

RECONNECT

(Company limited by guarantee)

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

**Report and Financial Statements For
the year ended 31 December 2020**

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 Gessesse

Keith Sonnet, Retired 10 May 2021

Lucia Dube, Reappointed 3 September 2020

Dr Maknun Ashami

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 EC1N 2HR

Report of the Trustees for the year ended 31 December 2020

The trustees (who are also company directors) are pleased to present their report together with the financial statements of the Charity for the year to 31 December 2020.

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

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. The trustees have considered how planned activities will contribute to the aims and objectives they have set.

Financial Review

Total income for the year was £54,026 primarily from grants and donations. £55,944 was spent on charitable activities. The charity held unrestricted reserve of £42,807 and restricted reserves of £25,239 at the year ended 31 December 2020.

Reserves Policy

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to three months' core expenditure. As at 31 December 2020 these were £42,807 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

Funds not immediately required for the objectives of Reconnect are held in a deposit account. 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 trustees are grateful to all those who have volunteered to work with the Charity and promote the Charity's goals throughout the year. Volunteers are committed people who share the aims and values of the Charity and have skills and experience to assist it with its work.

At end of 2020 there were 10 volunteers, including 6 trustees.

The trustees are also grateful to members of its advisory group who have readily and generously given their time and skills.

Our thanks to Mr. Mike Butler, a highly experienced fundraising consultant of Resource for London, for his committed support since April 2020 to the Charity's fundraising initiatives.

Review of activities in 2020 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 because their qualifications are not recognised or are unassessed in UK, and experience 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 the UK, which will enable them to gain employment, be a role model for their own and other marginalised communities and contribute to the wellbeing of the UK community as active citizens. A professional qualification and experience will support them if they are able and willing to return to their home country or region of origin.

- 2. Guidance and support to individuals** - 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 2020, 1 cohort comprising 24 learners with a refugee background (refugees and asylum seekers) 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 92 were supported in this way in 2020. Due to financial limitations, and COVID 19 restrictions, no course was offered in the Summer and Autumn terms of 2020.

The Director of the Charity has 35 years' higher education teaching experience and 28 years' experience of advising students with a refugee background in higher and further education.

- 3. Impact of COVID-19** - ReConnect has been significantly affected by the Covid 19 pandemic and lockdown, which began in March 2020, and continued through the year. All face-to-face contacts have had to stop, so meetings between the director and chair, and with trustees, and the directors' advice sessions with applicants and participants, have all had to happen remotely. We are grateful to have had the use of zoom but have experienced the loss of high-quality communication which is really only possible face-to-face. There have been other losses of a more personal nature, with both the director and a trustee having experienced the tragedy of the death of a sibling as a result of covid. Both have coped with the impact on themselves and their families, and the great sadness which these losses have brought. At least one trustee has been negatively impacted by the isolation which the lockdown brought, resulting in reduced productivity. Staff at the Institute of Education worked hard to enable the Preparation for Higher Education course to run online, and students had a rapid introduction to that new learning forum. ReConnect has lost the usual two annual public events, and the opportunity of inviting individual donors and staff from Trusts, to see the outcome of our work. We remain very concerned about the ongoing impact of the pandemic on our work.

- 4. 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 September 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 aim of the Preparation for Higher Education programme is to enable participants to be admitted to a course leading to a teaching qualification (PGCE) and Qualified Teacher Status. They would then be able to work in the teaching profession in UK, or elsewhere. The course also supports refugees into other higher education courses. There are many other successful outcomes of this course. See Section 5.

In the 2020 academic year, due to COVID-19 restrictions, the course was delivered remotely. The UCL virtual learning environment Moodle was used as the platform. Students were facilitated to use break out groups and shared documents to work collaboratively and to share their work. Students were also facilitated to use the platform to work collaboratively and independently outside of scheduled class times. The UCL has returned to face-to-face teaching from September 2021. The Charity is extremely grateful to UCL IOE for its commitment to this course, and the dedication shown in enabling students to take part

remotely. The Charity was offered 10 laptops by citizens UK, which it lent to participants who did not have their own laptop.

A total of 24 participants from 16 countries were supported and successfully completed the programme in 2020-Spring term (January to March). For outcomes refer to section 4.

- Gender: 15 Female (62.5%), 9 Male (37.5%)

- Country of Origin: Afghanistan, Angola, Democratic Republic of Congo (DRC), Eritrea, Ethiopia, Gabon, Iran, Kenya, Nigeria, Senegal, South Africa, Syria, Sudan, Turkey, Turkey/Kurdish, and Yemen

- Academic background: 1 PhDs (4.2%), 1 Medicine & Dentistry (4.2%), 3 Masters (12.5%), 2 Post Graduate Certificate (8.3%), 12 Bachelors (50%), 1 Incomplete Bachelors (4.2%), 1 Higher Education Diploma (4.2%), 3 BTEC Diploma Level 3 (12.5%)

- Age group
 - 20 - 30 (3) 12.5%
 - 31 - 40 (11) 45.8%
 - 41 - 50 (5) 20.8%
 - 51 - 60 (4) 16.7%
 - 61 – 69 (1) 4.2%

- Immigration status
 - 10 Recognised Refugees (41.7%)
 - 4 Indefinite Leave to Remain (16.7%)
 - 4 Asylum Seekers (16.7%)
 - 2 Leave to Remain (8.3%)
 - 2 Exceptional Leave to Remain (8.3%)
 - 2 British Citizens with Refugee background (8.3%)

Applicants to this course face major barriers, such as undeveloped 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, as well as academic skills.

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 Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one meetings with the Charity's director, as well as information and Skills Diagnosis Sessions, run by UCL 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. The Charity coordinates the applications process. Selection is done by academic staff at UCL Institute of Education. Applicants are considered on first come first basis provided they meet the eligibility criteria.

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.

Past donations (which included a legacy from the Estate of the late Sarah Hayward, a grant from an international foundation raised by our partner Computer Aid International, and grants from Network for Social Change Charitable Trust) enabled the Charity to re-establish the Pathways to Teaching for Refugees at UCL Institute of Education in 2018 and build the Preparation for Higher Education Programme. During 2020, we are grateful to have been offered funding by 4 trusts, and several individual donors.

Our thanks to the *Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund*, for providing the much-needed funding for the programme. Our thanks also to *Citizens UK* for donating 10 laptops for the programme.

The programme covers fees and travel cost. In 2020, however, participants were provided with study allowances in place of travel cost, as the programme was delivered remotely.

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 of Architecture 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 UCL IoE to pursue a PhD. This scheme is being further developed in 2020. The buddy scheme has been further developed and participants have been partnered with a number of volunteer academics. In particular, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddies with an academic to find courses which will recognise his partial completion of this studies in his home country. Connections have also been made in the field of electrical and civil engineering.

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

A 3-minute video featuring participants in ReConnect’s Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL IoE during the year. A longer video of the overall work of UCL IoE also included a section on Preparation for Higher Education. These can be seen on the Charity’s website, under ‘PRESS’.

Reflection by Aine McAllister, the Programme Leader, Preparation for Higher Education Programme

“ReConnect – Preparation for Higher Education is at once an established and developing course designed and delivered by a committed and reflexive team. In addition to the teaching and learning, we are actively developing initiatives and carrying out action research to create impact for a cohort of students with an enormous wealth of experience and knowledge who face numerous barriers to access to Higher Education and with whom we want to work in an attempt to mitigate for those barriers. This reports briefly refers to models of provision in other countries, sets out how the current course is developing and to our continuing broader work. Our overarching aims are set out in the introduction: to develop the capacity of the voice, the literacies and the autonomous learning practices of our students to facilitate entry to the Higher Education system at a level that reflects their experience and competence.” (July 2021)

Extracts from “students’ evaluations” undertaken by UCL Institute of Education, on ReConnect’s Preparation for Higher Education Programme July/ August 2021

- ❖ *“As a new arrival to the UK, the course has given me a very rich knowledge regarding the environment of higher education. Before I joined the course, I had a very low self-esteem, the course (especially lecturers) have helped me a lot to improve my self-esteem. As well as I was with no self-confidence and because of the course I am feeling very confident. The course gave me a great opportunity to build a meaningful education network. Because of the course I managed to find a permanent job as a full time lecturer. I am very grateful and appreciative to have gotten the opportunity to attend this course.”*
- ❖ *“The sessions for critical dialogue and critical writing were the most useful. These sessions improved my writing skills. Connections sentences is something I met for the first time and that was extraordinary.”*
- ❖ *I feel like I started this journey disadvantaged but now I am making my way to the finish line at least I am trying to be...reconnect higher education giving me hope I need giving me courage that needs to see the finish line.”*

Part Two: Post Graduate Certificate of Education (PGCE) Post-Compulsory Programme

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK Department of Education to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. 54 students gained the qualification before this funding ended in 2011. See section 5 for information about outcomes.

In academic year 2018/19, the Charity was able to support 2 students on the full time Post Graduate Certificate in Education (PGCE) Post-Compulsory programme at UCL Institute of Education, having received a legacy from the Estate of Sarah Hayward (whose work at Employment Forum secured the funding from Dept of Education in 2007.) Both students successfully completed their studies in September 2019 and are now working in further education colleges in London. Please see section 5 for more information.

Reflections by two of 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. “*

During academic years 2019-21 the Charity supported 3 students, from Ethiopia, Turkey, and Iran, on the PGCE Post-Compulsory programme. They successfully completed their two years part-time studies in July 2021. Two have given this information about what they are doing:

- ❖ *“At last, I am glad having the chance to be through this journey despite of some barriers and again I am grateful for your kind ever support. I am now working with some education agencies and looking forward to find a full time job soon.” (13/10/2021).*
- ❖ *“I am currently teaching part time at a college in Harrow. I couldn’t commit for a full time teaching as I will be travelling to my home country for an extended period of time during Christmas. I will however continue teaching once I come back probably full time. The opportunity of teaching wouldn’t have been possible if I was not given the opportunity to study my PGCE IOE. (17/10/2021)*

5. 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 the support of the Charity. These included:

- 14 trainees (5 men, 9 women) from 9 countries in Africa, Asia, Middle East, and Latin America who 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, who successfully completed 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 employment outcome for 38 (70.4%) of the participants (it may be their first job, or their most recent). Of the 38, 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. 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 the Charity supported successfully completed their studies in September 2019 and are now working in further education colleges in London. One is teaching Health and Social Care courses, leading to the Higher National Certificate. The other is teaching Computer systems and Computer networks.

Outcomes of Preparation for Higher Education Programme, Spring term, January to March 2020.

The Director was able to contact 22 (91.6%) of 24 participants who successfully completed the Preparation for Higher Education Programme during Spring 2020. This feedback has 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. The feedbacks confirmed the commitment and determination to re-enter higher education and professional work, which motivates this group. Each individual takes a number of steps towards their goal, which may change as they gain more experience. A summary of current progress and outcomes is below.

UCL Institute of Education and the Charity are currently finalising the evaluation of the impact of the course since it commenced in 2018.

There is an ongoing need for more educational and careers casework than the Charity, and other organisations, are currently able to provide.

- Three have secured full-time employment, as a lecturer, Project Assistant, and Hotel supervisor respectively

- One has secured a Teaching Assistant position in a London College
- Two are undertaking part-time master's programmes, Statistics and Mathematical Financial, in London higher education institutions
- Three are preparing to enrol on the PGCE Post-Compulsory Programme at UCL Institute of Education when the programme resumes in September 2022
- One is preparing to enrol on the PGCE for TEFL (Teaching English as a Foreign Language) at UCL Institute of Education in September 2022
- A Medical Doctor from Afghanistan has secured an unconditional offer on the MSc Public Health Programme, at the London School of Hygiene & Tropical Medicine and is currently seeking funding
- One has secured a place at a London University to study a Masters in Computing Science and is currently seeking funding
- Three are preparing to undertake undergraduate programmes in Civil Engineering, Aeronautical Engineering, and International Relations respectively
- Two are doing further English courses and preparing to apply for undergraduate programmes
- Two are preparing to join the nursing/care sector
- One is preparing to undertake a PhD programme
- One with an MBA qualification from a European university is seeking a job
- One participant has suffered the loss of several relatives due to Covid and is currently unable to do any studying

6. 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 since has not allowed the Charity to progress its work there.

Progress has been made in building a relationship with Samara University, in Afar in the Northeast 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. In response to the needs and request of Samara University, preparation is underway to deploy the skills and experiences of Dr Ashami at the University for a period of two months to support the University's efforts in rebuilding its capacity especially in developing links and collaboration with UK higher academic institutions.

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 (but was unsuccessful).

- 7 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 Charity's participants need to stay in London, for work, accommodation, or family reasons, so regretfully most of the Charity's students have been unable to benefit from the STAR scheme.
- 8 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.
- 9 The Charity continues to produce a Newsletter. In 2020 two Newsletters were produced, Summer 2020/Issue 3 and Winter 2020/Issue 4. These are available on the website, please look under 'HOME/ Newsletters'.
- 10 Due to COVID-19, the Charity was not able to hold a Refugee Week event 2020 following the successful event it held in 2019 in partnership with UCL Institute of Education.
- 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 (6 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 the Charity's 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. Developing links and cooperation with Working Men's (WM) College a further education institute to support refugees who do not meet the English Language requirements for the Preparation for Higher Education Programme at UCL Institute of Education. A course for this group has commenced in 2021.
5. Continuing to gather information about the employment outcomes of the Charity's graduates, and the next steps taken by participants on the Preparation for Higher Education programme.
6. 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. Since 2018, Salesforce has supported the Charity in relaunching its website and logo. These activities were severely impacted by Covid, in 2020.
7. Extending the funding base of the charity, to enable it to support more trainees, and extend its work.
8. Building the Charity's partnership with Samara University in Northeast 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.

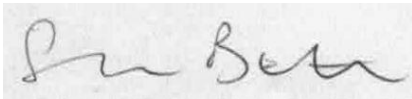
Future developments

1. Seeking to raise the required funds, as part of the Charity's advice and guidance work to support refugees seeking entry into higher education, to cover the cost of NARIC (National Academic Recognition Information Centre) evaluation to enable refugees obtain Statements of Comparability of their overseas qualifications.

2. 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 Director's time by employing a bookkeeper.
3. Strengthening the Charity's organisational and fundraising capacity through partnerships and collaborative initiatives.

Approved by the Board of Directors on 27 October 2021

And signed on its behalf by:

A handwritten signature in cursive script, appearing to read 'Sarah Buxton', is shown within a rectangular box. Below the box is a horizontal dotted line.

Sarah Buxton (Chair)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)
for the year ended 31 December 2020

| | Notes | Funds | | TOTAL | TOTAL |
|--|-------|---------------|---------------|---------------|---------------|
| | | Restricted | Unrestricted | 2020 | 2019 |
| INCOME RESOURCES: | | | | | |
| Donations and Grants | 3 | 22,600 | 31,329 | 53,929 | 97,543 |
| Investments | 4 | | 97 | 97 | 84 |
| TOTAL | | 22,600 | 31,426 | 54,026 | 97,627 |
| RESOURCES EXPENDED: | | | | | |
| Raising funds | 5,6 | | 2,197 | 2,197 | 2,219 |
| Charitable Activities | 5,7 | 1,781 | 54,163 | 55,944 | 62,717 |
| TOTAL | | 1,781 | 56,360 | 58,141 | 64,936 |
| Net income/(expenditure) | | 20,819 | -24,934 | -4,115 | 32,691 |
| Balances brought forward 01 Jan | | 4,420 | 67,741 | 72,161 | 39,470 |
| Balances Carried forward 31 Dec | | 25,239 | 42,807 | 68,046 | 72,161 |

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 2020

| | | 2020 | | 2019 | |
|---|-------|--------|--------|--------|--------|
| | Notes | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible fixed assets | | | - | | - |
| CURRENT ASSETS | | | | | |
| Debtors & prepayments | 10 | 297 | | 1,101 | |
| Cash in hand and at banks | | 70,631 | | 71,060 | |
| | | 70,928 | | 72,161 | |
| LIABILITIES: Amounts falling due within one year | | | | | |
| | 11 | 2,882 | | - | |
| NET CURRENT ASSETS | | | 68,046 | | 72,161 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 68,046 | | 72,161 |
| NET ASSETS | | | 68,046 | | 72,161 |
| FUNDS | | | | | |
| General unrestricted | 12 | | 42,807 | | 67,741 |
| Restricted | | | 25,239 | | 4,420 |
| TOTAL FUNDS | | | 68,046 | | 72,161 |

The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31 December 2020:-

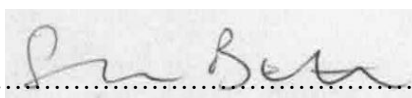
- the company was entitled to exemption from audit under section 477 of the Companies Act 2006, and
- members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005, the accounts have been examined by an independent examiner whose report appears on page 21.

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 27 October 2021 and signed on their behalf by.

Sarah Buxton (Chair)



NOTES TO THE FINANCIAL STATEMENTS
for the year period ended 31 December 2020

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 based on 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
- Barrow Cadbury grant. Support for refugee asylum seekers in London who wish to enter higher education.

1.5 Tangible Fixed assets

Any assets included at cost less depreciation but as at 31 December 2020 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 2020 | 2019 |
|-----------|------------|--------------|------------|--------|
| | £ | £ | £ | £ |
| Donations | | 31,329 | 31,329 | 83,074 |
| Grants | 22,600 | - | 22,600 | 14,469 |
| Legacies | | - | - | - |
| TOTAL | 22,600 | 31,329 | 53,929 | 97,543 |

4. Investment Income

| | 2020 | 2019 |
|---------------|------|------|
| | £ | £ |
| Bank interest | 97 | 84 |

5. Support Costs

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

| Support cost | Raising funds costs £ | Charitable Activities costs £ | Total Costs 2020 £ |
|-----------------------|--------------------------|----------------------------------|-----------------------|
| Rent and office costs | 284 | 5,383 | 5,667 |
| Payroll costs | 35 | 674 | 709 |
| TOTAL | 319 | 6,057 | 6,376 |

6. Expenditure on Fundraising

| | 2020 | 2019 |
|---------------------------------|--------------|--------------|
| | £ | £ |
| Salaries – direct cost (note 8) | 1,662 | 1,631 |
| Fundraising costs | 216 | 216 |
| Support costs (Note 5) | 319 | 372 |
| TOTAL | 2,197 | 2,219 |

7. Expenditure on Charitable Activities

| | Restricted | Unrestricted | 2020 | 2019 |
|--|--------------|---------------|---------------|---------------|
| | | | TOTAL | TOTAL |
| | £ | £ | £ | £ |
| Direct Costs: | | | | |
| Staff Costs (Note 8) | 1,781 | 30,122 | 31,903 | 31,003 |
| Student allowances and fees | - | 17,733 | 17,734 | 23,077 |
| Conference, meeting costs and training | | - | - | 547 |
| IT equipment | | - | - | 500 |
| Other costs | | 250 | 250 | 526 |
| Indirect Costs: | | | | |
| Support costs (Note 5) | | 6,057 | 6,057 | 7,064 |
| TOTAL | 1,781 | 54,162 | 55,944 | 62,717 |

8. Staff Costs

| | 2020 | 2019 |
|--------------------------------|---------------|---------------|
| | £ | £ |
| Salaries | 31,766 | 32,634 |
| Social Security costs | 313 | 114 |
| Employer pension contributions | 1,486 | 1,536 |
| TOTAL STAFF COSTS | 33,565 | 34,284 |

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:

| | 2020 | 2019 |
|--|----------|----------|
| | 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**

| | 2020 | 2019 |
|--------------|------------|--------------|
| | £ | £ |
| Prepayments | 297 | 1,101 |
| TOTAL | 297 | 1,101 |

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

| | 2020 | 2019 |
|------------------|--------------|------|
| | £ | £ |
| PAYE liabilities | 1,946 | - |
| Salaries | 936 | - |
| TOTAL | 2,882 | - |

12. **Movement in Funds**

| | As at 01 Jan 2020 | Incoming Recourses | Outgoing resources | As at 31 Dec 2020 |
|-----------------------------|----------------------|-----------------------|-----------------------|-----------------------------|
| <u>Unrestricted Funds</u> | | | | |
| General Fund | 67,741 | 31,426 | 56,360 | 42,807 |
| | | | | |
| <u>Restricted Funds</u> | | | | |
| Skills transfer to Ethiopia | 4,420 | - | - | 4,420 |
| Higher education programme | - | 22,600 | 1,781 | 20,819 |
| TOTAL FUNDS | 72,161 | 54,026 | 58,141 | 68,046 |

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

A donation of £30,000 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 2020

Independent Examiner's Report to the Trustees of Reconnect

I report on the financial statements of the charity for the year ended 31 December 2020, 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.

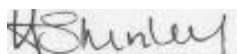
Independent Examiner's Statement

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 28th October 2021

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