

# **RECONNECT**

(company limited by guarantee)

## **Report and Financial Statements for the year ended 31 December 2019**

<https://reconnectonline.org.uk/>

Charity no. 1105016

Company no. 4978651

## **Legal and administrative information**

### **Constitution**

Reconnect is a company limited by guarantee incorporated on 27<sup>th</sup> 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 appointed 26.07.17, appointed chair 01.12.17

Stephen Desmond appointed 31.03.15

Belay Gesesse appointed 27.11.03

Olivia O’Malley appointed 15.06.17, retired 07.12.19

Michael Stewart appointed chair 27.11.03, retired 31.12.19

Keith Sonnet appointed 28.06.17

Lucia Dube appointed 24.04.18, retired 16.05.19

Dr Maknun Ashami appointed 24.04.18

### **Director of the Charity and Chief Executive**

Theodros Abraham

## **Registered and Administrative Office**

Resource for London  
356 Holloway Road  
London  
N7 6PA

## **Bankers**

HSBC  
31 Holborn Circus  
London  
EC1 2NR

## **Report of the directors and trustees for the year ended 31 December 2019**

The directors and trustees are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2019

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
- 1. 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 £97,627, primarily from grants and donations. £64,936 was spent on charitable activities. The charity held unrestricted reserve of £67,741 and restricted reserves of £4,420 at the year ended 31 December 2019

## **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 2019 these were £67,741 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.

An additional volunteer joined the team to assist with the development of the accountancy system of the trust. At the end of 2019 there were 10 volunteers, including 6 trustees.

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 in 2019 and future developments**

1. The charity has continued 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. Many people with a refugee background, including those who are highly qualified, face significant disadvantages, including barriers in accessing re-training courses, 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 individual refugees and asylum seekers who want to progress in higher education, including teacher training. During 2019, 3 cohorts comprising 56 people with a refugee background participated in the Preparation for Higher Education course, and others were also supported by the director to make informed choices about courses and training. Approximately 136 were supported in this way in 2019.

The director of the charity has 34 years' higher education teaching experience and 28 years' experience of advising students with a refugee background, 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.**

In Sept 2018, the charity, in partnership with University College London Institute of Education, commenced a unique 30 hour preparatory programme, to enable refugees and people with a refugee background to progress into higher education. Whatever their level of education or employment, refugees often experience disadvantage, in education and employment. The particular aim of the Preparation for Higher Education programme is to enable participants to be admitted to a course leading to a teaching qualification (Post Graduate Certificate of Education, PGCE) and Qualified Teacher Status. They would then be able to work in the teaching profession in UK, or elsewhere. There are many other successful outcomes. See section 4.

The Preparation for Higher Education programme was offered over three terms in 2018-19 academic year (and in two terms of the 2019-20 academic year). A total of 56 participants from 21 countries of origin completed the course in 2019 calendar year.

A 3 minute video featuring participants in ReConnect's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by IoE during the year. A longer video of the overall work of Institute of Education also included a section on Preparation for Higher Education.

Applicants to this course face major barriers, such as poor IT skills, and lack of knowledge of the UK education system, which need to be overcome if they are to be able to access higher education courses. This group of Londoners come from non-English speaking countries and have sought refuge in the UK as a result of persecution and conflict, mainly during the past two decades. The Preparation for Higher Education course (30 hours over 10 weeks) develops knowledge of the UK education system, curriculum, policies, entry requirements and progression routes.

The admission process includes guidance and assessment, through one-to-one meetings with the director of ReConnect, as well as information and Skills Diagnosis Sessions, run by Institute of Education staff. The Course provides training in academic writing, critical reading, presentation and ICT skills, (especially virtual learning environments - Moodle and associated applications,) familiarisation with teaching and learning practices in UK universities, and intercultural understanding. The course develops the participants' personal and intellectual confidence, and ability to collaborate with each other and the tutors. Structured time is spent focusing on future training options, supported by the director and individual meetings with IoE staff. ReConnect coordinates the application process. Selection is done by staff at IoE.

In implementing the programme, the Charity publicised the opportunity to a wide network of organisations and individuals, to inform prospective participants. This included our extensive contact lists, the many organisations, large and small, who are part of The Refugee Council distribution network, approx. 200 organisations working with and for asylum seekers and refugees, including the Refugee Support Network.

The Charity is very grateful for the dedicated teaching and pastoral support offered by staff at UCL Institute of Education, including providing individual consultations and writing references. Staff regularly go out of their way to ensure that participants gain as much as possible from the course and are well informed about future training options.

We very much appreciate the collaboration with UCL IoE, and delivery of the two stages of 'Pathways to Teaching for Refugees' programme, which is valued by the Institute of Education as part of their commitment to supporting educational opportunities for people with a refugee background.

Three donations received in 2017 and 2018 (a legacy from the Estate of the late Sarah Hayward; a grant from an international foundation raised by our partner Computer Aid International, and a grant from Network for Social Change Charitable Trust) enabled ReConnect to re-establish the Pathways to Teaching for Refugees, at UCL Institute of Education in 2018. During 2019 we are grateful to have been offered funding by 4 trusts, and several individual donors. With this financial support the Charity has been able to build on the Preparation for Higher Education programme, commenced in 2018.

The programme covers fees and travel cost.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in the autumn term 2019. By the end of the year, two participants were linked with mentors. A qualified experienced urban planner, who came to UK as a refugee from Kurdistan, has been partnered with a 'buddy' from the Bartlett School who has volunteered to work with our student. The student has been linked by their buddy to a job opportunity in Islington Council and to scholarship/bursary opportunities for further study. Another participant student, an Ethiopian refugee who is an experienced teacher-educator, has been partnered with a Professor in teacher education at IOE UCL in order to pursue a PhD. This scheme is being further developed in 2020.

ReConnect strives to learn from the experience of individual beneficiaries, and to be informed by outcomes achieved by them, in developing future programmes.

Reflections by participants are included on page 13.

## **Key profiles of participants**

A total of 56 participants from 21 countries were supported and successfully completed the programme in 2019 - Spring term (January to March), Summer Term (April to July), and Autumn Term (September to December) See section 4 for outcomes, up to October 2020.

- Gender: 27 Female (48.2%), 29 Male (51.8%)
- Country of Origin: Democratic Republic of Congo (DRC), Egypt, Eritrea, Ethiopia, Iran, Iraq, Ivory Coast, Kenya, Kosovo, Kuwait, Lebanon, Libya, Nigeria, Pakistan, Saudi Arabia, Sierra Leone, Sri Lanka, Sudan, Syria, Turkey, Turkey/ Kurdish, and Yemen

- Academic background: 2 PhDs (3.6%), 2 Medicine & Dentistry (3.6%), 20 Masters (35.7%), 20 Bachelors (35.7%), 1 Incomplete Bachelors (1.8%), 5 Diplomas (8.9%), 2 Certificate of Higher Education (3.6%), 2 Access to Higher Education/ Foundation (3.6%), 2 Baccalaureate/ A levels (3.6%)
- Age group
  - 20 - 30 (11) 19.6%
  - 31 - 40 (15) 26.8%
  - 41 - 50 (20) 35.7%
  - 51 - 60 (8) 14.3%
  - 61 - 69 (2) 3.6%
- Immigration status
  - 20 Recognised Refugees (35.7%)
  - 16 British Citizens with Refugee background (28.6%)
    - 8 Indefinite Leave to Remain (14.3%)
    - 8 Asylum Seekers (14.3%)
    - 2 Leave to Remain (3.6%)
    - 1 Exceptional Leave to Remain (1.8%)
    - 1 Dutch Citizen with Refugee/ Sierra Leone background (1.8%)

## **Part Two: Post Graduate Certificate of Education (PGCE)**

The legacy from the Estate of Sarah Hayward enabled the Charity to support trainees on a mainstream 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 included fees, travel, and learning materials allowances. Both students successfully completed their studies in September 2019 and are now working in further education colleges in London. Please see section 4 for more information, and page 14 for their reflections.

Following the resumption of the part-time (two-year) PGCE Post -Compulsory Programme at UCL Institute of Education in 2019, the charity provided three awards, for two female and one male candidates. They will complete in 2021.

## **4 Outcomes of ReConnect training programmes**

### **Post Graduate Certificate of Education, Post Compulsory Programme 2005-11**

Between 2005 and 2011, 54 refugees and people with a refugee background completed courses leading to a teaching qualification, with ReConnect support. These included:

- 14 trainees (4 men, 9 women) from 9 countries in Africa, Asia, Middle East and Latin America completed a Postgraduate Level Certificate in Teaching in Lifelong Learning, at Birkbeck, University of London. The programme was funded by the Home Office Refugee Integration Challenge Fund.
- 40 trainees (24 men, 16 women) from 14 countries in Africa, Asia, Middle East and Latin America, successfully completed the PGCE Post-Compulsory Education programme, at UCL Institute of Education. The programme was funded by the Department for Children, Schools



and Families (DCSF) through the London Hub for Refugee Teachers led by Employability Forum.

Since those courses ended in 2011 the Charity has continued to gather information about the employment outcomes of graduates of these programmes. We have traced information regarding an employment outcome for 38 (70.4%) of the participants (it may be their first job, or their most recent). Of the 38, 24 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. We are aware that one is deceased.

We understand that these figures represent a higher rate of retention in the profession than for many teaching programmes for UK graduates.

### **Outcomes of 2018-19 Pathways to Teaching for Refugees**

The two PGCE students whom we supported have successfully completed their studies in September 2019 and are now working in further education colleges in London. They are teaching Health and Social Care courses, leading to the Higher National Certificate; and Computer systems and Computer networks. See page 14 for their reflections.

### **Outcomes of Preparation for Higher Education, September 2018- December 2019 (4 terms)**

During 2020 the director was able to contact 61 (89.7%) of the 68 participants of Preparation for Higher Education, who took the course during autumn term 2018, or during 2019 (three terms). This feedback provided strong evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in gaining employment, particularly at a professional level, in the UK. This group is highly motivated, committed, and determined to re-enter professional work. Each individual takes many steps towards their goals, which may change as they gain more experience. A summary of current progress and outcomes is below. After completing the course, one participant states in the video made by UCL Institute of Education that she now feels 'confident, empowered, determined.'

<https://youtu.be/6DNZWezOXUU>

UCL Institute of Education and ReConnect will further evaluate the impact of the course during 2020.

It is clear that there is an ongoing need for more educational and careers casework than ReConnect, and other organisations, are currently able to provide. Of the 61 who we are in contact with, 12 (20%) specifically mentioned that they could not proceed with their training plans due to lack of funding.

- 3 have completed a one-year PGCE Post-Compulsory Programme (full-time). Of these, two were supported by ReConnect, (2028-19). All are teaching in London in further education colleges;
- 8 are currently undertaking PGCE Post Compulsory Programmes (part-time), 5 at UCL Institute of Education and 3 at other teaching institutions in London. Of these, 3 were supported by ReConnect to successfully complete the first year of the programme and are now in year two. One is doing a PGCE on a school-based route, with a student loan.

- One has completed a full-time PGCE programme at University of East London and has started working as a Maths teacher in London; he was funded by a charity.
- One is enrolled on full-time PGCE programme at Brunel University, to teach chemistry, funded by a student loan
- 1 was enrolled on PGCE Post-Compulsory programme, but had to withdraw for lack a placement;
- 2 are engaged in voluntary teaching in schools with a view to enrolling on PGCE in the next couple of years;
- 2 are working as teacher assistants (paid) with a view to undertaking teaching courses;
- 3 have succeeded in enrolling on PhD programme, 2 at UCL Institute of Education and 1 at Huddersfield University. Sadly, one is now deceased;
- 4 have enrolled on higher education programmes, 3 undergraduate & 1 Masters;
- 1 has completed an undergraduate course;
- 1 has completed Certificate of Higher Education and is now working in the Somali region in Ethiopia;
- 2 secured places to undertake Masters, but had to withdraw for luck of funds;
- 8 are working full-time (6 in their areas of qualification), and exploring the possibility to enrol in higher education;
- 13 are undertaking preparatory/ English courses with a view to enrolling in higher education;
- 9 were in the process of applying to higher education institutions, when contacted;
- 2 are doing placements, in engineering and architecture respectively.

## **5 Supporting Higher Education Institutions In Ethiopia, through placement of UK trained teachers with a refugee background**

One of the Charity's aims is to support higher education institutions in South Sudan and Ethiopia, through the transfer of the skills of experienced UK based teachers, who may have a link with the region. We hope to harness the commitment of trained teachers who have lived in the UK as refugees, but who wish to put their skills to service in their regions of origin. 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.

Progress has been made in building a relationship with Samara University, in Afar in the North East of Ethiopia. Our director visited Samara University (during a private visit to Ethiopia) in summer 2018, and met with British Council staff in Addis Ababa, and members of the leadership team at

Samara University. The charity hopes to support the capacity of the university by the transfer of the skills of two teachers with a refugee background.

A trustee of the Charity, Dr. Maknun Gemaledin Ashami, who is originally from Afar, visited Samara University in the summer of 2019. His visit informed the Charity about the current situation facing the university, as well as the wider issues associated with higher education in Ethiopia.

The Charity raised funds from the Big Give Christmas Challenge Fund in 2017, for work towards these objectives. In 2019 the Charity applied for funds for this programme from DFID Small Charities Challenge Fund (however we were unsuccessful).

6. The Charity is pleased to work 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. Many of the scholarships coordinated by STAR are located at universities outside London, and most of the ReConnect participants need to stay in London, for work, accommodation or family reasons.
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 and signposting.
8. The Charity held an awareness raising event on 15 March 2019 at Resource for London Conference Room, to highlight the importance of the PGCE Post-Compulsory Programme, the Preparation for Higher Education Programme and the experience of teachers with refugee background. The panel of speakers included Professor Tom Schuller, formerly Director of National Inquiry into the Future of Lifelong Learning and Head of OECD's Centre for Educational Research & Innovation, and currently Chair of Corporation, Working Men's College; Dr Jay Derrick, UCL Institute of Education, Senior Lecturer and Course leader of ReConnect – Preparation for Higher Education programme (who also presented the first screening of a promotional video for the Preparation for Higher Education Programme made by UCL Institute of Education); Mr Mesay Gashaw, a teacher with refugee background, graduated from Institute of Education, supported by ReConnect, currently teaching; Mr Tsega Wiyohannes, one of the students who benefitted from the *Preparation for Higher Education Programme*, supported by ReConnect; Ms Lucia Dube, trustee of ReConnect, and Theodoros Abraham, Director of ReConnect.
9. The Charity produced two Newsletters in 2019, for our Refugee Week event in June, and in December.
10. The Charity held a Refugee Week event in partnership with UCL Institute of Education on 19<sup>th</sup> June 2019 at Jeffrey Hall, Institute of Education. It was an inspiring event attended by 150 people, including students from the programme and their families, staff of the Institute of Education and Reconnect, and supporters and friends of Reconnect. The event included:

An awards ceremony, in which the Director of the Institute of Education, Professor Becky Francis, presented certificates to participants who successfully completed the Preparation for Higher Education Programme;

The panel of speakers included Professor Tom Schuller, Chair of Governors at the Working Men's College; Ms. Nahid Behzadi, Curriculum Coordinator at Crisis, who had been supported by ReConnect on the Birkbeck *Passport to Teaching Plus Programme*; Mr. Mesay Gashaw, a teacher with refugee background supported on the *Pathways to Teaching for Refugees Programme* at the Institute of Education, currently an ICT Lecturer at London South East College; Mrs Amirtaveni Kavinthan, one of the students in the *Preparation for Higher Education Programme*; and Theodros Abraham, Director of Reconnect;

Cultural shows included a moving poem and a song by Ms. Aisha Abdelmaguid, one of the students in the *Preparation for Higher Education Programme*; a poem by Mr. Makonnen Wodajeneh, UCL Alumni with a refugee background; a song and Indian Classical Music by Mr. Raza Lilani, a UCL student; and a brilliant performance by *Krar Collective*, an internationally renowned Ethiopian traditional singer/ band made up of Mr. Temesgen Zeleke (krar, vocals), Miss Genet Assefa (Vocals), and Mr. Grum Begashaw (percussion, backing vocal).

The event was chaired by Dr Jay Derrick, Senior Lecturer at UCL Institute of Education and Course leader of the Preparation for Higher education programme

The evening was supported by IOE AV technical staff, staff of Salesforce, and stewarded by members of the UCL chapter of STAR (Student Action for Refugees).

Here is a link to a video of the awards ceremony, part of the event.

<http://youtu.be/TkriSEGiVzU>

11. 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).
12. The Charity has one full time employee (the director, who is also the founder) and 10 volunteers (7 of whom are trustees). Volunteers assist in fundraising, preparing for and organising meetings, 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 refugees and asylum seekers and 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 Compulsory sector.
2. Implementing the Charity's Preparation for Higher Education Programme, in partnership with UCL Institute of Education to continue 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, and the next steps taken by participants on the Preparation for Higher Education programme.
5. 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 development. It continues to work with a commercial organisation (Salesforce) which, as part of its Corporate Social Responsibility work, supports its staff to use their skills and time to assist charitable organisations. A new website and logo were launched in 2018. 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.
6. Extending the funding base of the charity, to enable it to support more trainees, and extend its work.
7. 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.

### **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. We would like to strengthen our educational casework capacity, and to free up some of the Directors time by employing a bookkeeper.
2. Strengthening the Charity's organisational and fundraising capacity through partnerships and collaborative initiatives.
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.

### **Reflections on ReConnect's Preparation for Higher Education Programme at UCL Institute of Education, by some of the beneficiaries of the programme:**

- ❖ *The Reconnect Preparation for Higher Education is unique course of its kind. I personally found the topics discussed really interesting. The delivery was brilliantly planned and equipped the learners with research skills, as the interaction and group work formed an integral part of the course. I can definitely say my confidence has now increased.*

*My plan for 20/21 is to study for a Full Time PGCE course at the UCL, IOE, to enable me to teach in the UK, which I have just applied for."*

- ❖ *"Most interesting: methodology and academic writing skills because these are crucial for the teaching and learning process."*
- ❖ *"Sessions about critical reading and writing as well as the individual and group presentations are the highlight of the course for me."*

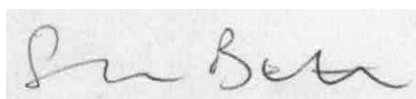
- ❖ *“It is a very good reconnecting course into higher education and offered different options. Thank You!”*
- ❖ *“All sessions were interesting as it gives us the ground to see, discuss and share lots of ideas and perspectives.  
I would really like to thank the teachers – they were friendly, easy-going and helpful. All in all it was wonderful.”*
- ❖ *“I really enjoyed the course and the university facilities including the libraries and the online resources.  
Many thanks to the teaching staff, Aine, Ruth and Jay. It was really nice to be with you during the course time, you have shaped a real family with your kind care and support of us, very useful feedback on each piece of work and continuous help. “*
- ❖ *“The academic writing sessions were the most interesting for me. I learned how to make arguments with supporting evidence.”*

**Reflections by two the beneficiaries of the PGCE Post-Compulsory Programme, who successfully completed their training at UCL Institute of Education in September 2019:**

- ❖ *“Thank you for the grant. I am really grateful. It is a great help towards achieving a wonderful qualification in one of the renowned universities. I will do my utmost to be a shining example to show how reconnect enables us to achieve our dreams.”*
- ❖ *“I am proud with my achievements so far, starting from humble beginnings as an asylum seeker and refugee. Nonetheless, my proudest moment was when I returned to teaching with the scholarship support I received from Reconnect to complete my PGCE in Post Compulsory Education at UCL – Institute of Education, London. I am now a College Lecturer. I am happy with that and enjoying it. This would not have been possible had it not been for the scholarship and maintenance support I got from Reconnect. I hope to serve my community in earnest with my experience and knowledge for many years to come. Thank you Reconnect and the staff at the Institute of Education – University College London.  
“*

Approved by the Board of Directors on 23<sup>rd</sup> October 2020

And signed on its behalf by:



.....

Sarah Buxton (Chair)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(including Income and Expenditure Account)**  
**for the year ended 31 December 2019**

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2019	2018
<b>INCOME RESOURCES:</b>					
Donations and Grants	3	7,469	90,074	97,543	63,784
Investments	4		84	84	53
<b>TOTAL</b>		<b>7,469</b>	<b>90,158</b>	<b>97,627</b>	<b>63,837</b>
<b>RESOURCES EXPENDED:</b>					
Raising funds	5,6		2,219	2,219	2,121
Charitable Activities	5,7	7,755	54,962	62,717	60,413
<b>TOTAL</b>		<b>7,755</b>	<b>57,181</b>	<b>64,936</b>	<b>62,534</b>
Net income/(expenditure)		-286	32,977	32,691	1,303
Balances brought forward 01 Jan		4,706	34,764	39,470	38,167
<b>Balances Carried forward 31 Dec</b>		<b>4,420</b>	<b>67,741</b>	<b>72,161</b>	<b>39,470</b>

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 17 to 20 form part of these accounts

## BALANCE SHEET AS AT 31 DECEMBER 2019

	Notes	2019		2018	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets			-		-
<b>CURRENT ASSETS</b>					
Debtors & prepayments	10	1,101		288	
Cash in hand and at banks		<u>71,060</u>		<u>41,025</u>	
		72,161		41,313	
<b>LIABILITIES: Amounts falling due within one year</b>	11	<u>-</u>		<u>1,843</u>	
<b>NET CURRENT ASSETS</b>			<u>72,161</u>		<u>39,470</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>72,161</u>		<u>39,470</u>
<b>NET ASSETS</b>			<u>72,161</u>		<u>39,470</u>
<b>FUNDS</b>					
General unrestricted	12		67,741		34,764
Restricted			<u>4,420</u>		<u>4,706</u>
<b>TOTAL FUNDS</b>			<u>72,161</u>		<u>39,470</u>

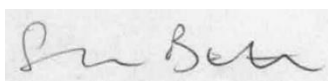
The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31 December 2019:-

- 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 17 to 20 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 23 October 2020 and signed on their behalf by.



Sarah Buxton (Chair)



**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year period ended 31 December 2019**

**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
- Network for Social Change Charitable Trust to support refugees undertaking training at UCL Institute of education.

#### 1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2019 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 2019	2018
	£	£	£	£
Donations		83,074	83,074	3,784
Grants	7,469	7,000	14,469	-
Legacies		-	-	60,000
TOTAL	7,469	90,074	97,543	63,784

### 4. Investment Income

	2019	2018
	£	£
Bank interest	84	53

## 5. Support Costs

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

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2019 £
Rent and office costs	341	6,471	6,812
Employer pension contributions	4	73	77
Payroll costs	27	520	547
<b>TOTAL</b>	<b>372</b>	<b>7,064</b>	<b>7,436</b>

## 6. Expenditure on Fundraising

	2019	2018
	£	£
Salaries – direct cost	1,631	1,606
Fundraising costs	216	198
Support costs (Note 5)	372	317
<b>TOTAL</b>	<b>2,219</b>	<b>2,121</b>

## 7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2019 TOTAL	2018 TOTAL
	£	£	£	£
<b>Direct Costs:</b>				
Staff Costs (Note 8)		31,003	31,003	30,508
Student allowances and fees	7,755	15,322	23,077	22,003
Conference, meeting costs and training		547	547	1,387
IT equipment		500	500	492
Other costs		526	526	
<b>Indirect Costs:</b>				
Support costs (Note 5)		7,064	7,064	6,024
<b>TOTAL</b>	<b>7,755</b>	<b>54,962</b>	<b>62,717</b>	<b>60,414</b>

## 8. Staff Costs

	2019	2018
	£	£
Salaries	32,634	32,114
Social Security costs	114	-
Employer pension contributions	1,536	188
<b>TOTAL STAFF COSTS</b>	<b>34,284</b>	<b>32,302</b>

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:

	2019	2018
	<b>1</b>	<b>1</b>

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**

	2019	2018
	£	£
Prepayments	1,101	288
<b>TOTAL</b>	<b>1,101</b>	<b>288</b>

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

	2019	2018
	£	£
PAYE liabilities	-	1,354
Office overheads	-	489
<b>TOTAL</b>	<b>-</b>	<b>1,843</b>

12. **Movement in Funds**

	As at 01 Jan 2019	Incoming Recourses	Outgoing resources	As at 31 Dec 2019
<u>Unrestricted Funds</u>				
General Fund	34,764	90,158	57,181	<b>67,741</b>
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,706	-	286	<b>4,420</b>
Network for Social NSCCT	-	7,469	7,469	-
<b>TOTAL FUNDS</b>	<b>39,470</b>	<b>97,627</b>	<b>64,936</b>	<b>72,161</b>

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

A donation of £60,000 was received from The Equator Fund, a private CAF Trust set up by Sarah Buxton, chair of Reconnect.

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 2019**

### **Independent Examiner's Report to the Trustees of Reconnect**

I report on the financial statements of the charity for the year ended 31 December 2019, which are set out on pages 15-20

#### **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.

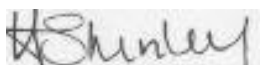
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Date 30<sup>th</sup> October 2020

Helen Sturdy FMAAT, MCIE, DChA  
The Stables, Waterhouse lane,  
Kingswood, KT20 6DU