



Slough Refugee Support

Trustees' Annual Report and Financial Statements for the year ended 31 March 2020

Charity Registration Number: 1079776

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Legal and administrative information

Charity's principal address	Slough Refugee Support 28 Bath Road Slough Berkshire United Kingdom SL1 3SR
Charity registration number	1079776
Contact details	<i>telephone</i> 01753 537142 <i>e-mail</i> srsinfo@sloughrefugeesupport.org.uk <i>web</i> www.sloughrefugeesupport.org.uk
Trustees who served during the year	Jean Kelly (Chair) Ana Catovic (Treasurer) (resigned 25 Sep 2020) Ray Barkley Nigel Woof (Secretary) Rupert Young Mohamed Almansouri Iqbal Abdeali John Kennedy Zarmane Dogar (resigned 27 Jul 2020) Luciane Delaney Atica Gillani (resigned 27 Jul 2020)
Chief executive	Tahzib (Taz) Hussein Mohammed
Independent Examiner	Rehan Kamal, ACCA qualified, Property Finance Manager; SEGRO Plc, 258 Bath Road, Slough; SL1 4DX
Bankers	Unity Trust Bank plc, Nine Brindley place, Birmingham, B1 2HB

Report of the Trustees

For the year ended 31 March 2020

The trustees present their report with the financial statements for the year ended 31 March 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015).

Objectives and activities

Mission statement

Slough Refugee Support is a friendly organisation committed to impartially helping all asylum seekers and refugees in Slough and surrounding areas to achieve their rights and settle with dignity in a new community.

Charitable objects

The charity was established to provide for the relief of poverty, the preservation and protection of physical and mental health, and the advancement of education of asylum seekers and refugees in Slough and neighbouring Local Authority areas, at the discretion of the trustees.

Key objectives and main activities

SRS has identified five key objectives and operates programmes designed to deliver outcomes against each objective, as follows.

1. To welcome asylum seekers and refugees in Slough and surrounding areas, and to help them to become integrated into the local community and life in the UK.

- Drop-in advice sessions on immigration and asylum claims, appeals etc, and follow-up casework.
- Referring clients as appropriate to our partner organisation KB law Solicitors (Windsor) for more advice on immigration and asylum matters.
- Signposting relevant external services and agencies as appropriate to clients' individual needs.

2. To assist our clients to stay safe, avoid destitution and to maintain their physical and mental health.

- For refugees and asylum seekers identified at high risk of destitution, we provide basic assistance as necessary including arranging foodstuff donations from local businesses.
- Outreach casework with refugee families in the Slough area.
- Providing highly personalised advice and day to day support for our most vulnerable clients including those with complex health problems: e.g. assisting with booking and attending hospital appointments.
- Raising awareness of female genital mutilation (FGM).
- Sewing classes and other group activities that reduce risks of social isolation and build confidence.

3. To support our clients to achieve their rights and entitlements and to access life sustaining services provided by government and other authorities and agencies.

- Tailored advice and casework on accessing basic services such as housing, benefits, healthcare, and school places.
- Awareness raising of partner agencies' staff and volunteers about issues that particularly affect asylum seekers and refugees.

4. To support our clients' own desires to be independent and self-reliant, including where appropriate to pursue opportunities for employment.

- English language and I.T. classes.
- 'Ways into Work' programme: support for all stages of preparing for and seeking employment.
- For those not yet ready for paid employment: help with obtaining volunteering placements.

5. To celebrate and enhance the cultural richness and diversity that refugees contribute to British society, locally and nationally.

- Organising activities and events that bring refugees together and also into contact with the settled community in Slough.
- Whenever possible, giving talks to local groups that raise awareness of the contribution of refugees to local life.

Public benefit

In setting our aims and objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Quality assurance

SRS is registered with the Office of Immigration Services Commissioner (OISC) to deliver Level 2 immigration advice. Additional Level 3 advice is available from solicitors by appointment.

Achievements and performance

Shifting needs for our services

Slough is an economically and socially complex area. It is situated in the prosperous Thames Valley, yet has pockets of high deprivation. Its ethnically diverse population includes many people in transitory circumstances. The high cost of living makes it a difficult environment for those not able to engage, legally or for practical reasons, in the high-skilled and paid economy. It has a continually shifting mix of refugees and other vulnerable migrants, often hidden from view and unable to access mainstream public services.

SRS assists people with a broad spectrum of immigration status: those outside the asylum process who need to be brought into it and those within the asylum process, in some cases awaiting appeal outcomes. Some have been granted leave to remain, or even in some instances have secured British citizenship, but nevertheless are still struggling to make a new life and meanwhile suffering hardship. A lack of understanding of the particular needs of refugees increases the risk that highly vulnerable individuals and families will fall between the cracks of statutory services, especially as they transition through the stages of the asylum and welfare systems. Dealing with Universal Credit applications continues to see a rise in

numbers of clients seeking help with accessing benefits: increasingly, service access is online only, but the majority of our clients are not computer literate. The unique and complex challenges of navigating the asylum and benefits systems causes intense stress and contributes to the high incidence of mental health problems seen among refugees.

Notwithstanding the charity's name, Slough Refugee Support's actual catchment extends beyond the borough of Slough. Some clients come from Ealing, Brent and other parts of west London as well as elsewhere in the Thames Valley. The region is not one of the Home Office's designated areas for refugee housing and consequently the refugee population in the area tends to be hidden from view, fragmented and lacks community cohesion. This increases risks of social isolation and consequent poor mental health.

People seeking SRS assistance in the past year have come originally from 32 different countries: the largest numbers being from Somalia, Afghanistan, Syria, Pakistan and Sri Lanka. They speak 26 different first languages but their English is often limited, adding to their difficulty in obtaining their rights and entitlements for themselves.

A number of those seeking help from SRS are undocumented and often in destitute circumstances. They, and even people who have obtained limited Leave to Remain, are vulnerable to the Home Office's "hostile environment" policy. Over the past few years SRS has seen steadily increasing incidence of 'hard cases' including destitution among refugee and other migrant groups. Tackling hardship has become the nature of our work.

Our service performance

In 2019-20 SRS continued to run its core Drop-in and Casework services and also continued to offer outreach support to families.

SRS services are being consumed by clients living in wider geographical area than its name suggests. The team, executive and the trustees are determined to continue providing the same standard of service without denying help to people whose circumstances are very often distressing.

SRS's support to families from Syria who have reached the UK under the government's *Syrian Vulnerable Persons Resettlement Programme (SVRP)* was expanded to a total of four families: due to the success of our work with Slough-based Syrian families, the Royal Borough of Windsor and Maidenhead asked us to take over a contract supporting their families in Maidenhead, resulting in SRS supporting four additional families under the scheme. All these families have complex needs necessitating in-depth ongoing support.

The Drop-in advice service assisted 163 people, representing households totalling 353 individuals. The Casework service supported 128 people on behalf of 282 household members. The total numbers were somewhat lower than the previous year. However, there was a continued general trend upwards in the complexity of cases. More than 900 individual advice, support and casework sessions were delivered with clients during the year and these often involve helping with multiple issues including applying for welfare entitlements and assisting with housing and health matters.

Some cases require very diligent and persistent work by SRS staff and volunteers over many months to achieve an outcome. An example was Mr S, a Syrian refugee. Severe injuries from a bomb blast in Syria left him with serious disabilities. It took SRS more than eight months to help him to overcome multiple

bureaucratic hurdles in order to secure the Personal Independence Payments (PIP) to which he was entitled and badly needed, including backdated payments of more than £7,000.

More than half of clients for SRS's casework services need legal or quasi-legal assistance, either with immigration and asylum or other legal matters. While basic progressing of Home Office applications can be undertaken by our trained and accredited volunteers, for more complex immigration advice we employ a Level 3 solicitor, and we also collaborate with a local immigration legal firm K&B Solicitors who provide pro bono advice to SRS clients.

An example of the intensive legal casework and practical support sometimes needed was the case of Mr M, who came to the UK in 2019 and applied immediately for asylum which was granted in January 2020. However, a delay by the Home Office in issuing his residency card required advocacy and chasing by SRS and the involvement of the local MP. But then, his asylum support payments were ended with no access to other benefits and Mr M became destitute. SRS helped him with food donations, helped to support his deteriorating physical and mental health, resolved his benefits entitlement, helped him to open a bank account, provided him with English language classes and SRS's in-house solicitor advised him how to apply for family reunion.

Complementing the Drop-in and Casework services, SRS's Outreach service to families continued to provide very important support both to help to resolve practical difficulties but also to encourage family members to participate in community activities and to connect to others. Our Family Support Worker continues to liaise with NHS providers to raise awareness of latent tuberculosis, diabetes and HIV/AIDS, all of which are particular health hazards for refugees. Asylum seekers and refugees' family members contacted in their homes then feel safe in coming into our offices for advice, so they are willing to attend these sessions knowing they can trust us and their needs will be handled sensitively. In addition, we source food and clothing for our clients, linking in with the Baby Bank, local supermarkets and our supporters on social media.

Alongside our support with basic needs and entitlements, SRS provides activities that build confidence and self-reliance and overcome social isolation and consequent mental ill-health that is otherwise a serious risk for many refugees. Our English language classes continue to be very well attended, as are our sewing classes. We have two allotments to provide skills and encourage well-being for clients who miss the opportunities they previously had to work outdoors in their country of origin and enjoy the benefit of so-doing. We have between 8 and 12 people attending every week.

For those refugees who have obtained the right to work in the UK, we support their preparation for employment and seeking the right opportunities. The Bigger Better Opportunities service, a multi-agency initiative funded by Big Lottery, continues to be very successful. Led by a full time worker, who liaises with local employers and works closely with the Job Centre, we are able to offer CV writing and job applications guidance and source local voluntary work opportunities to develop skills and confidence. During the year 69 people benefited from the service.

SRS has strong relationships with partner organisations in Slough and the Thames Valley. These include Reading Refugee Support Group, Oxford Asylum Welcome, Destiny Support in Slough, Slough Prevention Alliance for Community Engagement (SPACE) and the Slough Business Community Partnership board. We regularly give talks on the special needs of refugees to partner organisations, enabling more joined-up and informed support by the voluntary and statutory sectors within the Thames Valley. The business

community in Slough is generous with practical resources needed by our clients, including basic foodstuffs for refugees facing destitution, of whom there are a growing number.

In March 2020 SRS began advising clients on measures they needed to take to keep safe from Covid-19. We closed our offices and began a telephone advice service, the delivery of food parcels for those families in need, online training instead of English classes at our premises, daily telephone contact to support families faced with homeschooling, liaison with local schools to source school dinner vouchers and helping clients secure the help they needed from their doctors and pharmacies. Staff and volunteers worked from home, and three part time members of staff have been put on furlough. Staff, trustee and volunteers' meetings take place over Zoom. As lockdown eases plans are beginning to ensure SRS offices open in a Covid-19 secure manner with the emphasis on protecting clients, volunteers and staff. Appropriate PPE was sourced and guidance sought from the local authority and other agencies in the town.

Future plans

In the short term, the biggest factors affecting the charity's work are obviously the coronavirus pandemic and tackling hardship. The implications of this on the charity's work and financial resources are sourcing appropriate funding, ensuring our offices are Covid-19 secure, helping all clients to understand government guidelines and ensuring our work continues in a way that supports our clients and protects all concerned from the pandemic.

At the beginning of 2020 the board highlighted the key areas of focus for the coming year, taking particular note of the shifting pattern of demand from potential users who are increasingly presenting to the charity with more complex needs and coming from a widening geographical area. The team has consulted proactively with our counterpart refugee support organisations in neighbouring areas, especially Reading and Oxford, to ensure that, as far as possible, needs are covered across the whole Thames Valley region.

While maintaining all of our current services and ensuring we are Covid-19 compliant, the emphasis in the coming year will be particularly on:

- Our core work of providing asylum, immigration and benefit advice to vulnerable asylum seekers and refugees can continue and develop.
- Continuing to settle Syrian refugees already in Slough and Windsor and Maidenhead under the Syrian Vulnerable Person Resettlement Programme. We will work with the Royal Borough of Windsor and Maidenhead to welcome new families under the scheme, once they are able to travel. In addition, we have been approached by Woking Council to support a family who wish to be based in Slough.
- Developing further our employment advice section at present funded by Building Better Opportunities and liaising with local employers to help secure worthwhile employment opportunities for our clients.
- Developing our family support work which includes crèche provision, health advice, FGM awareness raising, HIV awareness raising and tackling hardship and deprivation to ensure children have the same opportunities as their peers.

- Expanding our provision of English language training, for which there is great demand among our clients, and which is a key for many to accessing services, work opportunities, higher education and helping them to become part of the local community.
- Continuing to develop and deliver basic IT skills training for our clients, which is increasingly necessary for accessing services and entitlements including, in particular, Universal Credit. This is achieved through a positive partnership with students from Royal Holloway University who train our clients in basic IT skills.
- Ensuring that we tackle the hardship experienced by our clients, by sourcing emergency food rations and clothing, helping clients access decent housing and advising and supporting clients through both mental and physical health issues.
- Securing sustainable funding to achieve the above.

Financial review

Income in the year of £160,638 came from a mix of sources including trusts and foundations and local authorities. This income total was about 23% higher than the previous year, which was chiefly due to expansion of scope of the Syrian family support funding from Slough and Windsor & Maidenhead local authorities.

Expenditure totalled £168,566 which was 9% above the previous year, due to increased service provision while overheads were broadly held at the previous level, with tightened controls on operating costs.

At the year end the total funds of the charity were £95,059 including restricted funds of £45,059.

Reserves policy and sustainability

The trustees' policy on reserves is to hold reserves sufficient to enable the charity to continue operating through fluctuations in grant funding, while also holding sufficient funds on hand as a contingency to be able to wind up the affairs of the charity in an orderly manner should that become necessary.

The targeted levels of reserves are reviewed annually and the actual levels are monitored during the year. Taking account of the characteristics of the charity's operations, the trustees' policy is that the total reserve of all funds (unrestricted and restricted) shall represent approximately nine months of general expenditure whenever possible, while also being mindful of the reserve level of unrestricted funds necessary to sustain core operations and costs.

At the end of the year the charity's actual total (unrestricted plus restricted) reserves were £95,059, representing just under seven months of overall expenditure based on the past year's activities. Unrestricted reserves were £50,000, however this amount includes designated contingency funds totalling £15,000 (as described in Note 2(i) in the notes to the accounts). Net of those contingencies, unrestricted funds represented about 11 months of unrestricted costs.

Independent examination of accounts

The trustees consider that the charity's gross income in 2019/20 of £160,638 requires the accounts to be subject to an Independent Examination. The trustees do not consider that the accounts require to be audited.

Structure, governance and management

Slough Refugee Support is a charitable trust governed by a Trust Deed dated 2 November 1999 and as amended in December 1999, November 2002 and March 2008. It is registered with the Charity Commission for England and Wales.

The charity is a membership organisation. Membership is open to any person with an interest in the charity's affairs on payment of a nominal annual subscription of £1. Current and former service users are especially encouraged to be members. At the last AGM, the charity's membership totalled 21 people.

Board of trustees

The charity's board of trustees comprises up to 12 members. They are elected annually at the charity's AGM and serve until the next AGM when they may be re-elected. The charity values diversity in its board membership and former service users are particularly encouraged to stand for election as trustees. Trustees may also be co-opted by the board to provide expertise in key areas. While there is significant turnover in board composition each year due to the annual governance cycle, in practice a number of the trustees tend to be re-elected repeatedly over several years and hence are able to provide continuity of knowledge and experience.

New trustees are given a briefing by the Chair on the role and activities of the board. They are also required to read basic guidance on charity governance including the Charity Commission's The Essential Trustee handbook.

Management and organisation structure

The charity is managed by a full-time Chief Executive and employs 8 part time staff (4.5 full time equivalent).

The charity delivers much of its core work with refugees through a trained volunteer team, a number of whom are former service users. During the year over 20 volunteers assisted the work of the charity, trained as necessary in providing advice and other services to clients.

Risk management

The trustees review annually the most significant risks to which the charity is exposed and supervise the maintenance of appropriate policies and control measures to control those risks.

Particular attention is given to safeguarding of vulnerable service users and their children. This is covered by a specific body of safeguarding policies and procedures, reviewed annually. All volunteers and staff and trustees undertake Disclosure and Barring Service (DBS) enhanced certification.

A member of staff who reports directly to the Chief Executive is trained in workplace health and safety. She seeks advice from community police and the fire service to ensure our premises and working practices meet the required safety standards and she attends regular updating training. We have a Lone Working policy and have safety measures in place for outreach work.

All risk management policies and procedures are reviewed annually and meet the requirements of the charity's certification under the Slough Quality Assurance Programme. The charity is currently working on progressing from the bronze to the silver level under the programme.

Trustees' responsibilities in relation to the financial statements

The law applicable to charities in England and Wales requires the trustees to prepare in respect of each financial year financial statements which give a true and fair view of the state of affairs of the trust and of its financial activities for that period.

In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the applicable Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the activities of the trust will continue.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the trust and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the trust deed. They are also responsible for safeguarding the assets of the trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board of trustees on 19 October 2020 and signed on its behalf by:



.....
Jean Kelly – Chair of Trustees

Independent Examiner's Report to the Trustees of Slough Refugee Support

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The trustees consider that an independent examination is required for this year under section 144(2) of the Charities Act 2011 ("the Act").

It is my responsibility to:

- examine the accounts under Section 145 of the Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Act, and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



.....

16 October 2020

Rehan Kamal, ACCA qualified, Property Finance Manager; SEGRO Plc, 258 Bath Road, Slough; SL1 4DX

Statement of Financial Activities

		Unrestricted Funds	Restricted Funds	2020 £	2019 £
Incoming from					
Donations & Legacies	3	29,437	131,137	160,574	130,109
Investments		64		64	52
Total incoming resources		<u>29,501</u>	<u>131,137</u>	<u>160,638</u>	<u>130,161</u>
Expenditure on					
Charitable activities		30,380	131,067	161,447	149,191
Raising Funds		7,119		7,119	5,833
Total resources expended	12	<u>37,499</u>	<u>131,067</u>	<u>168,566</u>	<u>155,024</u>
Net resources before transfers		-7,998	70	-7,928	-24,863
Gross transfers between funds	7				0
Reallocation of fund					
Net movement in funds		-7,998	70	-7,928	-24,863
Total funds brought forward (opening balance)		57,998	44,989	102,987	127,850
Total funds carried forward		<u>50,000</u>	<u>45,059</u>	<u>95,059</u>	<u>102,987</u>

Balance Sheet

Balance Sheet At 31st March 2020

		2020	2019
		£	£
Fixed assets			
Tangible assets	4	3,698	3,628
Current assets			
Debtors	8	23,941	13,462
Cash at bank and in hand		89,051	109,861
		112,993	123,323
Creditors (falling due within one year)	9	-21,632	-23,965
Net current assets		91,361	99,359
Total net assets		95,060	102,987
Represented by			
Unrestricted Income Funds		50,000	57,998
Restricted income funds		45,059	44,989
Total funds		95,059	102,987

Approved by the Trustees on 19 October 2020 and signed on their behalf by:



.....
Jean Kelly – Chair of Trustees

Notes on pages 15 to 21 are part of the financial statements.

Notes forming part of the financial statements

1. Basis of Preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

2. Accounting Policies

a. Income

- Donations and grants are recognised on receivable basis in the accordance with restrictions or conditions placed on their use
- Restricted income that is unspent at the end of financial year will be deferred in the accounts and not taken as an income in the year received
- Interest income is included in the accounts when it is earned
- Tax recoverable in respect of Gift Aid donations is included in the accounts

b. Expenditure

Direct costs are those that can be readily attributed to specific activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Volunteer help: the value of any volunteer help received is not included in the accounts.

Governance costs include:

- preparation and examination of statutory accounts and the annual report
- trustee meetings
- trustee indemnity insurance
- any legal advice to trustees on governance or constitutional matters

c. Debtors

Debtors are income that is due but not yet received from grant funders and gift aid. Prepayments are rent and utilities, insurance, IT and telephone contracts.

d. Cash at bank

Cash at bank and in hand includes cash and bank accounts.

e. Creditors

Creditors are the amounts that charity owes at the year end. This includes income deferred to future periods.

f. Financial instruments

The charity only has assets and liabilities of an ordinary kind that qualifies as basic financial instrument.

g. Tangible fixed assets

Tangible fixed assets are included at cost less depreciation. Assets are capitalised if they cost at least £500. They are depreciated using the straight-line method over three or five years.

h. Leased assets

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

i. Unrestricted funds

Unrestricted funds represent grants, donations and other incoming resources received for the objects of the charity without specified purpose and are available as general funds. Transfers are made from this fund to meet expenditure in the restricted funds where other funding is not available. Such transfers are always agreed by the Management Committee.

From time to time Trustees may establish designated funds out of Unrestricted Funds to meet contingencies. Currently there are two designated funds: Contingency Fund set at £10,000 is to be used to cover redundancy and other costs in the event of the closure or down-sizing of the organisation and Emergency Fund of £5,000 to be used for unexpected emergencies.

j. Restricted funds

Restricted funds are for specific purposes as laid down by the donor. Expenditure which meets the criteria is charged to the fund together with a fair allocation of management and support costs.

k. Legal status of the organisation

Slough Refugee Support is a Charity registered with Charity Commission in the United Kingdom with its registered Office at 28 Bath Road, Slough, Berkshire, United Kingdom, SL1 3SR

3. Income received

			2020	2019
	Unrestricted Funds	Restricted Funds	£	£
Trust and Foundations				
AB Charitable Trust	10,000		10,000	
Garfield Weston Foundation				10,000
Allan Lane Foundation				4,000
Berkshire Community Foundation	5,000		5,000	
BBC Trust (CIN)		2,548	2,548	1,783
	15,000	2,548	17,548	15,783
Statutory Grants				
Slough Borough Council BBOS (Employment)		28,170	28,170	18,227
Refugee Resettlement Programme		87,081	87,081	57,580
Slough Prevention Alliance Community Engagement		9,938	9,938	16,428
Art		1,850	1,850	
		127,039	127,039	92,235
Faith Organisations				
Jamia (Masjid) Slough	1,000		1,000	1,000
St Georges Church (Slough)				1,500
Parochial Church (Slough)				500
St Joseph Church (furniture Market)	500		500	500
St Mary Virgin (Datchet)				500
Credit Unity	500		500	0
Other Faith Organisations	650		650	0
	2,650	0	2,650	4,000
Individual donations and legacies				
Mr & Mrs Watson F	2,500		2,500	2,500
Donations (Individuals)	4,342		4,342	5,040
Gift Aid	500		500	1,627
	7,342	0	7,342	9,167
Partnership and Other Community Organisations				
Miscellaneous funds (DBS)	2,229		2,229	2,310
Miscellaneous funds (Fundraising Activities)	2,279		2,279	680
Groundwork UK		875	875	2,625
Miscellaneous funds (Welfare)		675	675	361
Slough Business Community			0	1,000
Thames Valley Police -Trust House			0	2,000
	4,508	1,550	6,058	8,976
Total	29,501	131,137	160,638	130,161

4. Fixed Assets

	2020	2019
	£	£
Cost		
At 1 April 2019	8,132	8,132
Additions	1,568	0
At 31 March 2020	<u>9,700</u>	<u>8,132</u>
Depreciation		
At 1 April 19	4,503	2,570
Charge for the year	1,498	1,933
At 31 March 2020	<u>6,002</u>	<u>4,503</u>
Net Book Values		
At 1 April 2019	3,628	3,628
Additions	71	0
At 31 March 2020	<u>3,698</u>	<u>3,628</u>

5. Debtors

	2020	2019
	£	£
Debtors	23,042	11,428
Prepayments	900	2,034
TOTAL	<u>23,941</u>	<u>13,462</u>

6. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Creditors	1,405	1,049
Pay and PAYE	1,750	9,054
Deferred Income	18,089	13,702
Accruals	387	160
	<u>21,632</u>	<u>23,965</u>

7. Restricted Funds

Activities	Balance	Additions	Outgoings	Transfers	Balance as
	1.04.2019				at
	£	£	£	£	31.03.2020
Advice and Support	1,526	9,938	5,759		5,705
Employment Support	9,094	28,171	33,366		3,899
Family Support	6,851	5,073	8,257		3,667
Family Support (Resettlement)	18,382	87,081	80,659		24,804
Core (Property)	9,136	875	3,027		6,984
	44,989	131,138	131,068	0	45,059

8. Analysis of Net Assets Between Funds

	Net Current		2020 Total	2019 Total
	Fixed Assets	Assets		
	£	£	£	£
Restricted Funds		45,059	45,059	44,989
Unrestricted Funds	3,698	46,302	50,000	57,998
	3,698	91,361	95,059	102,987

9. Staff Costs

	2020	2019
	£	£
Salaries (incl. NIC, ENI & Tax)	123,706	113,296
Pension Contribution	4,898	4,122
Payroll services & distribution costs	756	522
Total paid staff	129,360	117,940
Trustee expenses	0	0
Other volunteer expenses	765	1,758
Staff and volunteer training	86	4,050
Total volunteer	851	5,808

During financial year charity employed 4.5 full-time equivalent members staff and 12 volunteers. No employee received benefits of more than £ 30,000 per year.

Charity services during financial year:

1. Direct advice and support services on asylum seeking and related matters

- This primarily involves running a 'drop in' centre which helps asylum seekers and refugees living in Slough to adjust to life in the UK, to achieve their rights and entitlements, and to settle with dignity.

2. Employment training and support

- This involves running a 'Job Club' which assists clients in preparing for and applying for employment and training.

3. Family support

- This involves running a crèche, and associated sports and social events for families. It also has a development strand - providing English and citizenship classes, sewing classes, setting up and management of an allotment, cooking classes and FGM education.

4. Holistic support services for the government's Syrian Resettlement Programme

- This involves working holistically with several Syrian families helping them set up their home, access language and education facilities, and medical and employment services.

10. Trustees' Remuneration and Expenses

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee. No amounts were reimbursed to any trustee during the year.

11. Obligations Under Leases

	2020	2019
	£	£
Not later than one year	866	164
Later than one year and not later than five years	2,479	
Later than five years	0	
	3,346	164

The amount of non-cancellable operating lease payments recognised as an expense during the year ending 31 March 2020 was £985.

12. Related party transactions

There were no related party transactions (2019: nil).