

Registered Charity No 1103345  
Company Limited by Guarantee No 4378247

**Refugees in Effective and Active Partnership**  
**Report and Financial Statements**  
**31 March 2018**

**Refugees in Effective and Active Partnership  
Report and accounts  
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**Refugees in Effective and Active Partnership  
Report of the Trustees  
for the year ended 31 March 2018**

The Trustees present their report and financial statements for the year ended 31 March 2018

**Reference and Administrative Information**

Charity Name: Refugees in Effective and Active Partnership

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

Charity registration number: 1103345

Company registration number: 4378247

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

**Accountants**

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

**Bankers**

Barclays Bank plc

**Trustees and Management Committee**

Oleg Pasichnyi (Acting Chair)  
Earl Phillip (Treasurer)  
Anab Abdalla (until 6<sup>th</sup> July 2017)  
Ameem Bint Ami  
Santiago Aristizabal  
Janpal Singh Basran  
Fariha Bhatti  
Amir Fouladvand (until 6<sup>th</sup> July 2017)  
Yuusuf Guuled (until 6<sup>th</sup> July 2017)  
Peter Edward Jones  
Thavarani Nagulendram (until 6<sup>th</sup> July 2017)  
Ezechias Ngendahayo  
Khalida Obeid  
Maria de Lourdes Pale

**Secretary**

Sarah Crowther

## **Refugees in Effective and Active Partnership Report of the Trustees for the year ended 31 March 2018**

### **Aims and activities**

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

Refugees in Effective and Active Partnership (REAP) is an independent, refugee-led organisation in West London that works for equality for refugees and aims to empower refugees and asylum-seekers to live as equal members of British society. We believe that it is essential to protect the right to refuge so people can escape danger and suffering caused by persecution, and that one implication of giving refuge is that there must also be reasonable level of effective and equitable support for people as they recover and rebuild. We work towards our aim through practical and policy-oriented activities in partnership with others: through improving communication, enhancing the voices and building capability of those individuals who have sought refuge in the UK, and their communities; by promoting equality and equitable treatment for refugees in all their diversity; by facilitating organisations and individual activists and professionals that support refugees to rebuild their lives. REAP campaigns on policy issues identified in its work and responds proactively to policy developments, aiming to get the needs of refugees considered at all levels.

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

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

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

### **Achievements and Performance**

2017/18 was a somewhat uninventive year, with a number of smaller projects and volunteer led activities running smoothly to their conclusion, and some new small funds to start new projects based on existing capacity, experience, membership and participants, especially in the area very local to REAP's office base. But there were no new strategies, initiatives or major new activities. However activities, staffing and finance were in balance throughout the year and important contacts and networks were well-maintained with lively exchanges and ideas.

Successes in previous years with networking were repeated with a number of very well received and useful networking events, especially consolidating networking activities relating to refugee homelessness and the annual conference, which drew an excellent turnout of professional contacts, many of whom had attended earlier REAP events. Again, we were successful in making the most of contacts with fully updated databases, email networking and new resource and link pages on REAP's webpage.

We are very grateful to the Frontline Workers' Network for supporting 'Refugees and Homelessness' events and activities.

The interpreting and 'Health Connector' work continued to provide experience and income to several REAP members, many of whom also gave back through volunteering time. The 'Grass Roots English Groups' however started to struggle without a strong range of volunteers, as there were no substantial opportunities to recruit or train new volunteers. However a couple of unlooked for new volunteers contacted REAP directly because of their own interests and commitment, and have brought new skills and approaches to the Grass Roots groups.

**Refugees in Effective and Active Partnership  
Report of the Trustees  
for the year ended 31 March 2018**

The HEAR Equality and Human Rights Network concluded it's time hosted by REAP, having obtained independent Charitable Incorporated Organisation (CIO) status the previous year and starting to control its own funds from 1<sup>st</sup> April, though REAP continued hosting staff, funds and projects until the Autumn under earlier grant arrangements, then transferred staff and remaining assets to the new CIO at a suitable break in funding arrangements. REAP continues to work in close partnership with HEAR and intends to carry on doing so for the foreseeable future.

REAP has continued to host and facilitate the Afghan Women's Support Group, including facilitating crèche support and payments from EACH counselling. The Afghan Women's Support Group provides a very important support structure for some very vulnerable women, in the midst of a much larger group of women and REAP is proud to support it.

Financial Review

It was a year in balance, in which hard decisions in previous years allowed us to work for the year confident in the knowledge we could manage well enough even with very limited resources, without cutting into reserves. Unrestricted income was again a priority, though not as substantial as the previous year, but several extremely generous donations, in particular from Methodist churches in the area, and also from individuals, provided the additional funds to let us work beyond the minimum core activities - in particular supporting the English groups and enabling REAP to continue networking – areas of work that are of no interest to most grant-making bodies at present.

As usual, the largest proportion of expenditure was salary and casual contract staffing (Health Connectors) costs with a small proportion going to interpreters payments and costs. There was no cost of living increase but pension percentages rose in line with Auto-enrollment requirements. We maintained our principle of never paying below the London Living Wage.

Trustees

The present Directors/Trustees are as shown on Page One, with four trustees standing down, and one new trustee, plus others who expressed interest in standing in future years. Following the AGM the Acting Chair agreed to continue as Acting Chair as no other trustee felt able to stand for Chair. The Company Secretary remained the same throughout the year.

The Trustees' Report also contains all information required under Company law for a statutory directors' report.

**Refugees in Effective and Active Partnership  
Report of the Trustees  
for the year ended 31 March 2018**

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


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

Locally-based, neighbourhood activities bring together new and old neighbours in the area immediately around the REAP office, founding initially on people with previous contact, but expanding to include new members and promote a positive attitude to living in the deprived 'super-outputs areas' around Yiewsley, as part of a health community.

**HEAR Network: Policy and Campaigns Officer: (Trust for London : up to August 2017 with transitional arrangements to the end of October 2017)**

The part time Policy and Campaigns Officer facilitated the extensive and diverse range of HEAR member organisations to work collaboratively and influence practical policy in London on specific issues, that are either or both affect people with all or any equality characteristics, or that are 'intersectional' in that they affect people with specific combinations of characteristics where there is not already a network or structure to support policy advocacy.

**Bridge to Community: Refugee and Migrant Families in Community Life (Big Lottery Fund - Awards for All : Feb 2017 – Jan 2018)** A one year project working closely with 12 primary schools and Childrens Centres plus additional services, support and work with a larger group of schools and Children's Centres in West London to engage refugee families directly at and onsite in the school, linking them to wider community opportunities for confidence, opportunities and community integration.

On behalf of the Trustees:.....

Name:....Oleg Pasichnyi .....

Date:.....4 October 2018.....

**Refugees in Effective and Active Partnership  
Chartered Accountants' Report**

**Chartered Accountants' Report to the Board of Directors  
on the unaudited accounts of Refugees in Effective and Active Partnership**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Refugees in Effective and Active Partnership which comprise of the Statement of Financial Activities (including an Income and Expenditure Account), the Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given us.

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

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



K A Johnson  
Chartered Accountants

Equity House  
23 The Paddock  
Chalfont St Peter  
Buckinghamshire  
SL9 0JJ

4 October 2018

**Refugees in Effective and Active Partnership**  
**Statement of Financial Activities (including an Income and Expenditure Account)**  
**for the year ended 31 March 2018**

	<b>2018</b>	<b>2018</b>	<b>2018</b>	<b>2017</b>
	<b>Total</b>	<b>restricted funds</b>	<b>unrestricted funds</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Incoming Resources</b>				
Incoming resources from charitable activities				
HCT GGREG	-	-	-	-
HEAR LC project	-	-	-	54,748
PHT (Yiewsley Home Group)	17,944	17,944	-	1,169
Hear TfL Policy	12,500	12,500	-	25,000
Big Lottery Bridge to Community	-	-	-	9,954
Other restricted	-	-	-	-
Unrestricted	100,289	-	100,289	84,338
Interest received	-	-	-	-
	<u>130,733</u>	<u>30,444</u>	<u>100,289</u>	<u>175,209</u>
<b>Resources Expended (page 7)</b>				
Cost of generating funds				
Charitable activities	123,646	32,786	90,860	165,263
Governance costs	3,032	-	3,032	4,074
	<u>126,678</u>	<u>32,786</u>	<u>93,892</u>	<u>169,337</u>
<b>Net Income for the year</b>	<b>4,055</b>	<b>(2,342)</b>	<b>6,397</b>	<b>5,872</b>
<b>Transfers between funds</b>		-	-	
<b>Fund balances</b>				
Brought forward at beginning of year	<u>38,995</u>	<u>12,869</u>	<u>26,126</u>	<u>33,123</u>
Carried forward at end of year	<u>43,050</u>	<u>10,527</u>	<u>32,523</u>	<u>38,995</u>



**Refugees in Effective and Active Partnership  
Resources Expended Analysis  
for the year ended 31 March 2018**

	<b>2018</b>	<b>2018</b>	<b>2018</b>	<b>2017</b>
	<b>Total</b>	<b>Direct</b>	<b>Other</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Office running costs</b>				
Rent and services	3,652	3,652	-	3,801
Telephone	1,618	1,618	-	2,256
Office supplies & postage	346	346	-	583
IT & computer	25	25	-	619
	<u>5,641</u>	<u>5,641</u>	<u>-</u>	<u>7,259</u>
<b>Staff costs</b>				
Personnel costs	105,544	105,544	-	128,702
Pensions	2,349	2,349	-	2,867
Staff training	-	-	-	-
Staff welfare	300	300	-	300
	<u>108,193</u>	<u>108,193</u>	<u>-</u>	<u>131,869</u>
<b>Project &amp; trainee costs</b>				
Workshop, courses & meetings	2,605	2,605	-	8,923
Trainees' costs & expenses	-	-	-	-
Specialists & consultants	7,207	7,207	-	17,212
	<u>9,812</u>	<u>9,812</u>	<u>-</u>	<u>26,135</u>
<b>Accountancy costs</b>				
Accountants' fees	2,160	-	2,160	1,200
Payroll and accounting	-	-	-	1,960
	<u>2,160</u>	<u>-</u>	<u>2,160</u>	<u>3,160</u>
<b>Publicity costs</b>				
<b>Office admin costs</b>				
Travel	263	-	263	267
Insurance	492	-	492	481
Bank charges	117	-	117	166
	<u>872</u>	<u>-</u>	<u>872</u>	<u>914</u>
<b>TOTAL</b>	<u>126,678</u>	<u>123,646</u>	<u>3,032</u>	<u>169,337</u>
Restricted funds costs	32,786	32,786	0	
Unrestricted funds costs	93,892	90,860	3,032	

**Refugees in Effective and Active Partnership  
Balance Sheet  
as at 31 March 2018**

	Notes	2018 £	2017 £
<b>Current assets</b>			
Debtors	7	31,384	14,746
Bank current		11,666	24,249
Petty cash		-	-
		<u>43,050</u>	<u>38,995</u>
<b>Net current assets</b>		<u>43,050</u>	<u>38,995</u>
		<u>43,050</u>	<u>38,995</u>
<b>Funds &amp; Reserves</b>			
Unrestricted funds	12	32,523	26,126
Restricted funds	12	10,527	12,869
		<u>43,050</u>	<u>38,995</u>


The company is incorporated in England. Its registered office is Key House, 106 High Street, Yiewsley, Middlesex, UB7 7BQ.

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Approved by the management committee and signed on its behalf

.....  
  
Oleg Pasichnyi

Dated: 4 October 2018

**Refugees in Effective and Active Partnership  
Statement of Cash Flows  
as at 31 March 2018**

	<b>Notes</b>	<b>2018 £</b>	<b>2017 £</b>
<b>Surplus for the year</b>		4,055	5,872
Depreciation of tangible fixed assets		-	-
(Increase)/decrease in trade and other debtors		(16,638)	1,386
Increase/(decrease) in trade and other creditors		-	-
<b>Cash flow from operating activities</b>		<u>(12,583)</u>	<u>7,258</u>
<b>Cash flow from operating activities</b>		(12,583)	7,258
Interest paid		-	-
<b>Net cash flow from operating activities</b>		<u>(12,583)</u>	<u>7,258</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		(12,583)	7,258
<b>Cash and cash equivalents at 1 April 2017</b>		24,249	16,991
<b>Cash and cash equivalents at 31 March 2018</b>		<u>11,666</u>	<u>24,249</u>
<b>Cash and cash equivalents consist of:</b>			
Cash at bank and in hand		11,666	24,249
<b>Cash and cash equivalents at 31 March 2018</b>		<u>11,666</u>	<u>24,249</u>

**Refugees in Effective and Active Partnership**  
**Notes to the Accounts**  
**for the year ended 31 March 2018**

**1 Accounting policies**

**(a) Basis of preparation**

The accounts have been prepared under the historical cost convention and comply with the Micro-entity regulations. The financial statements have been prepared in accordance with the 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 the Republic of Ireland (FRS102)(effective January 2015).

**(b) Company status**

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**(c) Fund accounting**

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

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

**(d) Incoming resources**

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

**(e) Resources expended**

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

**(f) Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a reducing balance basis over their expected useful economic lives as follows:

Equipment	25% per annum
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**(g) Pension costs**

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are written off against incoming resources in the year they are payable.

**Refugees in Effective and Active Partnership  
Notes to the Accounts  
for the year ended 31 March 2018**

<b>2 Total resources expended</b>	<b>2018 £</b>	<b>2017 £</b>
Office costs	5,641	7,259
Staff costs	108,193	131,869
Project & trainee costs	9,812	26,135
Legal & professional	2,160	3,160
Publicity costs	-	-
Admin costs	872	914
	<u>126,678</u>	<u>169,337</u>

<b>3 Staff costs</b>	<b>2018 £</b>	<b>2017 £</b>
Wages and salaries (including casual contracts)	105,544	128,702
Other pension costs	2,349	2,867
	<u>107,893</u>	<u>131,569</u>

No employee received emoluments of more than £60,000

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

	<b>2018 Number</b>	<b>2017 Number</b>
Executive director	1	1
Development workers	2	4
Admin support	<u>1</u>	<u>1</u>

**Refugees in Effective and Active Partnership**  
**Notes to the Accounts**  
**for the year ended 31 March 2018**

**4 Trustees remuneration and related parties transactions**

No members of the management committee, who are the trustees, received any remuneration during the year. No trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2017 - nil).

**5 Taxation**

As a charity Refugees in Effective and Active Partnership is exempt from income and gains falling within section 505 of the Taxes Act 1988.

**6 Tangible fixed assets**

	<b>Equipment £</b>
<b>Cost</b>	
At 1 April 2017	3,846
At 31 March 2018	<u>3,846</u>
<b>Depreciation</b>	
At 1 April 2017	3,846
At 31 March 2018	<u>3,846</u>
<b>Net book value</b>	
At 31 March 2018	<u>-</u>

**Refugees in Effective and Active Partnership  
Notes to the Accounts  
for the year ended 31 March 2018**

<b>7 Debtors</b>	<b>2018 £</b>	<b>2017 £</b>
Trade debtors	<u>31,384</u>	<u>14,746</u>

**8 Share capital**

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

<b>9 Analysis of net assets between funds</b>	<b>Unrestricted fund £</b>	<b>Restricted fund £</b>	<b>Total £</b>
Tangible fixed assets	-	-	-
Current assets	32,523	10,527	43,050
Current liabilities	-	-	-
 Net assets at 31 March 2018	<u>32,523</u>	<u>10,527</u>	<u>43,050</u>

**Refugees in Effective and Active Partnership  
Notes to the Accounts  
for the year ended 31 March 2018**

**12 Movement in funds**

	<b>At 1 April 2017</b>	<b>Transfer</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>At 31 March 2018</b>
<b>Restricted funds</b>					
Big Lottery Bridge to Community	7,871	-	-	7,871	-
PHT (Yiewsley Home Group)	-	-	17,944	8,240	9,704
Hear TfL Policy	4,998	-	12,500	16,675	823
Other restricted	-	-	-	-	-
	<u>12,869</u>	<u>-</u>	<u>30,444</u>	<u>32,786</u>	<u>10,527</u>
<b>Unrestricted funds</b>	26,126	-	100,289	93,892	32,523
	<u>38,995</u>	<u>-</u>	<u>130,733</u>	<u>126,678</u>	<u>43,050</u>

**Purposes of Restricted Funds**

Funder: The People's Health Trust

Yiewsley Home Group: (Sept 2017 – Aug 2019) Locally-based, neighbourhood activities bring together new and old neighbours in the area immediately around the REAP office, founding initially on people with previous contact, but expanding to include new members and promote a positive attitude to living in the deprived 'super-outputs areas' around Yiewsley, as part of a health community.

Funder: Trust for London

Title: HEAR Network Policy and Campaigns Officer. Funded 2015 – 2017. REAP hosts the HEAR Network : London's Voluntary and Community Sector Pan-equality and Human Rights network. The part time Policy and Campaigns Officer facilitates the extensive and diverse range of HEAR member organisations to work collaboratively and influence practical policy in London on specific issues, that are either or both affect people with all or any equality characteristics, or that are 'intersectional' in that they affect people with specific combinations of characteristics where there is not already a network or structure to support policy advocacy.

Funder: Awards for All (A4All) / Big Lottery Fund

Title: Bridge to Community - Refugee and Migrant Families in Community Life. Funded Feb 2017 – Jan 2018. A one year project working closely with 12 primary schools and Childrens Centres plus additional services, support and work with a larger group of schools and Children's Centres in West London to engage refugee families directly at and onsite in the school, linking them to wider community opportunities for confidence, opportunities and community integration.

**Section 37 statement**

Expenditure has been allocated in accordance with the activity concerned.