

**RECONNECT**

**(Company limited by guarantee)**

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

**Report and Financial Statements  
For the year ended 31 December  
2022**

**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, Chair

Stephen Desmond

Belay Gessesse

Lucia Dube

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 2022**

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 2022.

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 £131,482 primarily from grants and donations. During the year £93,975 was spent on charitable activities and £2,416 on fundraising. The charity held unrestricted reserve of £94,986 and restricted reserves of £12,580 at the year ended 31 December 2022.

### **Reserves Policy**

The trustees have adopted a policy of aiming for the Charity to have unrestricted reserves equal to at least six to 9 months' core expenditure. As at 31 December 2022 these were £94,986 in line with this 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 Dr Hailu Hagos Ghebre for his services as a Volunteer Coordinator and all those who have volunteered (9 volunteers, 5 of whom are trustees) 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. The Charity was able to recruit Dr Hailu Hagos Ghebre as a Volunteer Coordinator on 6 June 2022, for 10 months, from a grant received from the National Lottery/ Awards for All as part of our *Refugee Connexion* project.

At end of 2022 there were 10 volunteers, including 5 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 2022 and future developments**

- 1.** The Charity has continued to assist refugees and people with a refugee background based in London, some of whom 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 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 2022, 3 cohorts comprising 60 learners, 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 124 were supported in this way in 2022. The Director of the Charity has 36 years' higher education teaching experience and 29 years' experience of advising students with a refugee background in higher and further education.

### 3. Pathways to Teaching and Higher Education

#### Part One: Preparation for Higher Education.

In September 2018, the Charity, in partnership with UCL Institute of Education, commenced a unique 30-hour preparatory programme, to enable refugees and people with a refugee background to progress into higher education and to a course leading to a teaching qualification. Whatever their level of education or employment, refugees often experience disadvantage, in education and employment. Following completion of a Post Graduate Certificate in Education, participants would then be able to work in the teaching profession in UK, or elsewhere. There are many other successful outcomes of this course, highlighted by some of the selected quotations in Section 5 below. In 2022, the programme included three cohorts - spring term, summer term and autumn term.

A total of 60 participants from 19 countries were supported and successfully completed the programme in 2022-Spring term (January to March). Summer term (April to June), and Autumn term (September to December) For outcomes see section 4 below.

- Gender: 34 Female ( 56.6% ), 26 Male ( 43.4%)
- Country of Origin: Afghanistan, Cameroon, Eritrea, Ethiopia, Hong Kong, Iraq, Iran, Kuwait, Nigeria, Pakistan, Palestine, Saudi Arabia, Sudan, Syria, Turkey, Uganda, Ukraine, Yemen, and Zimbabwe
- Academic background: 1 PhD (1.6%), 1 Medicine & Dentistry (1.6 %), 1 Incomplete Medicine (1.6%), 9 Master's (15 %), 37 Bachelor's (61.7%), 2 Incomplete Bachelor's (3.4%), 2 Diplomas (3.4%), 7 GCSEs (11.7% ).
- Age group
  - 17 – 20 (1) 1.6%
  - 20 - 30 (21) 35%
  - 31 - 40 (18) 30%
  - 41 - 50 (14) 23.4%
  - 51 - 60 (5) 8.3%
  - 61 – 70 (1) 1.6%
- Immigration status
  - 46 Asylum Seekers (76.6%)
  - 6 Recognised Refugees (10 %)
  - 4 Leave To Remain/ Enter- Ukraine Scheme (6.7%)
  - 3 Indefinite Leave to Remain (5%)
  - 1 Exceptional Leave to Remain (1.6%)

Applicants to this course face major barriers, such as inadequate exposure to English for Academic Purposes and study skills, undeveloped IT skills, and lack of knowledge of the UK education system about how their overseas qualifications compare to qualifications in the UK, barriers which need to be overcome if they are to be able to access higher education courses. This group of Londoners come mainly from non-English speaking countries and have sought refuge in the UK because 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 community organisations and Refugee Education UK (formerly Refugee Support Network).

The admission process includes guidance and assessment, through one-to-one discussions with the Charity's Director, as well as information and Skills Diagnosis Sessions, run by UCL Institute of Education staff. The Charity coordinates the applications process. Selection of participants 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 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 UCL Institute of Education staff.

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.

Staff at the Institute of Education worked hard to resume face to face delivery of the Preparation for Higher Education course, following the pandemic when the course was run online. In 2022, the Charity and UCL Institute of Education, were also able to organise a face to face Refugee Week event on 18 June 2022, to celebrate the work of ReConnect and IoE and the achievements of the participants. The barriers experienced by refugees and asylum seekers in accessing higher education and proceeding to professional employment were highlighted.

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 2022, we are grateful to have been offered funding by 8 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 covered fees and travel cost for participants.

The Charity's work has also been strengthened by a donation and support received from *News Corp Giving Fund* in June 2022.

As part of the programme, UCL Institute of Education initiated a mentorship scheme in autumn term 2019. The *buddy scheme* has been further developed and participants have been partnered with a number of volunteer academics. For example, a past participant has developed a PhD proposal in the field of ophthalmology and another past participant has been buddied with an academic to find courses which will recognise the partial completion of his studies in his home country. Connections have also been made in the fields of electrical and civil engineering. In 2022, the buddy scheme has successfully facilitated the placement of a ReConnect Participant in an MA Engineering course, with ReConnect's support in covering the costs of application.

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 the Charity's Preparation for Higher Education course <https://youtu.be/6DNZWezOXUU> was made by UCL Institute of Education during 2020. A longer video of the overall work of UCL Institute of Education also included a section on Preparation for Higher Education. These can be seen on the Charity's website, under 'PRESS.' <https://reconnectonline.org.uk/>

***Extract from a Report by Aine McAllister, the Programme Leader, on the Preparation for Higher Education Programme, Institute of Education, University College London, November 2022***

*“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.*

*Research also recognises that too often refugees/asylum seekers are depicted as passive victims and there is a need to recognise their desires to analyse and respond to their own situation. (Fiddian-Qasmiyeh 2019.)*

*This course seeks to activate students as resources for their own and each-others learning (William 2006), while recognising the learners' own knowledge and experience and developing their autonomous learning skills in the context of higher education (Carnell, 2016)”*

For Outcomes of the Preparation for Higher Education course 2022, see pages 8-10 below.

## **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 government 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 4 for Outcomes of this programme). One of the students supported under this programme has been featured in the Charity's Newsletter, December 2022. He has secured a full-time job in his chosen academic and vocational field, working as a lecturer and head of department at a college in London providing distance teaching course.

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.

The three students supported by the Charity on the PGCE Post-Compulsory Programme, who successfully completed their two years part-time studies (2019-21) at UCL Institute of Education are now teaching in London further education and higher education institutions. One is teaching full-time and the other two are on part-time (due to personal circumstances) but will be seeking full-time positions when circumstances allows them to do so. Two of them were featured in the Charity's Newsletters, Winter 2020 Issue 4 & Summer 2022 Issue 7.

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

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

In this period, 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 PGCE Post-Compulsory Education programme, leading to a qualified teaching status, 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.

In a survey in 2020 we were able to contact 38 (70.4%) of 54 of the participants. The employment they mentioned may have been their first job, or their most recent. Of the 38, 23 were 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 were known to be in very senior positions. We were aware that one is deceased. We understand that these figures represent a higher rate of retention in the profession than is the case for many teaching programmes for UK graduates. Some London-based participants are in regular contact with ReConnect and attend our public meetings. Several have accepted invitations to speak about their educational and employment experiences.

##### **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.

As part of the collaboration with Warwick University on a research project “Refugee Narratives - World University Service’s Ethiopian and Eritrean Scholarship Programme,” the Charity hosted Miss Zhen Yang, a PhD researcher, to enable her to undertake an Impact Survey for the 59 PGCE students supported by the Charity between 2007 and 2021 at Birkbeck and UCL Institute of Education.

##### **Outcomes of Preparation for Higher Education Programme, 2022**

The Director has to date received a feedback from 12 participants who successfully completed the Preparation for Higher Education Programme during 2022. Their 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 enter or 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. There is an ongoing need for more educational and careers casework than the



Charity, and other organisations, are currently able to provide.

Extracts from feedback received from participants on their progress and challenges:

*“It is quite obvious for people arriving to a new country as refugee or asylum seeker, to experience cultural shocks, language barriers and the overall understanding the system, especially the educational sector. You will come across various challenges such as entrance requirements, financial support and finding right program at a right place. After successful completion of my ReConnect journey with the wonderful tutor and staff, I understood the aforementioned barriers and through their efforts, I made contacts with UCL professors which helped me in launching my application and fulfilling other essential criteria. Along with this, I learnt the very much needed systems (Moodle & Portico) which quickly adjusted me in program.”* A male refugee from Afghanistan



*“Since I finished the reconnect program, I was granted a scholarship to finish a master’s degree in management at university of St Andrews and I finished my studies in mid-August 2023. I received a decision on my claim 3 weeks ago and now I am looking for a job. I would like your guidance and support in term of employment.”* A male refugee from Saudi Arabia



*“Since I completed the course I have been volunteering at Red Cross as interpreter and working at alarm installation company as part-time project manager.*

*Honestly speaking I didn't experience any problems. In fact I get full scholarship for a masters program in Birmingham, however due to my personal reasons I didn't accept the offer.”* A female refugee from Ethiopia.

*“I have completed the programme of Psychology & Neuroscience ,Mental Health as PGCert. I have attached the certificate of the programme.*

*I want to express my gratitude for your prompt response and the understanding you've shown regarding my situation. Unfortunately, I did not receive a grant for the programme I applied for. As a result, I had to bear the entire cost of £6300, which was no small amount.*

*To fund my participation in the programme, I reached out to a friend who kindly lent me a substantial portion of the required amount. With their help, I could cover part of the expenses, but I also had to contribute my own savings to make up the rest. I am still gradually repaying the debt, making consistent efforts to fulfill my obligations.*

*Throughout the past year, from 20 May 2022 to 20 May 2023, I worked as an educational counsellor in a psychiatric clinic on a part-time basis. It was a rewarding experience, and I gained valuable insights into the challenges and rewards of this field.*

*Currently, I am working temporarily in a summer camp. Although it may not be directly related to my educational background or the programme I pursued, it has allowed me to expand my skill set, work with diverse individuals, and adapt to new environments.*

*Despite the financial setbacks, I am determined to focus on my goals and aspirations. I am committed to making the most out of each opportunity that comes my way.*

*Once again, thank you for your understanding and support. Your encouragement means a lot to me as I navigate through this phase of my journey. If there are any further updates or opportunities that may align with my interests, I would be more than grateful to be informed.”*

*A female refugee from Turkey*



*“Since I finished the reconnect program, I was granted a scholarship to finish a master’s degree in management at university of St Andrews and I finished my studies in mid-August 2023. I received a decision on my claim 3 weeks ago and now I am looking for a job. I would like your guidance and support in term of employment.” A male refugee from Saudi Arabia*



*“I have been doing volunteering with Oxfam and I applied to the University of Greenwich to do a master’s course in formulation science. I got accepted but was required to pay tuition as a foreign student which I couldn’t afford. Still looking for a way forward in maybe scholarships. If that fails I will have to let the course go.” A female refugee from Uganda*

## **5. Supporting Higher Education Institutions in South Sudan and 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 both countries 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 members of the leadership team at the university as well as British Council staff in Addis Ababa. 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. Due to security issues in Ethiopia since 2021, this visit is on hold.

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).

## **6. Networking**

- 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 regrettably most of the Charity's students have been unable to benefit from the STAR scheme.
- 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.

7. The Charity produced two Newsletters in 2022, Summer June 2022/Issue 7 and Winter December 2022/ Issue 8. These are available on the website, please look under 'HOME/ Newsletters.'

8. The Charity is a member of the Refugee Council, and the National Council for Voluntary Organisation (NCVO).

## **9. Current activities**

- i 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.
- ii 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.
- iii Working with UCL Institute of Education to restore and sustain 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.
- iv 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. This work has been taken forward by a PhD student/ researcher at University of Warwick, School of Modern Languages and Cultures, who has undertaken an impact report of the 59 refugees that the Charity supported at Birkbeck and UCL Institute of Education, who gained teaching qualifications.
- v Statements of Comparability: Since the initiative started, in June 2021, the Charity has continued to support refugees and asylum seekers to secure authoritative Statements of Comparability of their overseas qualifications from Educational Counselling and Credit transfer Information Service (ECCTIS, formerly NARIC), giving educational institutions

information about their level of achievement, and enabling them to make an informed decision on their preferred options in higher education. ReConnect offers this to asylum seekers and refugees anywhere in the UK. So far the charity has paid for and coordinated 103 Statements of Comparability.

- vi 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. We are grateful for the grant received from the National Lottery/ Awards for All/ for our *Refugee Connexion* project, which has enabled the Charity to have a positive impact in boosting its capacity through recruitment of a new Volunteer coordinator/ and more volunteers.
- vii 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.

## 10. Future developments

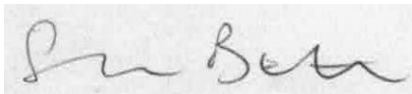
As well as continuing the above work, the charity seeks to extend its funding base, to enable it to support more trainees, and extend its work. A priority is to recruit an additional member of staff, to take on some of the administrative and finance work and free up some of the directors' time.

We would also like to strengthen our educational casework capacity.

The trustees are grateful for the dedication of the Director, and his tireless work to deliver the goals of ReConnect.

Approved by the Board of Directors on 29<sup>th</sup> October 2023

And signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Sarah Buxton', written on a light-colored background.

Sarah Buxton (Chair of Trustees)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(including Income and Expenditure Account)**  
**for the year ended 31 December 2022**

	Notes	Funds		TOTAL	TOTAL
		Restricted	Unrestricted	2022	2021
<b>INCOME RESOURCES:</b>					
Donations and Grants	3	15,000	116,338	131,338	84,937
Investments	4		144	144	8
<b>TOTAL</b>		<b>15,000</b>	<b>116,482</b>	<b>131,482</b>	<b>84,945</b>
<b>RESOURCES EXPENDED:</b>					
Raising funds	5,6		2,416	2,416	2,336
Charitable Activities	5,7	6,840	87,135	93,975	78,180
<b>TOTAL</b>		<b>6,840</b>	<b>89,551</b>	<b>96,391</b>	<b>80,516</b>
Net income/(expenditure)		8,160	26,931	35,091	4,429
Balances brought forward 01 Jan		4,420	68,055	72,475	68,046
<b>Balances Carried forward 31 Dec</b>		<b>12,580</b>	<b>94,986</b>	<b>107,566</b>	<b>72,475</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 13 to 18 form part of these accounts

**BALANCE SHEET AS AT 31 DECEMBER 2022**

		2022		2021	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets			-		-
<b>CURRENT ASSETS</b>					
Debtors & prepayments	10	333		324	
Cash in hand and at banks		107,233		74,261	
		107,566		74,585	
<b>LIABILITIES: Amounts falling due within one year</b>	11	-		2,110	
<b>NET CURRENT ASSETS</b>			107,566		72,475
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			107,566		72,475
<b>NET ASSETS</b>			107,566		72,475
<b>FUNDS</b>					
General unrestricted	12		94,986		68,055
Restricted			12,580		4,420
<b>TOTAL FUNDS</b>			107,566		72,475

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The accounts have been examined by an independent examiner whose report appears on page 19.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP

The Notes on pages 13 to 18 form an integral part of these accounts.

Sarah Buxton (Chair)  Date 29 October 2023

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year period ended 31 December 2022**

**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
- MSN
- Lottery grant

**1.5 Tangible Fixed assets**

Any assets included at cost less depreciation but as at 31 December 2022 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 2022	2021
	£	£	£	£
Donations		116,388	116,388	77,489
Grants	15,000		15,000	7,448
TOTAL	15,000	116,388	131,388	84,937

**4. Investment Income**

	2022		2021
	£		£
Bank interest	144		8



## 5. Support Costs

Support costs have been allocated based on staff time.

Support cost	Raising funds costs £	Charitable Activities costs £	Total Costs 2022 £
Rent and office costs	385	7,312	7,697
Payroll costs	30	564	594
<b>TOTAL</b>	<b>415</b>	<b>7,876</b>	<b>8,291</b>

## 6. Expenditure on Fundraising

	2022	2021
	£	£
Salaries – direct cost (note 8)	1,785	1,762
Fundraising costs	216	216
Support costs (Note 5)	415	358
<b>TOTAL</b>	<b>2,416</b>	<b>2,336</b>

## 7. Expenditure on Charitable Activities

	Restricted	Unrestricted	2022 TOTAL	2021 TOTAL
	£	£	£	£
<u>Direct Costs:</u>				
Staff Costs (Note 8)	1,096	32,819	33,915	33,474
Student allowances and tuition fees		45,892	45,892	37,617
Other costs	5,119	1,173	6,292	285
<u>Indirect Costs:</u>				
Support costs (Note 5)		7,876	7,876	6,804
<b>TOTAL</b>	<b>6,215</b>	<b>87,760</b>	<b>93,975</b>	<b>78,180</b>

## 8. Staff Costs

	2022	2021
	£	£
Salaries	35,700	33,332
Social Security costs	-	-
Employer pension contributions	1,106	1,904
<b>TOTAL STAFF COSTS</b>	<b>36,806</b>	<b>35,236</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:

	2022	2021
	<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**

	2022	2021
	£	£
Prepayments - insurance	333	324
<b>TOTAL</b>	<b>333</b>	<b>324</b>

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

	2022	2021
	£	£
PAYE liabilities	-	2,110
Salaries	-	-
<b>TOTAL</b>	<b>-</b>	<b>2,110</b>

12. **Movement in Funds**

	As at 01 Jan 2022	Incoming Recourses	Outgoing resources	As at <b>31 Dec 2022</b>
<u>Unrestricted Funds</u>				
General Fund	68,055	116,482	89,551	94,986
<u>Restricted Funds</u>				
Skills transfer to Ethiopia	4,420	-	-	4,420
MSN	-	5,000	625	4,375
Lottery grant	-	10,000	6,215	3,785
<b>TOTAL FUNDS</b>	<b>72,475</b>	<b>131,482</b>	<b>96,391</b>	<b>107,566</b>

13. **Related party transactions**

No Trustee or related parties received fees or other emoluments.

A donation of £70,000 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 2022**

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

I report on the financial statements of the charity for the year ended 31 December 2022, which are set out on pages 13-18.

#### **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 Charities SORP (FRS102)

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: 30th October 2023

Helen Sturdy FMAAT, MCIE, DChA

The Stables, Waterhouse Lane,  
Kingswood, KT20 6DU