

REGISTERED COMPANY NUMBER: 04978651 (England and Wales)
REGISTERED CHARITY NUMBER: 1105016

RECONNECT
REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

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FOR THE YEAR ENDED 31 DECEMBER 2024**

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RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024.

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 £62,919 primarily from grants and donations. During the year £103,885 was spent on charitable activities and £3,309 on fundraising. The charity held unrestricted reserve of £38,430 and restricted reserves of £4,420 at the year ended 31 December 2024.

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 2024 these were £42,850 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.

Trustees

Sarah Buxton
Maknun Ashami
Stephen Desmond
Belay Gesesse

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Volunteers

At end of 2024 there were 9 volunteers, including 4 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. 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 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 2024 and future developments

1. 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. Many had a professional career in their home country and are hoping to gain a UK qualification and recognition of their experience. This would enable them to work and contribute, now they are in the UK.

2. Preparation for Higher Education Programme

The charity continues to implement the Preparation for Higher Education Programme, in partnership with University College London (UCL) Institute of Education (IoE), 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. This 30 hour 10-week course, with full access to library facilities at UCL IoE, orients participants to their next steps.

During 2024, 3 cohorts comprising 66 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 148 were supported in this way in 2024. The Director of the Charity has 39 years' higher education teaching experience and 38 years' experience of advising students with a refugee background in higher and further education. Please refer to Pages 8-10, and 13 -16 for the detailed report and feedback from participants of this programme.

Funding of the Preparation for Higher Education Programme

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. Since then, it has been supported mainly by The Equator Fund. During 2024, we are grateful to have been offered funding by four trusts, and several individual donors.

3. Pathways into Teaching

ReConnect is working with UCL Institute of Education to restore the Pathways into Teaching for Refugees project, which enables refugees who want to teach in the Further Education sector, to undertake a Post Graduate Certificate in Education (PGCE) in post-compulsory education. Following completion of a PGCE participants would be eligible to work in the teaching profession in UK, or elsewhere. For details of the PGCE programmes 2005-2011 and 2015-17, and Outcomes and Impact, see sections 14-16.

4. Masters level courses at Institute of Education

During 2024, 2 former PHE participants began their second year on a part time taught Masters courses at UCL Institute of Education. ReConnect provided funds for transport. IoE provided fee-free places. Both students are following the MSc in Intercultural Communication. These opportunities for study at Masters level have been created, thanks to the tireless efforts of Aine McAllister, Course leader of PHE course.

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Review of activities in 2024 and future developments – continued

The Department of Culture, Communication and Media (CCM) has kindly awarded the fees for two past or present participants of ReConnect's Preparation for Higher Education course, who have an undergraduate degree or higher qualification.

5. Statements of Comparability

Since 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 the applicant 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 302 Statements of Comparability. Our Director spends approximately 5 hours a week administering this service, which is funded from Core Funds.

6. Networking

The Charity continues to work with Student Action for Refugees (STAR), to share experiences and support people with a refugee background into higher education. 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 also continues to work with other organisations working with refugees. These include the Cotton Tree Trust, and the Refugee Council.

7. Newsletters:

The Charity produced two Newsletters in 2024, Summer June 2024/ Issue 10 and Winter December 2024/ Issue 11. These are available on the website, please look under 'HOME/ Newsletters.'

8. Refugee Week Event June 2024

In 2024, the Charity and UCL Institute of Education, organise a face-to-face Refugee Week event on Thursday 20 June 2024, in the Nunn Hall, Institute of Education to celebrate the work of ReConnect and IoE and the achievements of the participants. The event was officially opened by Professor Jeff Bezemer, Vice-Dean UCL IOE (Health), and Head of the Department of Culture, Communication and Media, who announced the good news offering bursaries for part time study for up to 6 ReConnect PHE participants. He called on other departments in UCL to follow suit. Key speakers highlighted barriers and opportunities experienced by refugees and asylum seekers in accessing higher education and proceeding to professional employment were highlighted. The speakers included Aine McAllister, the Course Leader on ReConnect's Preparation for Higher Education Programme, Theodoros Abraham, Director/ Founder of ReConnect, John Morales, PGCE Alumni, long term teacher in further education in London, Abir Moussaoui and Farzaneh Sedighpour Rayeni, current beneficiaries of fully funded (fees only), by the Department of Culture, Communication and Media, part-time Master's taught Programmes participants.

Poems from Collaborative Autoethnographic Poetic Inquiry, were recited by participants of ReConnect's preparation for Higher Education Programme. Sarah Buxton, Chair of Trustees of ReConnect made the closing remark, thanking the Department of Culture, Communication and Media for the opportunities offered and the staff of UCL for their commitments to our programmes.

9. **A promotional film** of ReConnect's work was launched at the World Refugee Week Event on 20th June 2024. This was funded by the Department of Culture, Communication and Media, and produced by UCL Education. The film can be accessed at: <https://mediacentral.ucl.ac.uk/Play/99481>

10. **Memberships:** the Charity is a member of the Refugee Council, and the National Council for Voluntary Organisation (NCVO).

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Review of activities in 2024 and future developments – continued

11. Celebration of ReConnect's 20th Anniversary

The Charity organised its 20th Anniversary celebration on 5th February 2024, at Resource for London. Participants in the celebration included past and present beneficiaries of ReConnect's programmes, representatives of UCL IoE, further education colleges, community and refugee organisations and supporters of ReConnect. The contributors at the celebration provided a heartfelt testimony of ReConnect's work over the years. These included a powerful message received from Jane Hoy, course team leader in Lifelong Learning at Birkbeck at that time:

"Hello, I am sorry not to be with you all tonight and hope you have a wonderful celebration. The first thing I remember about the PGCE programme is how amazing all the students were. Their strength and determination was extraordinary. Becoming a teacher in the UK education system in a professional capacity is not an easy journey. Everyone really deserved the qualification and teaching jobs they obtained. We found that doors were often closed or only half open. I can tell you we all pushed and shoved hard to get through. It is also important for me to say how much I learned from the students. I sent Theodros the photos from our end of course celebration and hope you have had an opportunity to see them. They brought back wonderful memories for me. And it was a privilege to work with you, Theodros, on the project. Your experience, focus and energy was an inspiration. It was without a doubt a groundbreaking programme and I feel very proud to have been part of it. I was delighted to learn that the programme has continued to be so successful and wish Reconnect and the course team and students at the Institute every success for the future. "

The event was reported in Newsletter 11, June 2024.

12. New Programme: Guidance for Refugee into Higher Education and Teaching

In December 2023, the Charity was delighted to have been given a small grant by Network for Social Change Charitable Trust, to support a new initiative, Guidance for Refugees into Higher Education and Teaching. This enabled ReConnect to fund a consultant who increased our capacity to give educational and career guidance to participants of the Preparation for Higher Education course after they had completed it. Dr Jay Derrick, formerly Programme Leader for our PHE course, became our consultant. He provided detailed individual advice to 10 participants, to help them plan their onward training. This was very valuable and also took some pressure off our Director and sole employee.

On completion Jay produced a "Reflections paper" with a set of recommendations, which among others included:

"Fundraising the development and provision of preparation programmes to support refugees, asylum seekers and other forced migrants in accessing UK university programmes and providing bursaries to help pay fees and maintenance expenses, continues to be essential and core to the priorities of support agencies for refugees, asylum seekers and forced migrants. However, equally important, less well understood, and less well provided for, is individualised advice, practical help and research needed to a different extent by different clients facing the challenges presented by the bewildering range of programmes, the varying communicative styles and quality of the online information provided by different institutions, and the daunting administrative processes involved in applying for any programme once it has been selected. If support of this kind is not available, refugee support organisations risk reproducing ongoing inequalities."

"Refugee support organisations need to develop the capacity to provide individualised casework support before, during and perhaps after, the university application stage, taking account of the individual's context – housing, finance, family situation, career development, etc – and including liaison with appropriate admissions and advice staff from universities."

ReConnect is seeking funds to be able to continue this important work.

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Review of activities in 2024 and future developments – continued

13. 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, the Preparation for Higher Education (PHE) course, for refugees and asylum seekers living in London. Successful completion of this course will support people with a refugee background to progress into higher education and to a course leading to a teaching qualification. Since the programme started, a total of 343 refugees and asylum seekers, 187 females and 156 males, from 37 countries, have followed the PHE course. ReConnect pays course fees and cost of travel to participants on the programme. Whatever their level of education or employment, refugees usually experience disadvantages, in education and employment. There are many other successful outcomes of this course, see feedback in section 18.

A total of 66 participants from 33 countries were supported and successfully completed the programme in 2024, offered in three cohorts - Spring term (January to March). Summer term (April to June), and Autumn term (September to December). For outcomes see section 19 below.

- Gender: 38 Female (52.9%), 28 Male (47.1%)
- Country of Origin: Afghanistan, Algeria, Bangladesh, China, Colombia, Congo, El Salvador, Egypt, Eritrea, Ethiopia, Grenada, Hong Kong, Iraq, Kuwait, Iran, Jordan, Liberia, Malaysia, Myanmar, Nigeria, Pakistan, Russia, Saudi Arabia, Sierra Leone, Somalia, Sri Lanka, Sudan, Syria, Türkiye, United Arab Emirates, Uganda, Ukraine, and Yemen.
- Academic background: 1 Doctor of Medicine (1.5%), 1 MPhil (1.5%), 17 Master's (25.7 %), 34 Bachelor's (51.5%), 1 Incomplete Bachelor's (1.5%), 1 Higher National Diploma (1.5%). 10 Diplomas (15.2%), 1 Certificates (1.5%),
- Age group
 - 18 – 20 (1) 1.5%
 - 20 - 30 (23) 34.8%
 - 31 - 40 (20) 30.3%
 - 41 - 50 (18) 27.3%
 - 51 - 60 (4) 6.1%
 - 61 – 70 (0) 0.0%
- Immigration status
 - 36 Asylum Seekers (54.5%)
 - 15 Recognised Refugees (22.7%)
 - 5 Leave to Remain/ Enter - Ukraine Scheme (7.4%)
 - 5 Indefinite Leave to Remain (7.4%)
 - 3 Exceptional Leave to Remain (4.5%)
 - 2 Humanitarian Protection/ Discretionary Leave (3.0%)

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. They are further disadvantaged as they lack information 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. And as refugees in London, many will experience prejudice. This group of Londoners comes 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 and understanding of the UK education system, curriculum, policies, entry requirements, and progression routes, as well as academic skills.

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Review of activities in 2024 and future developments – continued

In implementing the programme, the Charity publicises 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, approximately two hundred 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 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 of ReConnect 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.

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.

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/> (In July 2024, a new video has been added to the website.)

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

Participants request and require a great deal of individual guidance. To supplement the in-course content on applying to university, we have created a portfolio document to assist participants which can be completed over time, but participants still indicate the need for individual dialogic ongoing support. We have had a STAR trained volunteer this year who participants report was helpful. Participants require and receive support as alumni too.

...Most participants enrolled on time and engaged well with the activities. Many of them took the opportunity to submit a piece of academic writing and received formative feedback which they can draw on in their future HE studies. Presentations were to a high standard and generated dynamic critical discussions. One issue that did arise was the use of AI generated text by some participants – this has prompted us to develop further materials to raise awareness of acceptable use of AI in HE UK institutions, to demonstrate assistive use of AI and to introduce UCL AI policy in order to further prepare the participants for study at UK institutions.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

Feedback from a participant of Preparation for Higher Education programme

“Since completing the PHEP course, I’ve made great progress in my educational journey. With your support, I was able to understand the UK education system more clearly, and I learned about the university options available to me. The programme gave me the confidence to apply for GCSE courses, and I have now successfully progressed to an Access to Higher Education Diploma in Law, which I’ll be starting very soon.

Regarding the challenges I’ve faced, being an asylum seeker in the UK was initially very isolating and overwhelming. I felt lost and alone. However, the PHEP programme was a turning point for me. It not only supported my travel expenses so I could attend the course, but it also gave me the chance to walk around the UCL campus, which opened my eyes to the academic and social life here in the UK. You also helped me get my educational documents translated for free, which was a massive step in allowing me to move forward with my goals.

Thanks to your support, I was able to identify my level of study, build my confidence, and take practical steps toward university. This programme has truly been a foundational part of my journey, and I’m deeply grateful for everything ReConnect has done for me.”

A female refugee from Afghanistan

For feedback from other participants please see section 17.

14. Pathways to Teaching and Higher Education

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

In 2005, with funding received from the Home Office Refugee Integration Challenge Fund, ReConnect supported 14 refugees, in partnership with Birkbeck University of London, to gain a qualification to teach in the Post Compulsory Education sector: a two-year part time postgraduate course, Certificate in Teaching in Lifelong Learning,

From 2007 the Charity worked as part of the London Hub for Refugee Teachers, and channelled funding from the UK government Department for Children, Schools and Families, to the Institute of Education, which enabled the Charity to support refugees to gain a PGCE. Over 4 years, 40 students gained the qualification before this funding ended in 2011

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 the Department of Education in 2007). Both students successfully completed their studies in September 2019 and are now working in further education colleges in London.

Three students supported by the Charity in 2019-21, on the PGCE Post-Compulsory Programme, successfully completed their two years part-time studies at UCL Institute of Education. They are now teaching in London further education and higher education institutions. Two of them were featured in the Charity’s Newsletters, Winter 2020 Issue 4 & Summer 2022 Issue 7.

15. Outcomes of ReConnect training programme

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.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

- 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. See section 16 for evaluation of the impact of ReConnect programmes. Below are reports which were included in Newsletters numbers 11 and 12, from two graduates of the PGCE programme.

The Charity has featured Mr John Morales in its Summer 2024 Newsletter, who was supported by ReConnect in partnership with Birkbeck, (2005-2007), under the "Passport to Teaching Plus Project, funded by the Home Office Refugee Challenge Fund and heavily subsidised by Birkbeck, that enabled refugee to study the PGCE-teaching in Lifelong Learning at Birkbeck.

John is an actor, theatre director and broadcaster. He is from Colombia and previously worked in the Colombian government. He studied Drama and Social Communication in the National School of Drama in Bogotá and in Cali Colombia. Once he came to the UK he studied a course entitled Arts in Education with the Lyric Theatre Hammersmith and Oval Theatre London.

While on the PGCE programme, John learnt about: Educational Theory and Pedagogy; Educational Policy and Practice; Curriculum and Assessment; Inclusion and Diversity; Teaching Planning, Classroom Skills; Observation and Evaluation.

John said: "Recognizing the significant challenges that refugees face, Re-connect support our aspirations through structured programs, enabling us to rebuild our careers and contribute positively to the communities in the UK. Re-connect provides one-to-one guidance and collaboration with academic institutions to help refugees gain skills and qualifications. Additionally, Re-connect offers forums for refugees to engage with the media, policymakers, and the public, promoting understanding and positive images of their communities."

John has been very successful in his teaching career following completion of the PGCE. His primary motivation in teaching is to help people. He says he derives immense satisfaction from guiding students through their educational journey, watching them grow, and helping them overcome challenges. He says he finds something incredibly rewarding about seeing the moment a concept clicks for a student or watching them gain confidence in their abilities.

John continued: "Beyond individual assistance, I am deeply committed to driving social change through education. I believe that education is a powerful force of transformation that can break down societal barriers and open doors to opportunities that would otherwise remain closed. By fostering an inclusive and supportive classroom environment, I aim to provide every student with the chance to succeed, regardless of their background."

The Charity has also featured Ms. Rahwa Ghebremichael in its Winter 2024 Newsletter:

"Rahwa came to the UK in 2021 on a Family Reunion visa, to join her husband. Before that she had lived with her sister in Uganda where she was recognised as a refugee. She had been the first woman to qualify as a Marine Engineer at College of Marine Science and Technology, Eritrea. Now she is a Full Stack Developer, a career that involves both the design and the development process of websites and applications. Participation in ReConnect's' 10 week Preparation for Higher Education course gave her the information and opportunities to find the career she is now working in.

Rahwa is from a family of teachers and heard strong messages from her parents that if she worked hard at school and college, she would be able to do anything she wanted. She has several years of experience as a maths teacher in Eritrea and the UK. For Rahwa and most participants in ReConnect's' programmes, arriving in the UK and looking for opportunities to study or train is confusing and

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Review of activities in 2024 and future developments – continued

disempowering. Fortunately, she found ReConnect, and a place on the Preparation for Higher Education course run by the UCL Institute of Education on behalf of ReConnect. This gave Rahwa a community of people facing similar challenges; it gave her information about training in the UK and opportunities to find out what would suit her, and the opportunity to improve her English in an academic environment. She says that the knowledge she gained on this short course was crucial to her success.

Rahwa learned about the charity Code Your Future, which offers training in digital skills to refugees and disadvantaged people. She attended a 9-month bootcamp course with Code your Future, which works closely with Capgemini, and has trained many refugees and disadvantaged people who now have professional careers in many organisations. Rahwa found her passion for coding, and is now employed by Capgemini, an excellent outcome for her and the company. We are grateful that she has given her time to ReConnect as our volunteer IT officer.”

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.

16. Collaboration with Warwick University/ Impact Survey on ReConnect Programmes

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 candidate, to enable her to undertake an Impact Survey for the 59 PGCE students supported by the Charity between 2007 and 2021.

Ms Yang’s starting point was a survey conducted by ReConnect in 2020, when 38 (74%) of the original 54 PGCE graduates responded. Of these 38, 23 were in teaching, and 8 had entered other employment. Ms Yang’s report of February 2023 indicates that only 12 graduates responded out of the total of 59 who had completed PGCE at that date. This low response rate is disappointing, but understandable as most of the group had completed their training by 2013. Many of this group are in London and attend and contribute to ReConnect events. Her research illustrated the many challenges faced by this group of qualified and experienced teachers: positions available are often part time or Hourly Paid Lecturer, so other work had to be secured as well; insufficient placement experience to overcome the lack of teaching experience in UK; difficulty finding out about positions to apply for; and health issues and family responsibilities.

This Impact report also documents the many ways in which participants gained from the programme, apart from their professional development. These include increasing self-confidence and self-esteem; increased ability to assist and support members of their own and other refugee communities; and the ability to contribute to the host community through their increased participation in work, and the community of a college.

The report concludes “ReConnect’s PGCE programmes offer an invaluable opportunity for refugees who aspire to return to teaching; however, currently only a few can access it. ReConnect needs the support of various partners to provide PGCE programmes and support services to help refugees reconnect with their prior professional work, re-certify themselves, and utilize their broad knowledge and experience to benefit students in the UK Education sector.”

Ms Yang has successfully completed the Impact Report. and presented the summary of the report at a World Refugee Week Event, organised by ReConnect and UCL, held on 19th June 2023 at UCL Institute of Education. The Report can be accessed at:

Outcomes of Preparation for Higher Education Programme, 2024

<https://reconnectonline.org.uk/wp-content/uploads/2023/12/Impact-Report-The-ReConnect-PGCE-Programme-2005-2021-March-2023.pdf>

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

17. Feedback from 2024 participants of the PHE Programme

The Director has to date received feedback from 16 participants out of 66, who successfully completed the Preparation for Higher Education Programme during 2024. Their feedback has provided compelling evidence of the value of the course to this cohort, who have very varied educational and employment backgrounds, but who all faced obstacles in their further progress to professional work. The feedback confirmed the commitment and determination to enter or re-enter higher education, and professional work, which motivates this group, albeit facing major challenges relating to funding and legal status. 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 from participants who completed the Preparation for Higher Education programme on their progress and challenges

“Completing the Preparation for Higher Education course was a crucial first step in helping me reconnect with academia and pursue my academic goals. Since finishing the course, I have applied for a postgraduate degree in Intercultural Communication at the IOE (Institute of Education) and was thrilled to receive an offer. This would not have been possible without the invaluable support provided by the Reconnect Programme on many levels.

In addition, I continue to stay engaged with the Reconnect Programme by occasionally attending events and participating in activities. I also volunteer with Oxfam, where I support those in need and engage in intercultural communication with my community.

The main challenges I have faced since completing the course relate to financial hardship and unstable accommodation, both of which continue to be ongoing struggles.

Even volunteering wasn't easy. When I began volunteering at a charity shop, I often felt exhausted and hungry, as I had to walk 7km to and from the shop because I couldn't afford the bus fare.” **A female refugee from Algeria**

“Since completing the course, I've recently received my refugee status, which has been a big and emotional milestone. I'm currently focusing on finding a job, as that's my priority right now. Once I've settled into work, I plan to start part-time studies — something I'm really looking forward to.

One of the main challenges has been preparing for the IELTS exam. While I understand its importance, it can feel a bit frustrating since many of us already speak and understand English well. Studying for it on my own has taken quite a bit of time, which unfortunately has delayed my ability to move forward with other opportunities like higher education or work. Thank you for reaching out to us.” **A female refugee from Kuwait.**

“I am so thankful for this course, I have moved outside London.

Currently I am looking for work, I am facing difficulties in getting further admission in teaching training or work due to following factors

- 1. I have no job experience here in UK*
- 2. I am not able to work reference from my previous job as it is in Pakistan.*

I have applied this year in the PGCE program but couldn't get admission because of the above factors, But I am hopeful I have registered myself with agencies which might be able to get some work for me in school from the following September this year.”

A female refugee from Pakistan

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

“In the future I would like to do PGCE because I want to become a teacher. Right now I am taking classes to enter English GCSE, I am aiming to take the exam in November for now. I am also tutoring A level students in Maths. Could you help me about how to apply PGCE course? I am looking forward to hearing from you.” **A female refugee from Turkey**

“For your information. I'm looking for paid jobs and never stopped applying for open vacancies. Although I've been working as volunteer over 18 months but no paid job offer for me.” **A female refugee from Malaysia**

“After finishing my PHEP course at UCL I applied for teacher training courses which is my future plan, then I created my CV and personal statement, nearly two months before only I got work rights

I have experienced many barriers to continue my higher education, though I have granted leave to remain the main barrier was finance, because I am not eligible for student finance. Getting a scholarship or grant is very very difficult for us (migrants). After getting the LTR, I am not eligible for student finance because I have to wait more three years or until get ILR. Now I am 40+ having more than 10 years experience in teaching, I could not work in my profession or pursue the higher education.

I am confused to fill my application while choosing the country, which country we belongs to, current country or country of origin?? Most applications rejected me as a foreign student, though I am migrated three years ago.

Further, finding an academic reference is a rocket science for migrants. In my experience I lost all the contact from back home and subject related referee finding is super hard in this country to step into the universities.

Next, even though I had the subject knowledge, experience and enthusiasm my application was unsuccessful. If I had A pass in GCSE English and Maths, Advanced level Bio stream, degree taught by English, they request the UK English qualification or equivalency test. I submitted the ENIC (UCL supported to get this, thank you very much) though they requesting more English certificates. Personally I am facing the eVisa error problem, because I was granted my leave to remain with a wrong status update. I am trying to correct it more than two months, until now I am struggling. There are no opportunities for dependant like me even I had a forced migration and faced discrimination from back home. Sadly want to share the technical error and wrong status and dates destroying our future plans.

Furthermore it is difficult to complete the gap in the CV, while our asylum period. Neither working nor studying?? Please accept the reason which I have mentioned for my gap, those days we stayed at hotels, without proper food, heavy heart, depression, small rooms, separation from loved ones. During my three years I have relocated four places, no permanent place to step forward to achieve the future goals. “

No personal laptops to complete the applications. Mostly using the phone to fill out applications. I am a wife and mother of three children have more than 10 years experience in teaching Mathematics and science. I would like to continue my higher studies, but my vulnerable husband must be cared and I want a peaceful place to sit and study at my home. Until now I do not have a table to keep my books, everyone sleeping together. We do everything on the bed, eating, learning, sleeping etc. Now we going to move in a council accommodation however they too going to offer a studio flat for me, my son and my vulnerable husband. Then how could I find a place for my studies (again depressed). Personal circumstances must be considered, rather than fixed rules, please.

Though I have many barriers and failures I am trying to step forward to achieve my goals, because I do not want to waste my time and talents. Thanks again UCL to gave me an opportunity to study a short course and brush up my knowledge.” **A female refugee from Sri Lanka**

RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

*“I’m volunteering, studying! Preparing for a MA Digital Media: Education program at UCL. No problem. Thanks for all effort your valuable efforts.”. She has recently been awarded a fees bursary from the Department of Culture, Communication and Media (CCM)/ and travel allowance from Reconnect to enable her to undertake the part-time Master’s taught Programme, commencing October 2025. **A female refugee from Turkey***

“I am writing to express my interest in enrolling in an Academic English course. I currently hold a Level 2 Functional Skills qualification in English, accredited by Pearson Edexcel and obtained from Newham College. I also hold equivalent qualifications in Maths and Science. (Secondary Education) I have previously reached out to Danielle from the Reconnect Team regarding opportunities in English academic courses. I am very keen to continue my educational journey and would be grateful if you could inform me of any available opportunities or pathways.

In particular, I am interested in the following courses, which align with my academic and career goals: Applied Linguistics, Art Education, Culture and Practice, Digital Media: Critical Studies, Digital Media: Education, Digital Media: Production, Education and Technology, English Education, Intercultural Communication, Museums and Galleries in Education, Music Education, TESOL (In-Service), TESOL (Pre-Service)

*I would greatly appreciate any guidance or information you can provide about how to proceed with enrolment or further assessments needed. Thank you for your time and continued support.” **A male refugee from Iran***

“After I finished the course in your programme, I was very motivated to apply for a postgraduate degree, and I started my education in September 2024 as a part time master in a very reputed university which is Goldsmiths university of London. The main problems I faced are:

“I couldn’t get any kind of scholarship or even any grants in both cases as an asylum seeker or after I got refugee status.

I applied for thousands of jobs but i keep getting rejections, no matter if i change my CV, tailor it very time, with cover letter or not, i still did not reach any interviews.

*I hope I added some benefits to you. Thank you so much for your programme, it was a great chance to attend.” **A male refugee from Algeria.***

“Thank you for your message and support.

Since completing the Preparation for Higher Education course, I have been focusing on settling my asylum case and trying to access further education. Due to changes in my accommodation and reporting requirements with the Home Office, it has been a bit difficult to stay consistent with studies. However, I am still motivated and hope to continue my education once my situation becomes more stable.

The main problems I’ve faced include lack of stable housing, not receiving my ASPEN card on time, being placed in a location far from community and support networks, and difficulty accessing training or jobs without proper ID or travel support. These barriers have delayed my progress, but I remain hopeful and committed.

*I really appreciate everything ReConnect has done, and I hope to stay in touch for future opportunities.” **A female refugee from Colombia***

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

"I have started studying. I have completed my ESOL Level 2 and Entry 3 in Maths.

*Being an asylum seeker there is no opportunity to go for a university degree. It requires a lot of money. Even I am unable to get student loan to continue my studies. Regarding employment I can't work because I have no right to work." She has just been awarded a fully funded (fees only) grant as part of the Department of Culture, Communication and Media (CCM) - ReConnect Bursary Scheme, part-time Master's taught Programme, commencing October 2025." **A female refugee from Pakistan***

"I really appreciate your support. I truly thank you. Of course, the preparation for the higher education course helped me a lot. I am working, and this course has helped me communicate more easily and feel fully confident. It has improved my confidence and communication skills greatly.

After completing the Preparation for Higher Education programme, one challenge I faced was finding flexible training or employment opportunities that fit around my work schedule. Additionally, understanding application processes for some courses was initially difficult.

*Note: I really need your further support with my English language (IELTS) and higher education." **A male refugee from Afghanistan***

18. 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, where the university is based, 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. Other attempts to raise funds for this programme have not been successful.

A promotional film of ReConnect, funded by the Department of Culture, Communication and Media, and produced by UCL Education. The film was launched at the World Refugee Week Event organised by ReConnect and UCL, on 20 June 2024.

The film can be accessed at <https://mediacentral.ucl.ac.uk/Play/99481>

RECONNECT

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

Review of activities in 2024 and future developments – continued

19. Future developments

As well as continuing the above work, the charity seeks to extend its funding base, to enable it to support more participants before, during and after completion of its courses.

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 further strengthen our educational casework capacity.

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

Approved by the Board of Directors on 17 December 2025.

And signed on its behalf by:



Sarah Buxton (Chair of Trustees)

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 18 to 22 form an integral part of these accounts.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RECONNECT

Independent examiner's report to the trustees of Reconnect ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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.



Andrew Churchill Stone FCA, DChA

Mercer Lewin Ltd
Chartered Accountants
6-7 Citibase
New Barclay House
234 Botley Road
Oxford
OX2 0HP

Date: 18 December 2025

RECONNECT

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		62,116	-	62,116	79,591
Investment income	2	<u>869</u>	<u>-</u>	<u>869</u>	<u>896</u>
Total		<u>62,985</u>	<u>-</u>	<u>62,985</u>	<u>80,487</u>
EXPENDITURE ON					
Raising funds		3,309	-	3,309	2,570
Charitable activities					
Charitable activities		<u>100,151</u>	<u>3,800</u>	<u>103,951</u>	<u>98,358</u>
Total		<u>103,460</u>	<u>3,800</u>	<u>107,260</u>	<u>100,928</u>
NET INCOME/(EXPENDITURE)		(40,475)	(3,800)	(44,275)	(20,441)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>78,905</u>	<u>8,220</u>	<u>87,125</u>	<u>107,566</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>38,430</u></u>	<u><u>4,420</u></u>	<u><u>42,850</u></u>	<u><u>87,125</u></u>

The notes form part of these financial statements

RECONNECT

BALANCE SHEET 31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	6	326	-	326	398
Cash at bank		<u>38,266</u>	<u>4,420</u>	<u>42,686</u>	<u>86,965</u>
		38,592	4,420	43,012	87,363
CREDITORS					
Amounts falling due within one year	7	(162)	-	(162)	(238)
		<u>38,430</u>	<u>4,420</u>	<u>42,850</u>	<u>87,125</u>
NET CURRENT ASSETS					
		38,430	4,420	42,850	87,125
TOTAL ASSETS LESS CURRENT LIABILITIES					
		38,430	4,420	42,850	87,125
NET ASSETS		<u>38,430</u>	<u>4,420</u>	<u>42,850</u>	<u>87,125</u>
FUNDS	8				
Unrestricted funds				38,430	78,905
Restricted funds				<u>4,420</u>	<u>8,220</u>
TOTAL FUNDS				<u>42,850</u>	<u>87,125</u>

The charitable company is entitled to exemption from audit under Section 479A of the Companies Act 2006 relating to subsidiary charitable companies for the year ended 31 December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 17 December 2025 and were signed on its behalf by:



.....
Sarah Buxton (Chair of Trustees)

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

INCOME

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.

Interest is included when receivable by the Charity.

EXPENDITURE

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TAXATION

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

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

Restricted funds:

Skill Transfer to Ethiopia
NSCCT

HIRE PURCHASE AND LEASING COMMITMENTS

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

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

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

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

2. INVESTMENT INCOME

	2024 £	2023 £
Deposit account interest	<u>869</u>	<u>896</u>

3. NET INCOME/(EXPENDITURE)

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

	2024 £	2023 £
Rent and office costs	<u>11,675</u>	<u>9,089</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	74,191	5,400	79,591
Investment income	<u>896</u>	<u>-</u>	<u>896</u>
Total	<u>75,087</u>	<u>5,400</u>	<u>80,487</u>
EXPENDITURE ON			
Raising funds	2,570	-	2,570
Charitable activities			
Charitable activities	<u>88,598</u>	<u>9,760</u>	<u>98,358</u>
Total	<u>91,168</u>	<u>9,760</u>	<u>100,928</u>
NET INCOME/(EXPENDITURE)	(16,081)	(4,360)	(20,441)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>94,986</u>	<u>12,580</u>	<u>107,566</u>
TOTAL FUNDS CARRIED FORWARD	<u>78,905</u>	<u>8,220</u>	<u>87,125</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Prepayments and accrued income	<u>326</u>	<u>398</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other creditors	<u>162</u>	<u>238</u>

8. MOVEMENT IN FUNDS

	At 1/1/24	Net movement in funds	At 31/12/24
	£	£	£
Unrestricted funds			
General fund	78,905	(40,475)	38,430
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
NSCCT	<u>3,800</u>	<u>(3,800)</u>	<u>-</u>
	<u>8,220</u>	<u>(3,800)</u>	<u>4,420</u>
TOTAL FUNDS	<u>87,125</u>	<u>(44,275)</u>	<u>42,850</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	62,985	(103,460)	(40,475)
Restricted funds			
NSCCT	-	(3,800)	(3,800)
	<u>62,985</u>	<u>(107,260)</u>	<u>(44,275)</u>
TOTAL FUNDS	<u>62,985</u>	<u>(107,260)</u>	<u>(44,275)</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/1/23 £	Net movement in funds £	At 31/12/23 £
Unrestricted funds			
General fund	94,986	(16,081)	78,905
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
MSN	4,375	(4,375)	-
Lottery Grant			
	3,785	(3,785)	-
NSCCT	<u>-</u>	<u>3,800</u>	<u>3,800</u>
	<u>12,580</u>	<u>(4,360)</u>	<u>8,220</u>
TOTAL FUNDS	<u>107,566</u>	<u>(20,441)</u>	<u>87,125</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,087	(91,168)	(16,081)
Restricted funds			
MSN	-	(4,375)	(4,375)
Lottery Grant			
	-	(3,785)	(3,785)
NSCCT	<u>5,400</u>	<u>(1,600)</u>	<u>3,800</u>
	<u>5,400</u>	<u>(9,760)</u>	<u>(4,360)</u>
TOTAL FUNDS	<u>80,487</u>	<u>(100,928)</u>	<u>(20,441)</u>

RECONNECT

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2024

8. MOVEMENT IN FUNDS - continued

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

	At 1/1/23 £	Net movement in funds £	At 31/12/24 £
Unrestricted funds			
General fund	94,986	(56,556)	38,430
Restricted funds			
Skills Transfer to Ethiopia	4,420	-	4,420
MSN	4,375	(4,375)	-
Lottery Grant			
	<u>3,785</u>	<u>(3,785)</u>	<u>-</u>
	<u>12,580</u>	<u>(8,160)</u>	<u>4,420</u>
TOTAL FUNDS	<u>107,566</u>	<u>(64,716)</u>	<u>42,850</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	138,072	(194,628)	(56,556)
Restricted funds			
MSN	-	(4,375)	(4,375)
Lottery Grant			
	-	(3,785)	(3,785)
NSCCT	<u>5,400</u>	<u>(5,400)</u>	<u>-</u>
	<u>5,400</u>	<u>(13,560)</u>	<u>(8,160)</u>
TOTAL FUNDS	<u>143,472</u>	<u>(208,188)</u>	<u>(64,716)</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

RECONNECT**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	21,616	73,291
Grants	<u>40,500</u>	<u>6,300</u>
	62,116	79,591
Investment income		
Deposit account interest	<u>869</u>	<u>896</u>
Total incoming resources	62,985	80,487
EXPENDITURE		
Raising donations and legacies		
Salaries	2,162	1,870
Rent and office costs	891	454
Sundries	216	216
Payroll costs	<u>40</u>	<u>30</u>
	3,309	2,570
Charitable activities		
Salaries	39,471	35,530
Pensions	1,616	935
Rent and office costs	10,784	8,635
Other charitable expenses	11,328	5,328
Payroll costs	752	564
Fee support to participants	<u>40,000</u>	<u>47,366</u>
	<u>103,951</u>	<u>98,358</u>
Total resources expended	<u>107,260</u>	<u>100,928</u>
Net expenditure	<u>(44,275)</u>	<u>(20,441)</u>

This page does not form part of the statutory financial statements