

REGISTERED COMPANY NUMBER: 02903924 (England and Wales)
REGISTERED CHARITY NUMBER: 1039551

Report of the Trustees and
Audited Financial Statements for the Year Ended 31 March 2019
for
BENGALI WORKERS ASSOCIATION

ACN Accountants
Chartered Certified Accountants &
Statutory Auditors
252-262 Romford Road
4th Floor
London
E7 9HZ

BENGALI WORKERS ASSOCIATION

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for the Year Ended 31 March 2019

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Report of the Trustees
for the Year Ended 31 March 2019

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2019. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and Core Strengths

We have three key strengths inclusive of:

1. The delivery of an interrelated holistic, tailor-made service, taking into account the specific issues and barriers each client faces in obtaining a stable socio-economic position within their community.

To that end, we offer every client:

a. An open, confidential service that begins with an informal assessment of all their needs and worries: this approach is particularly important for those clients accessing our services for the first time to ensure we understand and can see the complete - as opposed to a partial - picture of each client's needs.

b. Access to bilingual staff to better identify deeper issues such as literacy, numeracy and skills issues. Most of our staff and volunteers are bilingual and hold excellent credentials / track records in their field of work. The fact that most of our staff and volunteers stem from the same socio-economic background as our clients, enables us to hold a deeper understanding of difficulties and barriers they face, and tailor and deliver programmes which take into account each client groups' needs.

c. Tailored sessions with expert Advisors according to their needs. Our General Advice team works in conjunction with our Employment & Training, Older People's and Youth Teams to flag up any specific issues which need to be addressed by clients coming to us for support.

2. A reputation and a network that precedes us.

With work spanning over four decades, we have had the privilege of having worked with members of local families across generations. Local people - and especially those that refrain from approaching mainstream organisations - trust our work, services and staff, which means that simply through word of mouth alone, we are able to access the hardest-to-reach, most isolated and often 'invisible' sections of our local community. We have links with many local organisations, ranging from primary schools to GP surgeries to local council teams to other key advice and service-led agencies, corporate as well as local businesses, both mainstream and small. From engagement stage to service delivery, it is our ability to be as accessible and as visibly present as we can that forges one of the core foundations of our clients' trust being placed in us.

3. Creating living examples of our works .

One of the reasons we continue to experience a high demand for our programmes is because those who would not normally approach organisations themselves for help, are motivated to do so by directly seeing for themselves the positive impact our work has had on a friend, relative or neighbour who has used our services. Our client-based satisfaction surveys consistently highlight a high number of self-referrals resultant of recommendations made by friends, neighbours or family members who have felt the benefits of our advice service, young people's service, older people's service and training & employment support programmes.

Report of the Trustees
for the Year Ended 31 March 2019

OBJECTIVES AND ACTIVITIES

Public benefit

We have always, and will continue to, take out responsibilities of ensuring that our charitable activities contribute significantly to the lives of those we work with and specifically within the local areas in which those activities are undertaken.

We have referred to the guidance provided by the Charity Commission on public benefit, and all our charitable activities are directed towards having a lifelong impact in our area of benefit and service users alike and these activities are undertaken to further our charitable purposes for the public benefit. In particular the Board of Trustees consider how our services will contribute to these aims and objectives in planning our future services.

Report of the Trustees
for the Year Ended 31 March 2019

ACHIEVEMENT AND PERFORMANCE

Overview

The year 2018 - 2019 was challenging, incredibly busy and very successful in terms of fundraising and service development and delivery, especially in light of the effects of public sector funding cuts. The savings of over £100 million that Camden council made led to inevitable cuts in funding for most voluntary organisations and an increased demand for our services. We implemented the core outcomes of linked to the ongoing core funding received from Camden Council as a designated Strategic Partner in the South West Zone of the borough.

Our staff and board were actively involved in several key partnerships, funding bids and council consultations and forums including Camden's "Investing in a Sustainable Strategic Relationship" engagement with the VCS, the Ageing Better Big Lottery bids, Camden Community Centres Forum, Camden Community Centres Consortium (C4) and Community Connectors Project and HS2 Camden Giving.

We held several events during the year including; our annual volunteers and Community Christmas party, Asians Women's Navratri, Eid and International Women's Day and several trips to the coast, country and cultural sights and events in London. Our flagship youth project - Mix It! Dance Group - performed at the New Diorama Theatre, Fitzrovia Christmas Party and Fitzrovia Street Festival, West Euston Festival, Camden Mela and Unity Cup amongst a range of other performances..

Advice Services

The level of demand for welfare advice has always been high and is likely to continue. The impact of welfare reform has begun to impact local communities in all areas of life - including housing benefits and tax credits. It is therefore no surprise that a significant majority of enquiries concern welfare advice and income maximisation. The main arms of our advice works are comprised of the following areas:

- " Welfare Benefits;
- " Housing;
- " Debt & Money Matters;
- " Financial Inclusion;
- " Health and welfare;
- " Immigration.

In 2018 - 2019, our advice projects stopped as no funding was raised for this area of work. Therefore, these areas of work was affected:

welfare benefit enquires and cases;
housing issues;
debt, money matters and financial inclusion issues;
general consumer issues;
clients were Health and welfare issues; and
immigration issues.

Skills & Employment Services

We aim to meet the priorities and needs of each of our clients approaching us both directly and indirectly for advice and/or employment, skills or training needs through our integrated advice and training teams.

The outcomes of our work in this area consistently highlight the need for all clients - especially those with low confidence and skills levels - to undergo and receive a holistic approach to enable them to:

a. move from a status of benefit dependency (the benefit-trap mindset) to being engaged in skills development;

Report of the Trustees
for the Year Ended 31 March 2019

ACHIEVEMENT AND PERFORMANCE

b. move into - and stay - in newly acquired employment, voluntary or enhanced economic engagement roles.

To that end, each client approaching our services who have a clearly defined need or desire to move into competitive jobs market undergoes the following initial three-stage process (and stage 4 follow up where appropriate):

- i. Step 1 (Session 1): Identifying Patterns & Barriers;
- ii. Step 2 (Session 2): Individual Action Plan & One-to-One Mentoring;
- iii. Step 3 (3-6 Months): Opening the Doors to New Skills Training, opportunities & Networks;
- iv. Step 4: Mapping Progression & Post-Employment Support.

In 2018 - 2019, as a result of lacking funding we were not able to continue offering holistic skills and employment service.

Health & Well-Being Programme

Access to a safe, affordable space to come and just "be", make friends, maybe even learn something new, is crucial to enhancing the daily lives of individuals, and crucial for enabling greater understanding between communities. Ongoing funding cuts to such services across the borough makes it even more crucial that we continue to deliver such activities wherever possible.

Our health and wellbeing programmes have one key aim: to break down the walls of isolation and cultural segregation that all too easily forms around already secluded groups of our local communities. And through the two arms of food and healthy lifestyles, we hope to continue fulfilling this aim.

i. Luncheon Club for the Elderly

"I've made friends here and 2 get to enjoy 2 hot meal every week! It's the thing I look forward to most in my week."

Over this past year, we have continued to deliver twice weekly Luncheon Clubs for the benefit of our elder communities across Camden. This is currently run as an independent business model, subsidised through sales to wider consumers. This is crucial in sustaining the service to enable local, elderly, socially excluded individuals to meet for lunch and discussions, activities or games.

For many of those in attendance, these luncheon clubs constitute their only weekly social interaction activity. There is increasing demand for such projects as evidenced by the continuing increases in the number of older women and men approaching us to take part in such projects.

With the expansion of the lunch club to 2 days per week in 2018 - 2019, we have had an increased footfall of an average of 40 elderly men and women continue to attend these sessions each week, participating in light exercise activities and learning workshops of topics of concern such as health issues e.g. diabetes, arthritis, depression etc, whilst also directly accessing our general advice services as needed.

ii. Older People's Service

Our Older People's Project supported 84 people, some of whom are 'elderly old', with menus of healthy living and wellbeing activities, including exercises, IT classes, crafts, inter-generational contact with our youth service and, very importantly, social contact combating isolation.

Our Older People's Project provides social and health activities in conjunction with an outreach service, working with an average of over 40 people each week. The service provides crucial support to Bangladeshi men and women experiencing mental ill health and social isolation through a range of weekly group sessions.

Report of the Trustees
for the Year Ended 31 March 2019

ACHIEVEMENT AND PERFORMANCE

These services have made significant difference to the lives of people in the community, notably older people and their carers - promoting independence and wellbeing, and providing personal care and respite to carers. Further, we have been evolving our Older People's Project to meet changing local and national agendas, through the 'personalisation' agenda, meaning access to our service is now across different ethnic groups and not just Bangladeshi's.

Young People's Services

Our Young People's Services successfully communicates the complex, non-linear, journey many young people go on as they move from being unengaged to becoming fully equipped for adulthood. As they progress, young people go through 4 phases where; young people Get involved (social engagement), Grow and learn (social learning), Give back (social action) and Gain independence (social leadership).

During the course of the year, the young people we worked with became more self-aware, receptive, confident, resilient, motivated, responsible, and better at communicating. This is crucial, as building these emotional and social capabilities enables young people to form positive relationship with peers; learn from and build trust with supportive role models and caring adults; challenge themselves and step outside of their comfort zone; broaden horizons and raise aspirations, and achieve things they might not have previously thought possible.

Our Youth Service works with young people aged 6-19 in activities and opportunities developing learning, life skills and raising aspirations, acting as a local youth hub. Over 200 young people took part in our youth service activities during the year with thrice weekly group sessions ranging from dance, boxing and other sports, IT and arts projects to one to one support including careers advice and homework club.

LOCAL PARTNERSHIP AND PROJECT WORK

We work in consultation and partnership with the local community and statutory and voluntary agencies in developing our programmes and responding to emerging need and new initiatives.

We are widely involved in collaborative and partnership work and developed further opportunities by being actively involved in new initiatives both locally and Camden wide. Partnership working benefits our users as it identifies need and gaps in provision, prevents duplication of services and enables accurate referral and information to and from partnership organisations. It enables access to funding streams and increases our effectiveness and resilience through joint provision of services and the exchange of good practice, policies and information.

We act as a strategic organisation working with partners across the sector as well as statutory providers to enable members of the community to engage with service providers and to enable those providers to adapt services to better meet the needs of the community. We provide ideas and input into discussions and consultations on policy matters. Staff and trustees attend a range of internal and external meetings to help set the direction of the organisation and to share best practice and ideas. Our status as Camden Council's Strategic Partner in the South West Zone places us in a key role in making community connections with other VCS organisations in the area.

Our lead officer is a member of Camden Community Centre's Consortium (C4) which meet regularly to discuss and develop strategy, joint working, current issues especially the economic climate and sustainability, funding opportunities, and raising the profile of the voluntary sector. The forum is involved in consultation with Camden officers, Councillors and other stakeholders regarding key issues such as funding, leases, health, regeneration projects, volunteering, corporate social responsibility and community involvement.

Report of the Trustees
for the Year Ended 31 March 2019

ACHIEVEMENT AND PERFORMANCE

With our roots in community activism, we have evolved into a well-known and locally respected 'community anchor'. We are immensely proud that the Surma Community Centre is a venue that provides for a wide range of social, cultural and community events, and now increasingly, support a more diverse range of service users, reflecting the changing demographics of the local community within which we are rooted.

FINANCIAL REVIEW

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. We continue to effectively manage resources to ensure maximum benefit for services while remaining within budget. Although we had a net deficit of £34,647 during the year we still have an unrestricted reserves to £77,772. The unrestricted reserves are just under 6 months running costs, which is within the reserves policy approved by the Directors to meet circumstances of loss of funding or other risks to the organisation.

The charity aims to develop a diverse funding base for its activities. While Camden council remains our largest source of funding due to a number of contracts and service agreements, we continue to attract funding for various projects from a wide range of other sources - charitable trusts, private companies, donations and the community centre's own income generating activities.

Throughout the year, the Directors reviewed quarterly management accounts and control was also exercised by senior staff and the Treasurer in line with the Charity's Financial Management Policy.

PLANNING FOR THE FUTURE

Subject to satisfactory funding arrangements and work with Camden council as part of our role as the council's strategic partner in the 'South West Zone' we intend to continue facilitating activities outlined as above over the forthcoming year.

Our future development aims include:

- i. Strengthening the Surma Community Centre as a community hub by maintaining and/or increasing the capacity of existing services.
- ii. Adding other provisions and developing further projects to meet the identified needs of the local community thus further enhancing community cohesion.
- iii. Increasing the level of volunteer engagement in service delivery arms.
- iv. Adopting a more holistic approach to clients to identify and tackle underlying needs.
- v. Further developing an all-round holistic employability support service.
- vi. Agreeing a model for the re-development of the Surma Centre as an exemplar community hub model which espouses joint working through co-location of services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is registered as a charitable company limited by guarantee and is governed by its Memorandum and Articles of Association. The Charity has no share capital or debentures, hence there are no Directors' Interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

Report of the Trustees
for the Year Ended 31 March 2019

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

Bengali Workers' Association is managed by a voluntary Board of Trustees and operates from the Surma Community Centre. Established in 1976, it is a successful, vibrant community facility and resource providing a safe and welcoming hub for the wider community.

The Surma Community Centre exists to improve the quality of life for local people by offering excellent services which provide a range of educational, employment, healthy lifestyle, recreational, cultural and social opportunities. In addition, it provides information, advice and guidance to users on a wide range of matters and signposts them to the appropriate point for specialist advice. It is a place people from diverse backgrounds come to socialise, learn and develop.

The Board are responsible for setting general policy, finalising and approving the annual plan and budget, monitoring the charity and taking major decisions about the strategic direction of the charity and any capital expenditure.

Management

The Board employ a chief officer who manages the day to day administration of the charity, ensures the Trustees are fully informed of key changes in legislation and good practice and ensures adherence to all legal and financial requirements. The chief officer leads on strategy & sustainability, business & partnership development and co-ordinates fundraising initiatives. The remaining staff are employed to manage and develop particular service areas or have specific administration or premises-related responsibilities.

Appointment, Induction & Training of Trustees

The Board of Trustees are selected at the AGM, or co-opted during the year, in accordance with the Memorandum and Articles of Association. Invitations for nominations of trustees are sent out prior to the AGM, requesting a personal statement summarising skills and reasons for being nominated as a Trustee. When considering the selection or co-option of trustees, the Board has regard for the diversity of skills needed, and that legal requirements under Charity and Company Law are met.

New trustee's induction includes detailed information on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. Each trustee is invited for a tour of the buildings to be introduced to the staff and functions of the charity as part of their induction. The functions of the board and its decision-making processes are also explained, as are their individual roles, responsibilities and legal obligations under both charity and company law. Each Trustee has clear responsibilities, are expected to attend all Trustee meetings and are often given a particular role.

Trustees are encouraged to attend appropriate external and internal training events where these will facilitate the undertaking of their role. Familiarisation on legal obligations takes place throughout the year as and when needed, and staff produce written reports and occasional presentations. There is usually a Forward Strategy and Business Review workshop during the year, to enable Trustees to review the strategic direction of the charity, and re-affirm key priorities. Trustees are invited and encouraged to attend Camden consultation events and to represent the charity at key off-site functions, locally and borough-wide.

Report of the Trustees
for the Year Ended 31 March 2019

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

We continue to assess, review, monitor and plan for all risks which the organisation may face, now or in the future. Our Risk Management Strategy comprises a risk register of all aspects of the organisation and its activities, and for each project we undertake, outlining possible risks which may occur, procedures to mitigate the risks identified, and regular reassessments both of the risks already outlined on the register and of projects and activities for potential new risks. All new projects and activities developed and run by the organisation undergo a risk assessment before they begin. This process has heightened awareness to the potential risks faced and will assist with the development of robust contingency plans. These procedures are periodically reviewed by the Board to ensure that they continue to address the needs of the Charity.

Internal financial control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Significant external risks to funding have also led to the development of a strategic plan which allows for the diversification of the Charity's funding and activities.

The charity makes little use of financial instruments other than an operational bank account so its exposure to price risk, credit risk, liquidity risk and cash flow risk is not material for the assessment of the assets, liabilities, financial position and profit or loss of the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02903924 (England and Wales)

Registered Charity number

1039551

Registered office

SURMA COMMUNITY CENTRE
1 ROBERT STREET
LONDON
NW1 3JU

Trustees

Mohammed Abdul Salique		- resigned 9.12.18
Moksud Hussain	Treasurer	- resigned 9.12.18
Sunara Begum		- resigned 9.12.18
Shawkat Ahmed		- resigned 9.12.18
Jaker Ahmed		- resigned 9.12.18
Abdus Samad	Chair	- resigned 9.12.18
Ruksana Begum Ruby	Vice Chair	- resigned 9.12.18
Mohammed Joynal Uddin		- resigned 9.12.18
Mamun Alam		- resigned 9.12.18
Ziaul Haque Chowdhury		- resigned 9.12.18
Nasim Ali		- resigned 9.12.18
Nadia Shah		- resigned 9.12.18
Liaquat Ali		- resigned 9.12.18
Humayun Khan		
Salik Miah	Chair	
Nuruzzaman Hira	Treasurer	- appointed 9.12.18
Jamal Ahmed		- appointed 9.12.18
Shamsuddin Ahmed		- appointed 9.12.18
Rahel Bokth		- appointed 9.12.18
Abdul Muhith		- appointed 9.12.18
Abdul Salim		- appointed 9.12.18
Hena Begum		- appointed 9.12.18
Shawkat Ali		- appointed 9.12.18
Jalal Ahmed		- appointed 9.12.18
Munzerin Rashid		- appointed 9.12.18

Report of the Trustees
for the Year Ended 31 March 2019

REFERENCE AND ADMINISTRATIVE DETAILS

Company Secretary

Auditors

ACN Accountants
Chartered Certified Accountants &
Statutory Auditors
252-262 Romford Road
4th Floor
London
E7 9HZ

Website

www.bwa-surma.org

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Mailing
Kent
ME19 4JQ

TRUSTEES RESPONSIBILITY STATEMENT

The trustees (who are also the directors of BENGALI WORKERS ASSOCIATION 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).

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;
- 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.

Approved by order of the board of trustees on 28 January 2020 and signed on its behalf by:

Salik Miah - Trustee

Opinion

We have audited the financial statements of BENGALI WORKERS ASSOCIATION (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet 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).

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 2019 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; 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Trustees Responsibility Statement, 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.

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.

Report of the Independent Auditors to the Members of
BENGALI WORKERS ASSOCIATION

Anwar F Chowdhury FCCA (Senior Statutory Auditor)
for and on behalf of ACN Accountants
Chartered Certified Accountants &
Statutory Auditors
252-262 Romford Road
4th Floor
London
E7 9HZ

28 January 2020

BENGALI WORKERS ASSOCIATION

Statement of Financial Activities
for the Year Ended 31 March 2019

	Notes	Unrestricted funds £	Restricted funds £	31.3.19 Total funds £	31.3.18 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		23,496	243,300	266,796	178,992
Investment income	2	148	-	148	69
Total		23,644	243,300	266,944	179,061
EXPENDITURE ON					
Charitable activities					
Luncheon Club		12,959	-	12,959	11,763
Older People's Service		-	10,735	10,735	23,316
Young People's Service		-	-	-	10,000
Cultural and Community Events		-	-	-	8,330
Trips and Community Activities		-	1,755	1,755	7,195
Community Initiatives Project		-	67,044	67,044	36,831
Employment and Skills Service		-	13,200	13,200	13,636
LBC SPF Neighbourhoods		-	32,962	32,962	30,000
LBC Rent Relief		-	17,875	17,875	20,969
LBC SPF Equalities Project		-	18,750	18,750	11,250
Venue Hire		12,059	-	12,059	7,407
S106 - Community Project		13,190	80,979	94,169	-
LBC Capacity Building		-	-	-	6,000
Other		20,083	-	20,083	15,804
Total		58,291	243,300	301,591	202,501
NET INCOME/(EXPENDITURE)		(34,647)	-	(34,647)	(23,440)
RECONCILIATION OF FUNDS					
Total funds brought forward		112,419	-	112,419	135,859
TOTAL FUNDS CARRIED FORWARD		77,772	-	77,772	112,419

The notes form part of these financial statements

BENGALI WORKERS ASSOCIATION

Balance Sheet
At 31 March 2019

	Notes	Unrestricted funds £	Restricted funds £	31.3.19 Total funds £	31.3.18 Total funds £
FIXED ASSETS					
Tangible assets	7	2	-	2	112
CURRENT ASSETS					
Cash at bank		77,770	13,750	91,520	126,057
CREDITORS					
Amounts falling due within one year	8	-	(13,750)	(13,750)	(13,750)
NET CURRENT ASSETS		<u>77,770</u>	<u>-</u>	<u>77,770</u>	<u>112,307</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>77,772</u>	<u>-</u>	<u>77,772</u>	<u>112,419</u>
NET ASSETS		<u><u>77,772</u></u>	<u><u>-</u></u>	<u><u>77,772</u></u>	<u><u>112,419</u></u>
FUNDS	9				
Unrestricted funds:					
General fund				77,772	108,031
Venue Hire				-	2,629
LBC Rent for Young People's Service				-	1,759
				<u>77,772</u>	<u>112,419</u>
Restricted funds:				-	-
TOTAL FUNDS				<u><u>77,772</u></u>	<u><u>112,419</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 28 January 2020 and were signed on its behalf by:

Salik Miah -Trustee

Notes to the Financial Statements
for the Year Ended 31 March 2019

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on cost
Fixtures and fittings	- 25% on cost
Computer equipment	- 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

2. INVESTMENT INCOME

	31.3.19	31.3.18
	£	£
Deposit account interest	148	69
	<u>148</u>	<u>69</u>

3. NET INCOME/(EXPENDITURE)

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

	31.3.19	31.3.18
	£	£
Auditors' remuneration	3,000	3,000
Depreciation - owned assets	110	5,147
Other operating leases	27,500	27,500
	<u>27,500</u>	<u>27,500</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018 .

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2019 nor for the year ended 31 March 2018 .

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

31.3.19	31.3.18
3	3
<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	17,465	161,527	178,992
Investment income	69	-	69
Total	<u>17,534</u>	<u>161,527</u>	<u>179,061</u>
EXPENDITURE ON			
Charitable activities			
Luncheon Club	11,763	-	11,763
Older People's Service	-	23,316	23,316
Young People's Service	-	10,000	10,000
Cultural and Community Events	-	8,330	8,330
Trips and Community Activities	-	7,195	7,195
Community Initiatives Project	-	36,831	36,831
Employment and Skills Service	-	13,636	13,636
LBC SPF Neighbourhoods	-	30,000	30,000
LBC Rent Relief	-	20,969	20,969
LBC SPF Equalities Project	-	11,250	11,250
Venue Hire	7,407	-	7,407
LBC Capacity Building	-	6,000	6,000
Other	15,804	-	15,804

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Total	34,974	167,527	202,501
NET INCOME/(EXPENDITURE)	(17,440)	(6,000)	(23,440)
RECONCILIATION OF FUNDS			
Total funds brought forward	129,859	6,000	135,859
TOTAL FUNDS CARRIED FORWARD	112,419	-	112,419

7. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2018 and 31 March 2019	22,679	440	22,649	45,768
DEPRECIATION				
At 1 April 2018	22,678	330	22,648	45,656
Charge for year	-	110	-	110
At 31 March 2019	22,678	440	22,648	45,766
NET BOOK VALUE				
At 31 March 2019	1	-	1	2
At 31 March 2018	1	110	1	112

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.19 £	31.3.18 £
Accrued expenses	13,750	13,750

9. MOVEMENT IN FUNDS

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
Unrestricted funds				
General fund	108,031	(36,303)	6,044	77,772
Venue Hire	2,629	591	(3,220)	-
LBC Rent for Young People's Service	1,759	-	(1,759)	-
Membership Subscription	-	1,065	(1,065)	-
	112,419	(34,647)	-	77,772
TOTAL FUNDS	112,419	(34,647)	-	77,772

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

9. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	283	(36,586)	(36,303)
Venue Hire	12,650	(12,059)	591
Membership Subscription	1,065	-	1,065
Lunchon Club	9,646	(9,646)	-
	<u>23,644</u>	<u>(58,291)</u>	<u>(34,647)</u>
Restricted funds			
Older People's Service	10,735	(10,735)	-
Trips and Community Activities	1,755	(1,755)	-
LBC Rent Relief	17,875	(17,875)	-
Community Initiatives Project	52,945	(52,945)	-
Employment & Skills Service	13,200	(13,200)	-
LBC SPF Neighbourhoods	32,962	(32,962)	-
LBC SPF Equalities	18,750	(18,750)	-
S106 -Community Project	80,979	(80,979)	-
Ageing Better Camden Project	14,099	(14,099)	-
	<u>243,300</u>	<u>(243,300)</u>	<u>-</u>
TOTAL FUNDS	<u>266,944</u>	<u>(301,591)</u>	<u>(34,647)</u>

Comparatives for movement in funds

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted Funds			
General fund	125,471	(17,440)	108,031
Venue Hire	2,629	-	2,629
LBC Rent for Young People's Service	1,759	-	1,759
	<u>129,859</u>	<u>(17,440)</u>	<u>112,419</u>
Restricted Funds			
LBC Capacity Building	6,000	(6,000)	-
TOTAL FUNDS	<u>135,859</u>	<u>(23,440)</u>	<u>112,419</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

9. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	288	(17,728)	(17,440)
Venue Hire	7,407	(7,407)	-
Lunchon Club	9,839	(9,839)	-
	<hr/>	<hr/>	<hr/>
	17,534	(34,974)	(17,440)
Restricted funds			
Older People's Service	23,316	(23,316)	-
Young People's service	10,000	(10,000)	-
Trips and Community Activities	7,195	(7,195)	-
LBC Rent Relief	20,969	(20,969)	-
Community Initiatives Project	36,831	(36,831)	-
Employment & Skills Service	13,636	(13,636)	-
Cultural and Community Events	8,330	(8,330)	-
LBC Capacity Building	-	(6,000)	(6,000)
LBC SPF Neighbourhoods	30,000	(30,000)	-
LBC SPF Equalities	11,250	(11,250)	-
	<hr/>	<hr/>	<hr/>
	161,527	(167,527)	(6,000)
TOTAL FUNDS	<hr/>	<hr/>	<hr/>
	179,061	(202,501)	(23,440)

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
Unrestricted funds				
General fund	125,471	(53,743)	6,044	77,772
Venue Hire	2,629	591	(3,220)	-
LBC Rent for Young People's Service	1,759	-	(1,759)	-
Membership Subscription	-	1,065	(1,065)	-
Restricted funds				
LBC Capacity Building	6,000	(6,000)	-	-
TOTAL FUNDS	<hr/>	<hr/>	<hr/>	<hr/>
	135,859	(58,087)	-	77,772

Notes to the Financial Statements - continued
for the Year Ended 31 March 2019

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	571	(54,314)	(53,743)
Venue Hire	20,057	(19,466)	591
Membership Subscription	1,065	-	1,065
Lunchon Club	19,485	(19,485)	-
	<hr/>	<hr/>	<hr/>
	41,178	(93,265)	(52,087)
Restricted funds			
Older People's Service	34,051	(34,051)	-
Young People's service	10,000	(10,000)	-
Trips and Community Activities	8,950	(8,950)	-
LBC Rent Relief	38,844	(38,844)	-
Community Initiatives Project	89,776	(89,776)	-
Employment & Skills Service	26,836	(26,836)	-
Cultural and Community Events	8,330	(8,330)	-
LBC SPF Neighbourhoods	62,962	(62,962)	-
LBC SPF Equalities	30,000	(30,000)	-
S106 -Community Project	80,979	(80,979)	-
Ageing Better Camden Project	14,099	(14,099)	-
LBC Capacity Building	-	(6,000)	(6,000)
	<hr/>	<hr/>	<hr/>
	404,827	(410,827)	(6,000)
TOTAL FUNDS	<hr/>	<hr/>	<hr/>
	446,005	(504,092)	(58,087)

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2019.

BENGALI WORKERS ASSOCIATION

Detailed Statement of Financial Activities
for the Year Ended 31 March 2019

	31.3.19 £	31.3.18 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants and donations received	266,796	178,773
Subscriptions	-	219
	<hr/> 266,796	<hr/> 178,992
Investment income		
Deposit account interest	148	69
	<hr/> 266,944	<hr/> 179,061
Total incoming resources		
EXPENDITURE		
Charitable activities		
Luncheon Club	12,959	11,763
Older People's Service	965	8,303
Cultural and Community Events	737	3,248
Trips and Community Activities	3,020	6,248
Volunteer expenses	2,839	2,525
Community Initiatives Project	1,668	16,915
S106 - Community Project	94,169	-
	<hr/> 116,357	<hr/> 49,002
Support costs		
Management		
Rent	27,500	27,500
Rates and water	7,648	5,342
Light and heat	3,102	3,445
	<hr/> 38,250	<hr/> 36,287
Finance		
Bank charges	93	88
Other		
Licence & insurance	749	3,177
Telephone	1,474	1,137
Postage and stationery	1,659	2,594
Sundries	945	960
Repairs and maintenance	638	1,291
IT Support	5,259	1,728
TV License	150	147
Cleaning & refuse collection	1,436	1,504
Health & safety	1,348	1,119
Subscriptions	656	653
Bookkeeping & payroll expenses	504	465
Fixtures and fittings	110	110
Computer equipment	-	5,037
	<hr/> 14,928	<hr/> 19,922
Administrative costs		
Wages and subcontractor fees	115,185	85,255
Social security	1,747	2,367
Pensions	2,169	580
Auditors' remuneration	3,000	3,000
Carried forward	122,101	91,202

This page does not form part of the statutory financial statements

BENGALI WORKERS ASSOCIATION

Detailed Statement of Financial Activities
for the Year Ended 31 March 2019

	31.3.19 £	31.3.18 £
Administrative costs		
Brought forward	122,101	91,202
Professional fees	9,862	6,000
	<u>131,963</u>	<u>97,202</u>
Total resources expended	301,591	202,501
	<u> </u>	<u> </u>
Net expenditure	<u>(34,647)</u>	<u>(23,440)</u>

This page does not form part of the statutory financial statements