

RESET COMMUNITIES AND REFUGEES LTD

TRUSTEES REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Charity Registration 1179799

Company Registration 11081370

(England and Wales)

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees present their report and the financial statements of the charity for the year ended 31 March 2023

Reference and administrative details

Registered charity name	Reset Communities and Refugees Ltd
Charity registration number	1179799
Company registration number	11081370
Principal office and registered Office	85 Great Portland Street, First Floor, London, W1W 7LT

The Trustees

Hilary Adams

Richard Bell

Paul Butler

Racheal Chapple (appointed 18 May 2023)

Timothy Finch

Helen Griffiths (resigned April 2022)

Mais Haddadin (resigned April 2023)

Shilla Mutamba

Liam Sloan (appointed 18 May 2023)

Eleanor Stacey

AUDITOR

Haines Watts
Chartered Accountants & Registered Auditors
Old Station House
Statio Approach
Newport Street
Swindon
SN1 3DU

Structure, governance, and management

Reset Communities and Refugees Ltd is a registered charity and is a company limited by guarantee.

The Board of Trustees consists of a mix of professional and experienced lay members relating to the overall needs of the Charity. The day-to-day management of the Charity is delegated to the senior management team. External advice is sought from various agencies to ensure up to date methodology and information. The Chair of Trustees reviews the board every year with the aim of identifying training

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needs and the board's general effectiveness. Pay and remuneration of key management is reviewed annually by the Board in the light of market rates.

Chief Executive

Kate Brown

Trustee Board

The trustee board named above is an effective mix of seven members.

The process for recruiting trustees is to identify skills gaps on the board at any one time, then further to advertise or accept word of mouth introductions. This is followed by interview with the Chairperson and attendance at board meeting to meet other trustees. This may or may not culminate in appointment.

Objectives and activities

Reset is the expert national body for community-led welcome. We work directly with volunteers, community groups, local authorities, employers, and charities to prepare them to provide strong welcome and integration support to newcomers. Informed by our experience and the perspectives of newcomers and volunteers, we advocate to key decision-makers, shaping policy and practice to enable more and better welcome. We work in partnership with a host of civil society organisations to inspire volunteers and grow the number of communities who are ready to welcome.

Our charitable objectives are:

- Providing relief to refugees, and preventing or relieving poverty among them, by working with others (e.g., community groups, charities, businesses, individuals) in ways that meet refugees' needs.
- Supporting refugees in key areas necessary to their successful integration in UK communities, including education and training, health, employment, housing, and social connections.
- Educating the wider public about issues that face refugees or asylum seekers in the UK, and thereby promoting equality and diversity for the public benefit.

These objectives are achieved through our work developing and championing community-led welcome through the Community Sponsorship scheme, Neighbours for Newcomers, and the Homes for Ukraine scheme.

Community Sponsorship is a scheme enabling citizens and communities across the UK to welcome a refugee family to their local area, supporting them as they rebuild their lives in this country. Community Sponsorship is a safe and legal resettlement route, which complements other forms of resettlement managed by government and other agencies. Reset champions and supports the development of Community Sponsorship (CS) across the UK. This involves working with and through others, as well as directly with Community Sponsorship groups to provide help and guidance to all those engaged in CS from group-formation through to the completion of formal support and beyond.

Neighbours for Newcomers is a project to welcome refugee nurses developed in partnership with Talent Beyond Boundaries, the Department of Health and Social Care, NHS England, and NHS Improvement. Drawing on everything we have learnt from Community Sponsorship, we offer training and support for Neighbours for Newcomers volunteers, who act as a source of local knowledge and connect the nurses into their new communities.

Homes for Ukraine allows people who are fleeing Ukraine to seek sanctuary and who have no family ties to the UK to be sponsored by members of the public who can offer them a home, such as a spare

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room, for at least six months. Through the visa application process, refugees can identify the sponsor who will welcome them, who might be a friend, colleague, or other connection. Many refugees and sponsors wishing to be involved do not have an existing connection like this. With Reset's key role in bringing refugees and communities together, and experience of training and readying sponsors, we launched our Homes for Ukraine matching service for community welcome in March 2022.

We review our aims, objectives, and activities regularly. This report describes our achievements and the outcomes of our work for the year ended 31 March 2023.

Achievements and Performance

Context

This last year has been turbulent, providing both opportunities to increase and enhance community-led welcome, and significant challenge and change. As always, external factors played a big role in our ability to operate effectively.

The removal of all Covid restrictions enabled community groups to accelerate their plans to welcome people through our flagship programme, Community Sponsorship. However, the increasing press coverage and government focus on Afghan refugees living in hotels, and the hostile political rhetoric on migration, meant that we saw little progress in our support to the Home Office to make the policy framework of the scheme more accessible to new communities.

We also saw the launch of the Homes for Ukraine scheme, which changed the face of community-led welcome in the UK, increasing the number of refugees welcomed through community-led welcome from below a 1000, to over 100,000 in just a few months. Reset launched our matching scheme which has enabled thousands of people to host refugees in their own homes.

From the starting point of a small organisation, this saw us undergo significant change at speed, including become a front-line support organisation for refugees contacting our matching service, and rapidly increasing staff size. Through all of this we continued to operate as a remote organisation, which enables good flexibility for our team but brings challenges of communication and team building which we continue learn to mitigate.

Community Sponsorship

This year has been the most successful to date with 59 families welcomed; we are truly in awe of all the communities which made this happen. In a year where Homes for Ukraine dominated the headlines and offered incentives for people to sponsor refugees it is particularly impressive that so many groups welcomed refugees through Community Sponsorship (CS).

Throughout the year we have continued to support groups in a variety of ways including providing expert advice and training. Our work starts before groups form through encouraging individuals to find out more about CS. We then support them through the process from forming a group to supporting refugees when they arrive. Our training enables communities to feel prepared for the arrival of the refugee they are supporting, and we continually review our programme of support to ensure we are meeting the community needs and where we see a gap, we work to fill it.

An independent evaluation of the data we collected in post-arrival support visits with 15 refugee families found that:

- All families in the sample were in safe, secure, and affordable housing on their arrival.

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- All adults and children in the sample were registered with the GP within the first few weeks of arrival
- Half of the families were registered with a dentist within the first three months, and this increased to all but one family by the end of a year
- By the end of a year half of the adults in the sample were able to book their own GP appointments
- Within the first three months after arrival nearly half of the refugees reported using local leisure/culture facilities, this increased to 80% after the first year
- Nearly 75% of refugee adults reported having friends with similar backgrounds within the first three months, increasing to 85% after a year
- Within the first three months 12% reported building social networks with people from different backgrounds, increasing to 85% after six months.

Trauma informed care training

In November 2022, Reset identified a need to enhance resources and support to groups on mental health, on understanding trauma and trauma informed care.

We developed a two-hour interactive training: *Trauma Informed Care: Supporting Refugee Families*. The sessions aimed to ensure a clear understanding of trauma, to clarify the impacts of trauma on the body, brain, and memory and to demonstrate how these impacts may present in the behaviour and wellbeing of refugee families. It also aimed to demonstrate the value of building trust, a sense of safety and enabling choice through a strength-based approach.

The sessions booked up swiftly and were well received by participants. Feedback concluded that 90% of learners have found the sessions to be excellent. While 70% strongly agreed that they felt more prepared to welcome and support a refugee family. Feedback has included:

'It was excellent, very informative and immediately helpful'.

'All my expectations were met and exceeded thank you'.

'I think the training was excellent in the time frame and got the important issues over'.

In April 2023, the session was adapted for the Home for Ukraine programme and delivered as a webinar, entitled: *Hosting: A trauma Informed Approach*, reaching approximately 60 hosts. Feedback was also very positive and included the following:

'Well-presented and covered issues that I, as a host, have been dealing with'

'It has actually helped me understand my daughter better, which is a complete bonus'.

Reset staff have also been trained on Trauma Informed Care in the context of facilitating Post Arrival Support Visits, focus groups and interviewing refugees.

Going forward the training will be provided for interested Community Sponsorship groups and Hosts on a bi-monthly basis. Feedback will be monitored so that the training can be adapted to meet the evolving context of Community-led Welcome and the needs of communities and refugees.

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Alongside these training sessions resources on mental health have been developed and made available to Community Sponsorship groups via the Reset training website: <https://training-resetuk.org/category/mental-health/>

Community Sponsorship highlights in numbers:

- 59 families welcomed to communities across the UK.
- 49 core skills sessions delivered, including on topics such as benefits, boundaries, transition planning, gender-based violence and managing volunteers
- 79 core training sessions delivered (Part 1 and Part 2, which are a mandatory part of the Home Office process for CS)
- 131 post-arrival support meetings with groups and families

Bridport Community Sponsorship group

The Bridport Community Sponsorship group welcomed Suzan, Shams and their two daughters, Josfin and Hanaa, to the Dorset market town in February 2022. The group began during the height of the Covid-19 pandemic, during which time they also registered as a charity.

After months of work and preparation by the group, the family's arrival day came. Their travel to the UK from Egypt went smoothly and they were greeted at the airport by Barry and Julie from the team. Despite the considerable amount of adjustment needed, Shams, Suzan, Josfin and Hanaa settled into their new home and town very quickly. One year later, the family are enjoying life in Bridport and are very active members of the local community.

Straight after arriving to the UK, Suzan and Shams were determined to get into employment and open to obtaining work and volunteering experiences. Shams is now working as a cleaner at the local primary school, while Suzan is working for a food takeaway service. They are both undertaking voluntary roles at their local church and a charity shop. Suzan and Shams have made a considerable amount of progress with ESOL over the last year. They have been working hard to learn English through a combination of formal classes and sessions run by the group, and their progress has been supported by their work and volunteering experiences.

Hanaa and Josfin settled into their new school very quickly and have made several friends. Suzan and Shams recently attended a parents evening at the school, which was very positive. Hanaa and Josfin also love doing activities outside of the classroom, for example, Hanaa had a role in the local pantomime at the start of the year. Suzan and Shams were delighted to see Hanaa be part of it.

The family have aspired to be as self-sufficient as possible. They have worked closely with the group to gain independence and they are now comfortable doing most essential tasks by themselves, such as booking medical appointments. After passing one year since their arrival, the family are feeling happy and settled in Bridport. Along with the group, they have made several connections and relationships with people in the local community. Looking ahead, the family are excited to continue living in Bridport, and exploring more of the UK and beyond.

The Bridport Community Sponsorship group have an excellent team led by Barry and Julie. Compared to some other Community Sponsorship groups, they have operated with a relatively smaller core team. This is something they found to be effective. As the group have now ended their first year of

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formal support, the group plan to step back where they can. However, they will continue to provide some ESOL and employment support, as well as being available to support Josfin's transition to secondary school in September. Following the group's experience with Community Sponsorship, the charity is considering future plans to support more refugees in the local area.

Homes for Ukraine

The Ukraine Sponsorship scheme was the most popular route into the UK for Ukrainians, and the UK public response to the scheme was overwhelming with tens of thousands of UK citizens registering their interest in hosting Ukrainian guests. As a result of the popularity of the scheme, when Reset launched its matching service at the end of the last financial year, we faced huge demand from the outset and pressure to begin matching as many people as possible as quickly as possible. We began matching hosts and guests manually but moved the process to an online portal in June 2022. Matching via the portal, developed on behalf of Reset by partner organisation Social Finance, aimed to be quicker and enable us to increase the numbers of matches made per day whilst retaining experienced staff involvement in finalising the matches between sponsors and guests. The numbers of hosts registering peaked in September 2022 and continued to decline across the financial year.

Homes for Ukraine matching service in numbers

- 1185 refugee individuals or families matched with hosts
- 25 local authorities and five VCS organisations have commissioned 68 trainings for a total of 2,288 sponsors and staff members.
- 3,974 potential sponsors trained through Reset's required matching webinars for hosts using the portal
- 452 sponsors trained through Reset's universal trainings, open to sponsors matching with a Ukrainian through any route

Reset's Homes for Ukraine matching service operated based on several key principles: refugee choice, safety, host preparedness, and community connection. We prioritised refugee choice through providing them with an option of two prospective hosts to choose from, and the opportunity to decline matches up to five times. We also worked to ensure Ukrainian guests had access to sufficient information to make informed decisions. This involved presenting them with hosts' profiles, while removing identifiable details and providing information on the services and locations available. We encouraged direct communication between both parties to gauge compatibility and provided guidance on questions to ask during the first conversation. After a prospective host and guest agreed to a match, they proceeded with the UK Government's visa application process independently of Reset. In an independent evaluation of our matching service, 63% of Ukrainian refugees interviewed felt they were definitely "given enough information to select the most appropriate host for them and their family", while 27% said they were somewhat "given enough information".

"We sent an application for my 89-year-old mother and me. She is a person with a disability, and she cant move by herself. And we also wanted to take our dog with us. So, we understood that it would be difficult for us to find sponsors. But Reset helped us." - Guest

To prioritise the safety of both prospective hosts and guests during the matching process we closely monitored the matching platform, removed any inappropriate or fraudulent profiles, provided training to prospective hosts on appropriate expectations and behaviour for hosting, and assessed the suitability of each match. We also offered guidance to guests and hosts for their introductory calls and provided

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advice and guidance on issues raised by hosts and guests. Reset relied on local authority checks to ensure the safety of their matches before and after arrival. Local authorities were responsible for safeguarding and vetting procedures before guests arrived in the UK. Most hosts (92%) and guests (92%) reported feeling safe during and after being matched by Reset. They cited our professionalism, the formality of the platform and direct contact that they had with Reset staff as factors that helped them to feel safe using the service.

To prepare hosts for hosting, Reset delivered a compulsory one-hour training session for hosts and developed a wealth of online blogs and resources. These resources provided information to help hosts decide if hosting is right for them, what to do when their guests arrive and what to expect from hosting. Both hosts and guests reported that hosts were well prepared for their guests' arrival. Hosts overwhelmingly felt well prepared, with 90% saying they felt they were given enough advice to be adequately prepared for hosting their guest. The level of satisfaction with the advice and guidance provided by Reset was higher than average across the whole Homes for Ukraine scheme, where the ONS found that 52% of hosts found that the information provided by the Department for Levelling Up, Housing and Communities was 'quite useful' (ONS data: Experiences of Homes for Ukraine scheme sponsors - follow-up, UK: 21 to 28 November 2022).

Reset provided host training for partner organisations and contributed to developing additional training materials for the sector. We encouraged hosts to explore networks and amenities in their local area so that they were ready to introduce their guests to these services when they arrived. Of the guests surveyed for our independent evaluation, 71% said that their hosts definitely "helped them to integrate into the community and access services", and 18% said their hosts "somewhat helped them".

"My sponsor helped me. However, I want to try to do everything by myself: meeting with the council, Job Centre. I just ask my sponsor to show me the place on the map, and I go there alone. My sponsor introduced me to her relatives and friends." - Guest

Through our experience of running the Homes for Ukraine matching service we have learnt a huge amount about matching refugees and sponsors in a naming-based sponsorship policy. We learnt that matching is challenging; we were not able to meet the demand from those who registered with us. Effective matching needs to be based on really understanding the needs of individual sponsors and refugees and on supporting effective communication and relationship-building between the two. We are working to build on our learning from matching, developing our service in ways including greater and longer-term communication and training for hosts and refugees, greater systematisation of our internal processes, and exploring ways in which the service could be used for matching other cohorts of refugees.

Finding safety – Homes for Ukraine

Applying to Homes for Ukraine through Reset was the best decision says Dmytro from Kyiv. After the war started in Ukraine, he started looking for a way out to safety.

"Before Reset I spent more than two weeks and sent over 100 emails and messages to different people and organisations, but I couldn't find anyone to sponsor me. After I applied to Reset, I got a response in a couple of days – 2 hosts ready to discuss my situation. And because of the very clear information they provide about what to expect from host and what host expects from you it was easy to make a decision."

Dmytro says that the way the process was structured made the whole process much easier. "Reset provided a list of questions to ask the host – and vice versa. That was very helpful. Someone from

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Reset was always in touch with me to help me with any questions or concerns. They reassured me I didn't have to choose the first host – I felt like they were a supportive family around me.”

When Sean and Shahidul, a gay couple in their fifties, decided that they wanted to offer a home to someone from Ukraine they weren't sure where to start. But, says, Sean once they registered with Reset's Home for Ukraine scheme, that all changed.

“We felt supported all the way through” said, Sean, “From the first contact to the initial webinar and training, and throughout the matching process, we had really good quality conversations with Reset team members that helped us to set our expectations and prepare. Reset staff posed questions that we hadn't even thought of. It meant that we went into this process with our eyes open.”

Sean describes the initial Zoom call they had with Dmytro, who ultimately came to live with him and Shahidul at their South London home, and the preparation and support they were all given.

“We were advised that none of us should make any decision while we were on the call” he said, “That meant that we could focus properly on the conversation, and on Dmytro, and he on us. It took the pressure off, meaning that we could relax and get to know each other. It made space for us all to make the right decision.”

Sean also comments on the speed and quality of the response from the Reset team when he and Shahidul had questions about the process. “They were always there,” he said, “And their support was bolstered by expertise, for example being able to advise on how trauma might have affected any potential guest, and signposting to high quality resources.”

The advice and support from Reset has been so good, says Sean, that he's recommended it to others considering hosting.

Nine months on from his arrival Dmytro is working as a Special Effects Coordinator for a visual effects company, as well as continuing his studies in Ukraine remotely, and has moved into a flat in East London that he shares with flatmates. He says none of this would have been possible without the help and support of Sean and Shahidul. “They are my family.”

Neighbours for Newcomers

During the year, the Neighbours for Newcomers programme has seen nurses and neighbours building relationships in a whole range of ways: over shared meals, volunteering together, and sharing cultural experiences including attending charity events, celebrating Eid and the Jubilee, visiting art galleries, and trying cream teas. Volunteers supported nurses with their English practice, setting up weekly drop-in sessions in person and online to practice role plays. The nurses have turned to volunteers for information, from emergency dentists to what to do after a break in as well as serious issues around discrimination and racism. We've seen groups go on bike rides, play computer games, do DIY, help source furniture for new homes, secure free gym memberships and second-hand bikes as well as simply chatting over coffee.

“I joined Neighbours for Newcomers to support a cohort of nurses in Camberwell, where I live. What Reset does with this simple, yet effective programme, is brilliant on so many fronts: being a volunteer helped me with my personal sense of achievement and mental health. It gave me also an invaluable insight into the plight of a group of refugees, who are first and foremost individuals with dreams,

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aspirations, and the desire to a better life, and who are willing through great sacrifices to come and work for the NHS and be of service to the very same community I live in and care about. I hope that by accompanying them these first few months of their life in the UK they have felt welcomed and appreciated and know we consider them an invaluable part of our community.” Volunteer Neighbour, Camberwell

“In every single step she [a N4N volunteer] always offered to help me finding a house, going with me to see the flats, sending for me some websites to find some furniture in a good price. She also advised me how should I talk with my landlord and to be confident.” Refugee Nurse, Colchester

“The team are familiar and friendly, they make me feel that am between my family and a friend, they help you to the maximum, they listen to us and try their best to help.” Refugee Nurse, Cambridge

Neighbours for Newcomers highlights in numbers:

- 44 refugee nurses welcomed across 11 NHS Trusts, bringing the total of nurses welcomed by neighbours to over 100
- 35 new volunteers recruited and trained, and over 100 volunteers supported
- 205 1:1 interaction with NHS Trusts to provide support and information (Including Zoom sessions, calls, and emails)
- 2195 interactions between Neighbours for Newcomers and volunteers (including on the phone, messaging and on-line) to support volunteer groups as they welcome and support nurses.
- 1345 interactions between Neighbours for Newcomers and nurses (including zoom, on the phone, and emails) to provide information, get feedback and provide support

Public Engagement

To meet our strategic ambition of growing community-led welcome across our programmes, we created a public engagement team. In their first year, the team created and ran a campaign 'CommuniTeas' to get people together, via a tea party, to learn about ways to welcome refugees.

We set the goal of delivering 15 new Community Sponsorship groups through the campaign. However, as the tea parties progressed, we learnt a huge amount and our goal became a wider one of awareness raising of forms of community-led welcome and of Reset. We learned that many community organisations need more funding and awareness to be able to consider Community Sponsorship.

It is a big ask to go into a community, put on a tea party, and expect attendees to start Community Sponsorship groups. What worked better was identifying local organisations, then supporting that organisation to run a tea party: those organisations brought the connections and the local knowledge and Reset team members brought expert understanding of Community Sponsorship. This partnership seemed to work well.

In the end we supported 28 community tea parties, secured local media coverage and raised the profile of Community Sponsorship and Reset.

Alongside this local awareness raising work, we refreshed our branding to reflect our focus on multiple forms of community-led welcome, and to make it easier to access information about all three schemes through our website. We were proud to work with a small refugee and women led digital and brand agency on this project.

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Learning from our programmatic work, and in consultation with our partners, we launched a report on the future of sponsorship which captured our learning from across CS, Homes for Ukraine, and Neighbours for Newcomers. We used this discussion paper to stimulate individual conversations and roundtable discussions with a broad range of decision-makers, from civil servants to partners in the refugee and housing sectors, to parliamentarians. We found that there was significant stakeholder appetite to engage in proactive future thinking about the community-led welcome of refugees.

Core to our approach is narrative change around refugee welcome. To increase focus on this objective we have increased our capacity around media outreach. Over the last year we have appeared in outlets as diverse as Now Magazine and You & Yours on BBC Radio Four. As well as commenting on the effectiveness of schemes like Homes for Ukraine we have invested in supporting communities to share their experience of welcoming refugees and, most importantly, ensuring refugees can talk about making the UK their home. Safeguarding and informed consent are at the heart of our approach when working with experts by experience.

We continue to use and develop digital tools and channels to increase engagement with potential sponsors. Our busiest month on Twitter over the last year was in March 2023 with our big push on CommuniTeas. We made small investments in tactical advertising spend to push a film to promote the campaign which led to a reach of 135,000. On Facebook we also saw a spike in activity around the CommuniTeas campaign with targeted advertising helping us to grow our reach by over 300% to 258,000.

We are getting around 30,000 visits a month to our website - up from 15,000 a month a year ago - and the busiest pages after the main landing page of the website are the 'about' and 'join in' pages which people naturally navigate to after that. Interestingly the story about 'Why you should rent your property to a refugee family' has become consistently one of the most visited pages and is the result of Google searches on that topic.

The power of resettlement in bringing hope

When the conflict escalated in her Kurdish area of Aleppo, Ghazala knew that she and her young daughter were in real danger and had to flee. Her husband had already gone to Lebanon to find work and after escaping Syria they joined him there. That was the start of eight years of hardship, living in one small mouldy room and eking out a living in a country already hosting around one and a half million Syrian refugees.

While volunteering at Caritas Lebanon, Ghazala learned about the possibility of resettlement and wondered if there was any chance her family might be eligible. She said: "I was telling myself, 'Why not me? Why not my family? Why wouldn't I have that chance, the same chance other people have?'"

However, when she approached the UNHCR to ask about how to apply she was told that it wasn't their decision as to who was selected, it was down to individual countries deciding how many families they would take. Ghazala said she nearly lost hope at this point.

"In front of people I am always happy," she said. "I try to be in the best shape possible but in reality, we were really struggling."

Then came the call she hardly dared hope for. In September 2019 she was told that her family were eligible for Community Sponsorship in the UK. They were matched with Bermondsey Welcomes Refugees and Ghazala says she and her family "won the lottery".

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After the tiny space that they had lived in for years in Lebanon, the flat in London was a revelation. "They showed us the house," she said. "That was a really unforgettable part. The children had bigger spaces than they did in Lebanon, they had their own beds, stories, and toys. It was lovely to see that."

But, says Ghazala, the support was not just in the form of a home. It was wrap-around support which meant they were able to put down roots and settle very quickly.

"The group had found places for the children in a school close our house and registered us with a GP, they knew where we could go shopping for familiar food, they showed us the sights of London, and helped us to get to know our area very well. Their support was wonderful."

Two years on from their arrival Ghazala and her family say that they feel like they have been able to rebuild their lives thanks to the support they have received. Both she and her husband are working in jobs they enjoy, and both her girls are happy and doing well at school. Now Ghazala says she wants to see the same opportunity given to others which is why she has started talking to the media about her experience of being welcomed.

"Community sponsorship is a wonderful thing. It means that families like mine get the support they need to start again here in the UK. I would like to see many more people given the same chance that we have had."

Plans for the future

Following the success of Homes for Ukraine, we believe that there is even greater scope for community-led welcome in the UK. We have a five-year strategic plan in place for the period 2023-28, with four key objectives. In the period we will:

1) Inspire people to get involved in community-led welcome of refugees

We will grow support for community-led welcome among volunteers, organisations, business, and decision-makers, through campaigning, coalition-building, and spreading stories of welcome.

In the next two years we plan to focus on public engagement campaigning and strengthening our supporter journey, to draw new people and organisations into community-led welcome

2) Enable strong integration outcomes for refugees

We will build prepared, welcoming communities through training and support services that are based on the needs of refugees and our learning about what works.

In the next two years we plan to focus on developing our Homes for Ukraine matching service, incorporating learning and readying it for use with other cohorts. We also plan to extend our Neighbours for Newcomers programme, welcoming more refugees arriving to work in the UK.

3) Secure and improve pathways for welcome

We will develop practice, and advocate for policy, that makes community-led welcome available to more refugees and is accessible to all UK communities who want to welcome.

In the next two years we will focus on working with experts nationally and internationally to develop detailed thinking on the future of sponsorship policy in the UK, and advocate for community-led welcome to parliamentarians, future potential parliamentarians and stakeholders. We will also identify

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key policy issues that matter to those with lived experience and enable change through internal and external advocacy.

4) **Build Reset's organisational resilience**

We will strengthen Reset to effectively deliver our objectives, focusing on resilience across income, governance, and staff well-being.

In the next two years we will focus on strengthening our governance processes, our remote cross-team patterns of working and communication and our HR processes and we will develop and implement a focused plan for financial diversification.

Financial Review

This year has been a highly successful year in terms of attracting new funds. We have delivered against our objectives and KPIs and been able to agree with the Department for Levelling Up, Communities and Housing to carry over funds for Homes for Ukraine, hence the significant restricted fund being carried forward.

The accounts are prepared on an accrual basis. The statement of accounts and financial activities are to be found on pages 18 and 19. The surplus for the year was £589,723 (2022 surplus of £ 172,300) of which £397,635 (2022 £150,300) is restricted funds. The amounts carried forward are £585,387 (2022 £187,752) on restricted funds and £219,217 (2022 £27,129) unrestricted.

Fundraising

The charity does not carry out significant fundraising activities. Reset does not engage professional fundraising or commercial participators to carry out fundraising activity nor engage in face-to-face or telephone fundraising. Reset's approach to fundraising has taken account of the Code of Fundraising Practice issued by the Fundraising Regulator. Reset has received no complaints about its fundraising activities either during the financial year or subsequently.

Reserves policy

The purpose of the Reserves is firstly to operate as a working balance to help manage the impact of uneven cash flows and, secondly, to provide a contingency to cushion the impact of emerging or unforeseen events or genuine emergencies.

In addition, the Trustees want to ensure that in an unlikely event of the organisation ceasing its operations, Reset has enough unrestricted reserves for its winding down costs. These would include employee redundancies, liabilities towards suppliers and the legal costs of winding down. Whilst this is the absolute minimum, the Trustees aspire to building additional reserves to protect the organisation from any short-term funding volatility and to enable Reset to be able to fund any short-term but critically important activities. The Trustees have agreed to build and sustain Reset's financial reserves at a level equivalent to three month's operating costs. The present levels of free reserves available to the Charity are in line with the target reserve.

Investment policy

Given the current level of funds available to the charity, banking facilities provided by HSBC meet the charity's current requirements for maximising earned interest.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

Risk Management

Reset recognises that working within communities and with refugees fleeing war, conflict, and persecution that effective oversight and mitigation of risk is vital, we maintain a register of risks and controls which are reviewed regularly by Trustees.

Key risks identified and managed for this year included:

- Data security and management due to the Homes for Ukraine scheme and increased volume of sponsorship. This was mitigated by hiring an external expert to help us redevelop our Contact Management System.
- Diversifying income and securing longer term organisational funding to ensure Reset's future; this continues to be a key priority for the management team.
- Staff recruitment and retention: closely linked with our need for funding, most of the staff are on fixed term contracts which is challenging when coupled with the complex workload we carry. We have invested in various tools to support well-being and offer a substantial training budget to help staff retention.

Public Benefit

Our main activities aim to provide relief to and support refugees in their integration in UK communities, and educate the public about the issues that they face, which we do through empowering communities to welcome refugees. All our activities focus on supporting refugees and empowering volunteers to welcome refugees into communities across the UK, and are undertaken to further our charitable purposes for the public benefit. The Charity has had due regard to the Charity Commission's guidance on public benefit when carrying out its activities.

Sustainability

Reset is not subject to Streamlined Energy and Carbon Reporting (SECR) but we are committed to working towards a more sustainable future and tackling the climate emergency. We avoid emissions from travel by working virtually and, when travelling for business is necessary, we use public transport. We do not run an office, reducing the impact of our organisation on the environment and people affected by climate change.

Equality, Diversity and Inclusion

We are committed to achieving equality of opportunity and freedom from unlawful discrimination on the grounds of race, colour, nationality, ethnic origin, gender, gender reassignment, marriage or civil partnership, disability, religion or belief, age or sexual orientation. We have policies in place to address unfair and discriminatory practices and to encourage the full contribution of our diverse communities, but we recognise there is still much work to do which we are prioritising in the coming year. We believe that all employees and clients are entitled to be treated with respect and dignity.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Reset Communities and Refugees Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.



R Bell
Chair

Date 17 October 2023

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Auditor's Report to the Members of Reset Communities and Refugees Ltd

Year ended 31 March 2023

Opinion

We have audited the financial statements of Reset Communities and Refugees Ltd (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Comparative Figures

The comparative figures are unaudited.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Auditor's Report to the Members of Reset Communities and Refugees Ltd

Year ended 31 March 2023

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, Charity SORP (FRS102) and Charities Act.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Auditor's Report to the Members of Reset Communities and Refugees Ltd

Year ended 31 March 2023

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA (Senior Statutory Auditor)
for and on behalf of Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Date: 31/10/2023

Reset Communities and Refugees Ltd
Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2023

		2023			2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Incoming resources					
Incoming resources from generated funds:					
Grants and donations	4	210,502	1,961,572	2,172,074	846,992
Incoming resources from charitable activities:					
Training and support services		50,788	7,700	58,488	36,900
Other income		5,000	-	5,000	
Total incoming resources		<u>266,290</u>	<u>1,969,272</u>	<u>2,235,562</u>	<u>883,892</u>
Expenditure					
Expenditure on raising funds:					
Fundraising		-	-	-	-
Expenditure on charitable activities	5	74,202	1,571,637	1,645,839	711,592
Total expenditure		<u>74,202</u>	<u>1,571,637</u>	<u>1,645,839</u>	<u>711,592</u>
Net (expenditure)/income and net movement in funds		<u>192,088</u>	<u>397,635</u>	<u>589,723</u>	<u>172,300</u>
Reconciliation of funds					
Balance brought forward		27,129	187,752	214,881	42,581
Total funds carried forward		<u>219,217</u>	<u>585,387</u>	<u>804,604</u>	<u>214,881</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 11 form to 18 form part of these financial statements.

Reset Communities and Refugees Ltd Company Limited by Guarantee

Balance Sheet

31 March 2023

		2023	2022
		£	£
Fixed assets			
Tangible fixed assets	9	-	-
Current assets			
Debtors	10	40,559	940
Cash at bank and in hand		880,897	459,636
		<u>921,456</u>	<u>460,576</u>
Creditors: amounts falling due within one year	11	<u>116,852</u>	<u>245,695</u>
Net current assets		<u>804,604</u>	<u>214,881</u>
Total assets less current liabilities		<u><u>804,604</u></u>	<u><u>214,881</u></u>
Funds of the charity			
Restricted funds		585,387	187,752
Unrestricted funds		219,217	27,129
Total charity funds	12	<u><u>804,604</u></u>	<u><u>214,881</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime

The financial statements were approved and authorised for issue by the Board of Trustees on 17 October 2023 and signed on its behalf by



.....
R Bell – Chair

The notes on pages 11 to 18 form part of these financial statements.

Reset Communities and Refugees Ltd
Company Limited by Guarantee

Cash Flow Statement

Year ended 31 March 2023

	2023	2022
	£	£
Net income	589,723	172,300
Adjustments for:		
(Increase)/Decrease in Debtors	(39,619)	(940)
(Decrease)/Increase in Creditors	(128,843)	221,832
Purchase of tangible fixed assets	(18,162)	(9,074)
Depreciation of tangible fixed assets	18,162	9,074
Change in cash and cash equivalents in the year	421,261	393,192
Cash and cash equivalents at the beginning of the year	459,636	66,444
Cash and cash equivalents at the end of the year	<u>880,897</u>	<u>459,636</u>

The notes on pages 11 to 18 form part of these financial statements.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is limited by guarantee. The liability of each member is limited to £1.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011. The charity constitutes a public benefit entity.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Going concern

The Trustees are satisfied that Reset has security of income and adequate risk management, with measures that could be taken to mitigate the impact of adverse conditions. There are therefore no concerns over the ability of the charity to continue as a going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Computers - 100% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Debtors and prepayments

Trade and other debtors are recognised at the settlement amount due after any trade discounts. Prepayments are valued at the amount prepaid net of any discounts.

Creditors and provisions

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

Contingent liabilities

Contingent liabilities are either possible obligations that will probably not require a transfer of economic benefits, or present obligations that may, but probably will not, require a transfer of economic benefits.

It is not appropriate to make provisions for contingent liabilities, but there is a chance that they will result in an obligation in the future. Assessing the amount of liabilities that are not probable is judgemental, so contingent liabilities are disclosed on the basis of the known maximum exposure.

Reset Communities and Refugees Ltd Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Grants and donations

	Unrestricted Funds £	Restricted Funds £	Total funds 2023 £	Total funds 2022 £
Home Office	-	499,918	499,918	684,848
Department for Levelling Up Housing and Communities	-	1,260,000	1,260,000	-
Unbound Philanthropy	-	30,000	30,000	70,000
Blue Thread	-	80,000	80,000	-
Asylum, Migration and Integration Fund (EU)	-	21,654	21,654	-
Stewardship	-	-	-	20,144
Welcoming America	-	70,000	70,000	-
Talent Beyond Boundaries	56,600	-	56,600	-
Greater London Authority Donations	-	-	-	50,000
	153,902	-	153,902	22,000
	<u>210,502</u>	<u>1,961,572</u>	<u>2,172,074</u>	<u>846,992</u>

5. Total Resources Expended

	Basis of Allocation	Charitable Activities	Governance	2023 Total	2022 Total
Direct costs					
Lead Sponsor Growth					
Grants & Partner Funding	Direct	79,500	-	79,500	-
Training & Supporting	Direct	109,651	-	109,651	90,482
Staffing	Direct	693,953	-	693,953	290,707
Support costs allocated					
Overheads	Usage	89,284	927	90,211	33,416
Consultancy	Trans	628,202	-	628,202	227,064
Marketing & Awareness					
Raising	Usage	35,234	-	35,234	69,204
Depreciation	Usage	9,088	-	9,088	719
Total resources expended		<u>1644,912</u>	<u>927</u>	<u>1,645,839</u>	<u>711,592</u>

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	5,700	-
Independent examination	-	1,500
Depreciation of tangible fixed assets	9,088	719
	<u>9,088</u>	<u>719</u>

7. Staff costs

The total staff costs and employee benefits for the reporting year are analysed as follows:

	2023	2022
	£	£
Wages and salaries	613,743	263,099
Social security costs	66,773	20,692
Pension costs	13,437	6,916
	<u>693,953</u>	<u>290,707</u>

The average head count of employees during the year was 14.4 (2022: 5). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Directors	1.6	1.2
Manager	3.1	1
Coordinators	6.9	3
Communications	1.9	2
Admin	0.9	0.5
	<u>14.4</u>	<u>7.7</u>

One employee received employee benefits between £70,000 - £79,999 during the year (2022: No employee earned more than £60,000).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £147,643 (2022 £83,254).

8. Trustee remuneration and expenses

No trustees received any remuneration during the year (2022 Nil). Two trustees were reimbursed travel expenses during the year amounting to £298 (2022 Nil).

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

9. Tangible fixed assets

	Plant and machinery £	Total £
Cost		
At 1 Apr 2022 and 31 Mar 2023	9,074	9,074
Additions	9,088	9,088
	<u>18,162</u>	<u>18,162</u>
Depreciation		
At 1 April 2022	9,074	9,074
Charge for the year	9,088	9,088
At 31 March 2023	<u>18,162</u>	<u>18,162</u>
Carrying amount		
At 31 March 2023	<u>-</u>	<u>-</u>
At 31 March 2022	<u>-</u>	<u>-</u>

10. Debtors

	2023	2022
	£	£
Trade debtors	40,559	-
Other debtors	-	940
	<u>40,559</u>	<u>940</u>

11. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	77,787	12,716
Accruals	18,428	221,278
Other taxation and social security	20,637	11,701
	<u>116,852</u>	<u>245,695</u>

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12 Analysis of charitable funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>27,129</u>	<u>266,290</u>	<u>(74,202)</u>	<u>219,217</u>
Restricted funds				
	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
Home Office	-	499,918	(499,918)	-
Department for Levelling Up, Housing and Communities	124,379	1,343,700	(946,979)	521,100
Unbound Philanthropy	229	34,000	(23,933)	10,296
Greater London Authority	50,000	-	(50,000)	-
Stewardship	13,144	-	(1,750)	11,394
Asylum, Migration and Integration Fund (EU)	-	21,654	(1,202)	20,452
Welcoming America	-	70,000	(47,855)	22,145
	<u>187,752</u>	<u>1,969,272</u>	<u>(1,571,637)</u>	<u>585,387</u>

The purpose of each fund is as follows:

Home Office: Funding for capacity building of Community Sponsorship.

Department for Levelling Up, Housing and Communities: Funding a matching service between sponsors and Ukrainian refugees and for the development of training of sponsors

Unbound Philanthropy: Funding to accelerate the impact of community-led welcome of refugees

Greater London Authority: Funding for the development of organisations to support welcome of refugees in the London area.

Stewardship: Originally funded by gifts from Ed Shapiro. Funding for the Community Sponsorship Backstop Fund, providing grants for Lead Sponsors in the case of an emergency situation with an arrived refugee family

Asylum, Migration and Integration Fund (EU): Funding for a training role as part of a pan-European project to support the welcome of refugees, funding via project lead Federation of Evangelical Churches in Italy

Welcoming America: Funding to bring together and share learning on ways in which communities and local authorities can work together to welcome refugees

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	-	-	-
Current assets	335,069	585,387	921,456
Creditors less than 1 year	(116,852)	-	(116,852)
Net assets	219,217	585,387	804,604

14. Related Party Transactions

No related party transactions took place during the year.

15. Share Capital and controlling parties

The company is limited by guarantee and has no share capital. The liability of its members is limited to £1 per member.