

RECONNECT

(company limited by guarantee)

**Report and Financial Statements
for
the year ended 31 December 2018**

Charity no. 1105016

Company no. 4978651

Legal and administrative information

Constitution

Reconnect is a company limited by guarantee incorporated on 27th November 2003 (company no. 4978651) and a registered charity (charity no. 1105016) governed by its Memorandum and Articles of Association.

Directors and Trustees

The directors of the charitable company (“the Charity”) are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

As set out in the Articles of Association, the number of trustees shall never be less than three and the maximum number shall be determined by a General Meeting. The trustees may at any time co-opt any person (who need not be a member of the Company) as a trustee, either to fill a casual vacancy or by way of addition to their number.

At each Annual General Meeting one-third of the trustees for the time being (or if their number is not a multiple of three then the number nearest to one-third) shall retire from office. A retiring trustee shall be eligible for re-election.

The trustees serving during the period and since the period are as follows:

Elected Directors and Trustees

Sarah Buxton (Chair)

Stephen Desmond

Belay Gesesse

Olivia O’Malley

Michael Stewart

Keith Sonnet

Lucia Dube (appointed 24.4.18)

Dr Maknun Ashami (appointed 24.4.18)

Director of the Charity and Chief Executive

Theodros Abraham

Company Secretary

Michael Stewart

Registered and Administrative Office

Resource for London
356 Holloway Road
London, N7 6PA

Bankers

HSBC
31 Holborn Circus
London
EC1 2NR

Solicitors

Camerons Solicitors LLP
70 Wimpole Street
London
W1G 8AX

Report of the directors and trustees for the year ended 31 December 2018

The directors and trustees are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2018

The legal and administrative information set out above forms part of this report.

Objects of the Charity

The objects for which the Charity is formed are:

- to relieve need, hardship and distress in developing countries principally but not exclusively by facilitating the employment in such countries of persons living as refugees or displaced persons in developed countries who have skills useful to improving conditions in developing countries
- to advance education and relieve unemployment among refugees and displaced persons:
 - a. by providing and fostering the provision of appropriate training so that such persons may participate in employment opportunities principally but not exclusively in developing countries
 - b. by identifying and fostering such employment opportunities and assisting such persons to participate in them.

Organisation

The Charity is governed by a board of elected trustees which delegates the day to day running of the Charity to the Executive Committee comprising two of the trustees and the Director of the Charity, Theodoros Abraham, who is a paid full time member of staff and is assisted by a number of part time volunteers. The board of trustees meets for regular and extraordinary meetings. Minutes of Executive Committee meetings are emailed to all the trustees, together with information relating to significant project developments and funding.

Related Parties

The Charity has no related parties.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustee consider how planned activities will contribute to the aims and objectives set.

Financial Review

Total income for the year was £63,837, primarily from a legacy and donations. £60,413 was spent on charitable activities. The charity held unrestricted reserves of £34,764 and restricted reserves of £4,706 at the year end, 31 December 2018.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to three to six months' core expenditure, as circumstances allow. As at 31 December 2018 these were £34,764, in line with the reserves policy.

Risks

The trustees regularly review the risks to which the Charity is exposed and are satisfied that the systems in place to minimise those risks are satisfactory.

Investment Policy

Money not immediately required for the objectives of Reconnect are held in a deposit account, in line with the investment policy. The Charity does not have any other investments.

Directors and trustees

All directors of the company are also trustees of the Charity and there are no other trustees.

Volunteers

The Charity has implemented an office-based volunteer programme during the year, to assist the Charity with its work and to provide an opportunity for a small number of committed people to gain work experience at an outward looking charity.

The trustees are grateful to all those who have volunteered to work with the Charity and promote the Charity's goals throughout the year.

Review of activities 2018 and future developments

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future strategy. In particular the trustees have considered how planned activities will contribute to the aims and objectives they have set.

1. The Charity has continued to work to assist people with a refugee background based in London, particularly those who were professionals in their home country, to take courses in Higher Education, especially courses leading to a professional qualification in teaching. The charity is aware that many people with a refugee background face significant disadvantages, including barriers in accessing re-training, and long periods of unemployment or underemployment. This takes a toll in personal, social and economic terms. The charity has evidence of the value of supporting individuals to gain a professional qualification in UK, which will enable them to gain employment and contribute to the wellbeing of the UK community, and of their home country or region of origin, if they are able to return.
2. The Charity has continued to provide one-to-one guidance, signposting and support to individuals with a refugee background who want to progress in higher education, including teacher training. Approximately 175 were supported in this way in 2018. The Director of the Charity has 33 years' higher education teaching experience and 27 years' experience of advising students with a refugee backgrounds in higher and further education.

3. **Pathways to Teaching for Refugees Programme, at University College London Institute of Education.** This programme has two parts:

Part One: Preparation for Higher Education. The Charity in partnership with UCL Institute of Education has developed and implemented the first year of a unique 30 hour preparatory programme (Preparation for Higher Education) for London-based people with a refugee background. Over 10 weeks of carefully structured exposure to the academic learning environment, confidence, ambition and skills are developed, which will enable successful participation in further training and employment. The programme develops skills in Critical Reading, Academic Writing and Academic Presentation in Higher Education and also familiarisation with ICT especially virtual learning environments – Moodle and associated applications.

In implementing the programme, the Charity publicised it to a wide network of organisations and individuals, to inform prospective participants, and subsequently organised a series of Open Evenings/Information Sessions and Needs Analysis Sessions, in partnership with UCL Institute of Education. The programme covers fees and travel and makes a contribution towards learning materials.

The programme was offered each term during the academic year 2018-19, either in the morning, afternoon or evening. Participants attended for 10 meetings of 3 hours duration.

Key profiles of the 11 participants who completed the autumn term 2018 module:

- Gender: 4 Female (36.4%), 7 Male (63.6%)

- Country of Origin: Albania, Algeria, Eritrea, Ethiopia, Iran, Lebanon, Libya, Nigeria, Somalia, Syria

- Academic background: 2 Masters (18.2%) 8 Bachelors (72.7%, includes 1 Dentist), and 1 Certificate of Higher Education (9.1%).

- Age group
 - 20 – 30 (1) 9.1%
 - 31 – 40 (4) 36.4%
 - 41 – 50 (2) 18.2%
 - 51 – 60 (3) 27.3%
 - 61 – 65 (1) 9.1%

Fifty two students, 24 Female (46.2%), 28 Male (53.8%), from 23 countries have successfully completed the programme in 2018/19 academic year.

The Charity is grateful for a grant from Network for Social Change Charitable Trust, a legacy from the Estate of the late Sarah Hayward, and also a grant from an international foundation raised by our partner Computer Aid International. With this financial support the Charity has been able to develop and implement the programme. The Charity is also grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course, and information about future training options.

Part Two: PGCE

The legacy from the Estate of Sarah Hayward enabled the Charity to support trainees on a Post Graduate Certificate in Education (PGCE): Post-Compulsory programme at UCL Institute of Education for the first time since UK government funding for the London Hub for Refugee Teachers ended in 2011. In view of the suspension of the part-time programme for one academic year (2018/19), the Charity provided full-time awards for two academically strong candidates, to enable them to undertake the PGCE Post-Compulsory Programme during the academic year. The award includes fees, travel and learning materials allowances. (Both these trainees completed successfully; one commenced a full-time position at his placement college in September 2019.)

4. Outcomes of previous ReConnect training programmes

Between 2005 and 2011, 54 people with a refugee background completed a course leading to a teaching qualification, with ReConnect support (6 others did not complete the programme, for various reasons.) These trainees studied at Birkbeck, University of London as part of the Home Office Challenge Fund (Passport to Teaching Plus Programme in 2005-07, 14 people from 11 countries of origin); and at the Institute of Education (PGCE in Post-Compulsory Sector Programme in 2007-11, 40 people from 14 countries of origin). Funds for these programmes came from the UK government (Home Office and Department of Education). The Institute of Education course was part of the London Hub for Refugee Teachers. Employability Forum was instrumental in brokering the funds and enabling the Charity to run the programmes.

During 2018 the Charity continued to gather information about the employment outcomes of graduates of these programmes. We have traced information regarding an employment outcome for 36 (66%) of the participants (it may be their first job, or their most recent). Of the 36, 23 are teaching (in colleges, schools, NGOs and businesses); 8 entered other employment, including running their own businesses; 4 returned to their home countries, some of whom are known to be in very senior positions. One is deceased. We understand that these are very respectable statistics when compared to those completing teaching programmes for UK graduates.

See Testimonials from some graduates, now teachers, at the end of this report.

5. Supporting Higher Education Institutions in Ethiopia, through placement of UK trained teachers with a refugee background

The Charity has a long term goal to support higher education institutions in South Sudan and Ethiopia by the transfer of the skills of experienced UK based teachers with a refugee background. A feasibility study, including visits to these two countries, was undertaken in 2014, following which the Charity consulted widely and developed a proposal for the implementation of a pilot project to support higher education institutions in South Sudan and Ethiopia, by the transfer of the skills of UK based refugee teachers. The pilot project received a very favourable reception from the governments of South Sudan and Ethiopia as well as from international organisations, including the UNHCR. The adverse political and security situation in South Sudan does not allow the Charity to progress its work there,

however progress has been made in building a relationship with Samara University, in the North East of Ethiopia. The charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background. In August 2018, the Director of ReConnect, in the course of a personal visit to Ethiopia, visited Samara University and met with senior staff. He also met with senior staff of the British Council in Ethiopia and had contact with the Head of DFID in Ethiopia. The meeting held with the British Council highlighted the importance of information sharing, including the current initiative of the British Council in Higher Education Scoping. The Charity has succeeded in securing part of the funds required for the project through the Big Give Christmas Challenge Fund 2017. The Charity applied for funds for this programme from DFID Small Charities Challenge Fund (however we learned in July 2019 that our application had been unsuccessful).

6. The Charity works with Student Action for Refugees (STAR), based in the same building, to share experiences and support people with a refugee background into higher education. The STAR staff member responsible for the widening participation programme gives a talk to each group of participants on the Preparation for Higher Education course, to explain the university application process, and campus scholarships coordinated by STAR.
7. The Charity has forged a cooperative arrangement with CIRLE (Community Integration for Refugees through Culture, Language and Employment), to share experiences and support asylum seekers and refugees with English language and employment opportunities.
8. Public meetings were held in June and November 2018, to bring together current and former beneficiaries of ReConnect programmes, our supporters and other interested people. Several ReConnect graduates, now teachers, spoke at these meetings.

The Charity held a Refugee Week event on 21st June 2018 in the Conference Room of Resource for London. Speakers included Myles Wickstead CBE, formerly HM Ambassador to Ethiopia, Djibouti & the African Union; James Kepo, Principal of Yei Teacher Training College (South Sudan); Jay Derrick, UCL Institute of Education; Alex Higginbottom, Salesforce Program Manager; Mesay Gashaw, teacher with refugee background who benefitted from ReConnect's Pathways to Teaching Programme at the Institute of Education; Rosemary Togwe, Chair of the Zimbabwe Diaspora Focus Group and ReConnect PGCE participant; and Theodoros Abraham, Director of Reconnect. The event was chaired by Sarah Buxton, the Chair of the Charity's Board of Trustees. The event was graced by Haymnot Tesfa, an award winning Amharic singer and kraar player (a traditional Ethiopian lyre.)

9. In line with one of its key objectives the Charity has continued to strengthen its capacity in the fields of governance, volunteering, fundraising and website and social media development. It continues to work with a commercial organisation (Salesforce) which, as part of its philanthropy work, supports its staff to use their skills and time to assist charitable organisations. The results of this work are a new website, logo, re-branding and social media presence for the Charity. Several staff members of Salesforce have attended the Charity's events, and commented on the personal impact of hearing successful teachers trained on the Charity's programmes speak of the enormous value they gained from their training.

10. The Charity is a member of the Refugee Council, Bond (the International Development Network), the Small Charities Coalition, and the National Council for Voluntary Organisations (NCVO). The Charity's membership of Think Global (formerly known as the Development Education Association) has unfortunately been discontinued due to the winding down of the organisation.
11. The Charity has one full time employee (the Director, who is also the founder) and 11 volunteers (8 of whom are Trustees). Volunteers assist in fundraising, preparing for and organising meetings, auditing, and other tasks. We are very grateful to the Director and all volunteers for their work on behalf of the Charity.

Current activities

1. Providing one-to-one assessment, guidance, referrals and support to individuals with a refugee background who are seeking advice on higher education and career progression, including those who have completed Preparation for Higher Education, and PGCE in the Post-Secondary sector.
2. Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education to provide a unique opportunity for refugees and asylum seekers to benefit from an integrated assessment, guidance, support and induction service, together with English language, study and ICT skills and an introduction to the UK education system.
3. Working with UCL Institute of Education to continue the Pathways into Teaching for Refugees project, which provides an opportunity for refugees who want to teach in the Further Education sector, to undertake a PGCE in post-compulsory education.
4. Continuing to gather information about the employment outcomes of ReConnect graduates.
5. Building the Charity's partnership with Samara University in North East Ethiopia, a relatively new university, to support the capacity of the university especially by the transfer of the skills of UK based teachers with a refugee background.
6. Developing our Theory of Change, to support our thinking especially in relation to seeking funding for the Samara programme.
7. Extending the funding base of the charity, to enable it to support more trainees, and extend its work.

Future developments

1. Seeking to raise the required resources to build the human resources capacity of the Charity through recruitment of an additional member of staff.
2. Strengthening the Charity's communication/information capacity through the development of a Newsletter, and use of social media.

3. Exploring the possibility of providing in-service support for teachers in refugee camps as part of the proposed UNHCR Education Unit linkage initiative alongside the Charity's pilot project in South Sudan and Ethiopia.

Testimonials on the impact of the Institute of Education's Pathways into Teaching for Refugees Programme, by some of the beneficiaries of the project

- ❖ “The project had given me a new life and lots of options. Without the opportunity I would have still been a house wife struggling to give my life a new meaning. Teaching is an inspirational career and very rewarding one. I am currently teaching GCSE biology, A Level biology and BTEC Level 3 applied science at Uxbridge College. Had the chance to be a Course Team Leader for 6 months. I am enjoying every minute of it.

Many thanks for all your hard work and I hope that the project continues to give people like me a real Opportunity to be an active member of this community”.
(Female, from Iraq, 26.1.17)

- ❖ “I would like to attest to the fact that it is the "Refugees Pathway to Teaching Programme" which was running at the Institute of Education in collaboration with ReConnect, that enabled me to have a teaching job. The programme opened doors that were not available for me in the past, in spite of both my academic credentials and work experience.

I had managed to secure a part-time lecturing job whilst I was halfway through the programme. I have been teaching at five different further education colleges since graduated back in 2010. Currently, I am a full-time ICT Lecturer at London South East Colleges.

To reiterate what I have aforementioned, it is this programme which has given me the teaching career that brings back dignity and self-worthiness in my life. Likewise, it gives me the opportunity to share my knowledge and experience and to earn a living”.
(Male, from Ethiopia, 18.1.17)

- ❖ “As you asked what impact the teacher training have had in my career, I can reassure you that it was very positive one and definitely helped me to step back onto my teaching path. At the moment I work as Russian Language Teacher at xxx School which gained 100% A* GCSE Russian. If you need any further details, I am more than happy to assist”. (Female, from Russia, 12.1.17)

- ❖ “I am very pleased to see ReConnect is still active in promoting and creating opportunities for refugees to take part in higher education.

As one of the participants, I took part in a PGCE course at the Institute of Education in London, which was made possible and funded by ReConnect. With your support, I managed to gain my PGCE diploma. Since 2010, I have been working as an Art tutor at the Hampstead Garden Suburb Institute.

It was possible all because of the efforts and funding of ReConnect.

Testimonials on the impact of Birkbeck's 'Passport to Teaching Plus Project

"PG Certificate in Lifelong Learning course had a huge positive impact on my career. It enabled me to move into teaching, which I really enjoy. Initially I started to teach yoga at City Lit (where I'm still teaching) and then Counselling at Greenwich Community College. I also taught briefly at Westminster Kingsway College. I worked as a Course Coordinator at City Lit for a year. Currently I'm working as an Educational Organiser for WEA, (Workers Educational Association), a national charity that provides adult education with a strong social purpose. I really enjoy my work and what WEA does to tackle social inequality and to enhance people lives and build stronger communities,"

"I'll always be grateful to ReConnect and Birkbeck for the opportunity given to me and be very happy to help in any way I can." (Female, from Bosnia, 1/3/17)

"I took the PG level Certificate in Teaching in Lifelong Learning at Birkbeck to assist me with getting back to work as a teacher. I was a teacher in my home country Iran but I lacked teaching experience in England thus finding work was very difficult. The course provided me with excellent knowledge of teaching as well as work placement to obtain work experience. After I completed the course I managed to secure a part-time teaching job at the WEA


(Workers* Educational Association). Subsequently, I started a full-time teaching job at Crisis UK, a national homeless charity. Currently, I work as Curriculum Co-ordinator at Crisis and manage a team of often tutors." (Female, from Iran, 1/3/17)

"I trained work as an actor and theatre director in my home country. I came to the UK as a refugee. The PGCE in Life Long Learning course gave me the knowledge and skills to teach and enabled me to work in further education as a drama facilitator for colleges, universities, theatres and community centres.

Through this training and being a refugee and disabled myself I developed my own teaching programme and curriculum for ESOL students (migrants and vulnerable young people) and special needs students.

Currently I work for Lewisham Southwark College as a drama, communication and film lecturer and for Oval House Theatre as a drama facilitator for We Are London project." (Male, from Columbia 1/3/17)

Approved by the Board of Directors on *10 September 2019*
and signed on its behalf by:-



.....
Sarah Buxton (Chair)

**STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2018**

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2018	2017
INCOME RESOURCES:					
Donations and Grants	3	288	63,496	63,784	63,249
Investments	4		53	53	6
TOTAL		288	63,549	63,837	63,255
RESOURCES EXPENDED:					
Raising funds	5,6		2,121	2,121	6,080
Charitable Activities	5,7	286	60,127	60,413	30,996
TOTAL		286	62,248	62,534	37,076
Net income/(expenditure)		2	1,301	1,303	26,179
Balances brought forward 01 Jan		4,704	33,463	38,167	11,988
Balances Carried forward 31 Dec		4,706	34,764	39,470	38,167

The statement of Financial Activities includes gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.
The Statement of Financial Activities also complies with the requirement for an income and expenditure account under the Companies Act 2006

The notes on pages 14 to 17 form part of these accounts

BALANCE SHEET AS AT 31 DECEMBER 2018

		2018		2017	
Notes	£	£	£	£	£
FIXED ASSETS					
Tangible fixed assets		-	-	-	-
CURRENT ASSETS					
Deferred income & prepayments	10	288		2,969	
Cash in hand and at banks		<u>41,025</u>		<u>35,715</u>	
		41,313		38,684	
LIABILITIES: Amounts falling due within one year					
	11	<u>1,843</u>		<u>517</u>	
NET CURRENT ASSETS			<u>39,470</u>		<u>38,167</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>39,470</u>		<u>38,167</u>
NET ASSETS			<u>39,470</u>		<u>38,167</u>
FUNDS					
General unrestricted	12		34,764		33,463
Restricted			<u>4,706</u>		<u>4,704</u>
TOTAL FUNDS			<u>39,470</u>		<u>38,167</u>


The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31 December 2018:-

- the company was entitled to exemption from audit under section 477 of the Companies Act 2006, and
- members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005, the accounts have been examined by an independent examiner whose report appears on page 18.

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

The Notes on pages 14 to 17 form an integral part of these accounts.

These accounts, which have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies, and in accordance with FRS102 SORP, were approved by the trustees on 10th September 2019 and signed on their behalf by.



Sarah Buxton (Chair)

**NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2018**

ACCOUNTING POLICIES

1. Basis of preparation of accounts

1.1 The financial statements have been prepared under the historical cost convention in accordance with:

- The Charities Act 2011
- The Charities and Trustee Investment (Scotland) Act 2005
- The Charities Accounts (Scotland) regulations 2006 (as amended)
- The Companies Act 2006
- The Financial Reporting Standard applicable in the UK and the Republic of Ireland: FRS102
- Accounting & reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102) (effective January 2015)

The Charity meets the definition of a public benefit entity as defined by FRS 102

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2. Incoming resources

1.2.1 Donations and grants

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income.

Donations and grants were received during the year by the Charity from a number of bodies and individuals for the purpose of relieving hardship and distress of people living as refugees and providing training for such persons in any country including the United Kingdom.

1.2.2 Interest receivable

Interest is included when receivable by the Charity.

1.3. Resources expended

Resources expended are included in the Statement of Financial Activities on an accrual basis. Reconnect is not registered for VAT and, therefore, VAT forms part of the costs.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, have been apportioned on the basis of the proportion of time spent by staff on those activities.

1.4 Fund Accounting

Unrestricted general fund is used in accordance with the charitable objects at the discretion of the trustees and for designated projects.

Restricted Funds.

- Skill Transfer to Ethiopia

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2018 the charity did not have any capitalised tangible fixed assets.

1.6 Depreciation

Tangible fixed assets are stated at cost and are depreciated by annual instalments as follows:
Office computers and equipment – over 3 years.

1.7 Retirement Benefits

The charity operates a defined contribution pension scheme. The assets of the scheme are independently administered. The employer's pension costs represent contributions payable by the charity to the fund.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1

3. Donations and grants

	Restricted	Unrestricted	Total 2018	2017
	£	£	£	£
Donations	288	3,496	3,784	55,829
Grants	-	-	-	7,420
Legacies		60,000	60,000	-
TOTAL	288	63,496	63,784	63,249

4. Investment Income

	2018	2017
	£	£
Bank interest	53	6

5. Support Costs

Support costs have been allocated on the basis of staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2018 £
Rent and office costs	288	5,469	5,757
Employer pension contributions	9	179	188
Payroll costs	20	376	396
TOTAL	317	6,024	6,341

6. Expenditure on Fundraising

	2018	2017
	£	£
Salaries – direct cost	1,606	2,849
Fundraising costs	198	717
Support costs (Note 5)	317	2,514
TOTAL	2,121	6,080

7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2018	2017
			TOTAL	TOTAL
Direct Costs:	£	£	£	£
Staff Costs (Note 8)		30,508	30,508	21,368
Student allowances and fees		22,003	22,003	
Conference and meeting costs		1,387	1,387	
Volunteer expenses				181
Consultancy fees				1,040
Transport costs of books to Ethiopia				752
Travel and other costs	286	206	492	114
Indirect Costs:				
Support costs (Note 5)		6,024	6,024	7,541
TOTAL	286	60,128	60,414	30,996

8. Staff Costs

	2018	2017
	£	£
Salaries	32,114	28,491
Social Security costs	-	-
Employer pension contributions	188	181
TOTAL STAFF COSTS	32,302	28,672

No employee received remuneration amounting to more than £60,000 in either year.

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

	2018	2017
	1	1

9. Taxation

The company has been constituted as charity number 1105016 and so is not liable to income tax or capital gains tax on its charitable activities.

10. **Deferred Income and prepayments**

	2018	2017
	£	£
Prepayments	288	-
Big Give deferred income	-	2,969
TOTAL	288	2,969

11. **Liabilities Falling Due Within One Year**

	2018	2017
	£	£
PAYE liabilities	1,354	-
Office overheads	489	155
Pension contributions	-	362
TOTAL	1,843	517

12. **Movement in Funds**

	As at 01 Jan 2018	Incoming Recourses	Outgoing resources	As at 31 Dec 2018
Unrestricted Funds				
General Fund	33,463	63,549	62,248	34,764
Restricted Funds				
Skills transfer to Ethiopia	4,704	288	286	4,706
TOTAL FUNDS	38,167	63,837	62,534	39,470

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

14. **Members Guarantee**

The company is limited to the guarantee of £1 per member.

15. **Directors and Trustees Statement**

The directors confirm that they received no remuneration or reimbursement of expenses, there was no indemnity purchased, and that there were no transactions which would need to be disclosed.

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2018

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2018, which are set out on pages 12-17.

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Signed

12th September 2019

Helen Sturdy FMAAT, MCIE, DChA

12 Lansdown Wood Close
London SE27 0BY