4,771	8,440



8. Analysis of Restricted Funds

	Balance at 1st November 2021	Incoming resources	Outgoing resources	Balance at 31st October 2022
	£	£	£	£
Awards For All	9,370	9,998	12,036	7,332
London Borough of Enfield	-	37,592	37,592	-
Peoples Health Trust	4,103	19,454	21,495	2,062
The London Community Fund	11,500	24,195	25,688	10,007
Rosa Fund	4,875	-	4,875	-
Enfield Voluntary Action	1,539	-	1,539	-
City of London	13,401	11,168	15,771	8,798
Big Lottery Fund	-	39,970	24,085	15,885
Groundwork London	-	100	100	-
Trust For London	4,588	31,000	26,600	8,988
Good Thing Foundation	6,954	7,360	13,562	752
	56,331	180,837	183,343	53,824

9. Grant receivable breakdown

Funder	Purpose	2022 £	2021 £
Awards For All	Education and Guidance	9,998	9,992
Big Lottery Fund	Advice, Employability & Education	39,970	-
City of London	Information and advice	11,168	22,335
London Community Fund	Information and advice	24,195	11,500
CAF Fund	Employability & Digital Skills	-	17,910
Trust For London	Welfare advice and guidance	31,000	10,000
Rosa Fund	Advocacy and Domestic Violence	-	7,760
Enfield Voluntary Action	Employability, ESOL & Digital	-	6,995
London Borough of Enfield	Employability & Guidance	37,592	-
Peoples Health Trust	Community Activities Engagement	19,454	7,612
Groundwork London	Vocational, Health and Social care	100	19,990
Good Thing Foundation	Information and advice	7,360	6,954
		180,837	121,048

****Unrestricted Fund of £25,000 received from Lloyds Bank Foundation to support the core cost of the organisation.**



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10. Charitable Expenses

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> 2022	<u>Total</u> <u>Funds</u> 2021
	£	£	£	£
Raising Funds	4,050	-	4,050	3,340
Salary and Sessional worker	40,950	143,012	183,962	137,441
Volunteer	-	4,453	4,453	4,160
Premises and Room Hire	-	14,024	14,024	12,806
Partnership and Training	12,000	-	12,000	2,883
Refreshment	-	613	613	570
Accreditation and Subscriptions	-	2,520	2,520	1,731
Contracts Compliance	21,200	-	21,200	-
Equipment	-	1,344	1,344	4,464
E-Learning, Printing & Website	-	7,998	7,998	7,384
Insurance	-	1,109	1,109	204
Travel and Transport	-	156	156	134
Professional fees	-	2,970	2,970	2,400
General Running Expenses	686	5,145	5,831	4,667
Total resource expended	<u>78,886</u>	<u>183,343</u>	<u>262,230</u>	<u>182,185</u>

11. Governance and Support Costs

	Support £	Governance £	Total £
Premises and Room Hire	14,024		14,024
Publicity, Website and Printing	7,998		7,998
Professional fees		2,970	2,970
Insurance		1,109	1,109
Contracts Compliance		21,200	21,200
General Running Expenses	5,831		5,831
Total Support & Governance Costs	<u>27,853</u>	<u>25,279</u>	<u>53,132</u>