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Programme**  
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Company number: 01327924  
Charity number: 275796

# Newham Community Renewal Programme Limited

Report and financial statements  
For the year ended 31 March 2024



## **Newham Community Renewal Programme**

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#### **For the year ended 31 March 2024**

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## Newham Community Renewal Programme

### Reference and administrative information

#### For the year ended 31 March 2024

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<b>Status</b>	The organisation is a charitable company limited by guarantee, incorporated on 31 August 1977 and registered as a charity on 5 June 1978.	
<b>Governing document</b>	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
<b>Company number</b>	01327924	
<b>Charity number</b>	275796	
<b>Registered office and operational address</b>	395 High Street North Manor Park LONDON, E12 6PG	
<b>Country of registration</b>	England & Wales	
<b>Country of incorporation</b>	United Kingdom	
<b>Board of Management</b>	Dave Eldridge (Chair) Arnold Ridout Peter Koczerzat Amma Antwi-Yeboah (Vice-Chair) Ifeoma Okafor (Treasurer) Molly Patten Alex Skourtis Ian Webster Edward Gibbs Sanjay Makwana (appointed Nov 2023) Lois Lindley (resigned in March 2024) Rev'd Tim Dean (resigned in January 2024) Laura Glendinning (resigned June 2023)	
<b>Secretary</b>	Peter Laing	Chief Executive Officer
<b>Senior Management Team</b>	Peter Laing Louise Vera Damian Callender Viola Brisolin	Chief Executive Officer Director of Youth and Training Director of Support and Empowerment Director of Operations (appointed September 2023)
<b>Bankers</b>	The Co-operative Bank PLC 9 Prescott Street LONDON, E1 8BE	Nationwide Building Society Kings Park Road, Moulton Park NORTHAMPTON, NN3 6NW
<b>Auditor</b>	Griffin Stone Moscrop & Co (GSM) 21-27 Lamb's Conduit Street Holborn, London WC1N 3GS	

## **Newham Community Renewal Programme**

### **Trustees' annual report**

#### **For the year ended 31 March 2024**

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The Trustees (known as the Board of Management) present their report and the audited financial statements for the year ended 31 March 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Renewal Programme is a registered charity and is also constituted as a company limited by guarantee. The governing document of the charitable company is our Memorandum and Articles of Association. The charity was established in 1971 and our objects are to promote any charitable purposes for the benefit of the Community within the boundaries of Greater London with preference being given to the London Borough of Newham. We work to assist and enable families, children, young people and adults to develop to their full potential for the benefit of themselves and the surrounding community.

Our Articles of Association state that the minimum number of trustees shall be six and not more than twenty. Our Trustee recruitment strategy aims to maintain a balance of experience, skills and local representation from the trustees on our board to ensure effective governance. All trustees give their time voluntarily. In 2023/24 we recruited one new member, bringing additional local knowledge, expertise and legal property skills to the board of trustees.

The board remains legally responsible for all activities of the charity, including matters delegated to staff and volunteers, and is responsible for:

- Defining the ethos and direction of the Renewal Programme;
- Setting and monitoring Renewal Programme policies;
- Employing all staff, including recruitment and staff development;
- Leasing or purchasing all premises used by the Programme;
- Applying for grants and holding funds, holding of contracts;
- Approving budgets and work plans for each area of work; and
- Appointing and monitoring the work of each of its sub-committees.

The Board delegates the day to day management of the charity to the Senior Management Team which comprises the Chief Executive and three Directors. More information about the Trustees and the Senior Management Team can be found on the charity's website [www.renewalprogramme.org.uk](http://www.renewalprogramme.org.uk). Thanks to funding from the City Bridge Foundation, we have been able to create and recruit to a new Director of Operations role to support our growth and development.

#### **Appointment of trustees**

New trustees are identified either by a range of suitable methods, including word of mouth, online advertisement or via East London Business Alliance which is an organisation engaged in matching business volunteers with charities in the area. All prospective trustees are invited to attend an informal interview, and a meeting of the Board as observers, spend some time with the Chief Executive and are taken on a tour of the Renewal Programme, before being formally invited, if appropriate, to become members of the organisation and of the Board. References are taken up and a DBS check is completed. In 2023 the board appointed Sanjay Makwana, a lawyer with expertise in commercial real estate.

## **Newham Community Renewal Programme**

### **Trustees' annual report**

#### **For the year ended 31 March 2024**

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Sanjay has been involved with the Renewal Programme as a volunteer since 2021, joining the Board of Trustees in November 2023. Growing up in Newham, he has a deep connection to the borough and is committed to using his skills to support the charity's mission.

#### **A tribute to Reverend Tim Dean**

In March 2024 we were extremely saddened to learn of the passing of Reverend Tim Dean. Tim joined our board as a trustee in July 2019 and quickly became a proactive and respected member of the charity. A passionate advocate for our work, Tim's commitment to reducing poverty and disadvantage in Newham was unwavering. His sharp financial acumen and deep concern for the well-being of those we serve made Tim an invaluable asset. He generously supported the Renewal Programme, both with his time and personal finances. Despite long-term health challenges, Tim's contributions were significant. Tim's focus on people, his genuine interest in everyone's lives, and his wise counsel were truly inspiring. His final wish, to shine a light on the Renewal Programme through a collection at his funeral for the charity exemplifies his selfless nature. Tim will be deeply missed, yet his legacy of kindness, selfless leadership, and fighting for what truly matters will live on in our work. Our deepest condolences go out to Margaret, family, and friends.

#### **Trustee induction and training**

Trustees are kept informed of suitable training offered from a range of organisations including the National Council for Voluntary Organisations (NCVO) and Civil Society and our Chief Executive amongst others, covering a wide selection of subjects such as legal, finance and trustee responsibilities. Trustees are able to recover their cost of travel and the course fees.

#### **Related parties and relationships with other organisations**

The charity does not have any related or subsidiary undertakings. The charity is a founding member of One Newham, A Charitable Incorporated Organisation (CIO) established to support collaborative working across the voluntary sector in Newham, and our CEO Peter Laing is currently a member of the One Newham board.

#### **Remuneration policy for key management personnel**

The Remuneration of key management personnel at the Renewal Programme is designed to attract, retain, and motivate a high calibre of staff while being mindful of the financial constraints of a charitable organisation. Salaries of key management personnel are competitive when compared with other local charities and are in keeping with an organisation of the size of the Renewal programme. As a committed London Living Wage employer, we offer competitive salaries that reflect the skills and experience required for each role, without any performance-related pay arrangements. This approach ensures that our remuneration is fair, responsible, and aligned with the values and long-term objectives of the charity.

#### **PUBLIC BENEFIT**

The Renewal Programme is committed to empowering individuals and communities in the London Borough of Newham and surrounding areas by offering essential support services that address the pressing needs of the most vulnerable members of our community. Our comprehensive services include training and educational courses, homelessness support, refugee and migrant services, crisis support, advice services and youth empowerment programmes, all designed to foster personal growth, social integration, and community cohesion.

As a public benefit entity, we are dedicated to making our services accessible to everyone, regardless of background, ethnicity, or financial situation. Our work directly contributes to alleviating poverty,

## **Newham Community Renewal Programme**

### **Trustees' annual report**

#### **For the year ended 31 March 2024**

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promoting education and skills development, and enhancing the overall wellbeing and quality of life for individuals and families in need.

Additionally, our charity actively collaborates with local organisations, public authorities, and private sector partners to maximise the impact of our efforts, creating a stronger, more resilient community for all. The positive outcomes of our work are evident not only in the success stories of our beneficiaries but also in the broader social and economic benefits that uplift the entire Newham community.

#### **OBJECTIVES AND ACTIVITIES**

The Charity's objects are specifically restricted to any charitable purpose for the benefit of the community within the boundaries of Greater London with preference being given to the London Borough of Newham. The Trustees review the aims, objectives and activities of the charity each year as part of their regular board meetings and an annual strategic planning day. The review helps trustees to ensure that the charity remains focused on its stated purposes. The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing current and future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Although our work is open to all local residents, our core emphasis is on those who fall through the gaps of statutory and societal support, particularly those facing severe or multiple disadvantages. The Renewal Programme places a high value on supporting people without passing judgement on them. Although we do adopt referral criteria for our services in order to ensure resources are deployed to the most marginalised or disadvantaged, we provide our services without making a judgement as to how or why the beneficiary got to a difficult point in their life to start with. Our focus is on giving assistance and helping people achieve the tools to be more resilient in future.

The main focus of our work at the present time is in the following areas:

- Providing supported housing accommodation for people affected by homelessness;
- Providing adult education and training to improve basic skills training;
- Providing youth services and activities for the benefit and growth of young people;
- Providing practical, social, health and wellbeing support for people affected by poverty;
- Providing immigration and other advice services to support refugees and migrants;
- Providing social integration and orientation support for newly arrived migrants;
- Providing volunteering opportunities for development and social good;
- Providing support for carers and their families;
- Bringing the community together to connect and collaborate.

#### **Our vision, mission and values**

We believe that everybody should be given the opportunity to play an active role in society. This means having a suitable home, fulfilling work, the skills to make the most of their potential, being healthy, and feeling included in their communities.

#### Vision statement

Our vision is of vibrant and integrated Newham communities where everyone has access to suitable jobs, homes, health and education.

## **Newham Community Renewal Programme**

### **Trustees' annual report**

#### **For the year ended 31 March 2024**

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##### Mission statement

Our mission is to stand alongside those who struggle by inspiring hope and offering opportunities for connection, growth and progress.

##### Values

Spelling the acronym "DICE", the following organisational values inspire us and guide our planning, our decision-making, and our daily work.

DIGNITY - Treating everyone with kindness and respect.

INCLUSION - A community where everyone belongs.

COLLABORATION - Working together to achieve more.

EMPOWERMENT - Co-creating opportunities for positive change.

##### **Strategic Plan 2021-24**

We are now entering the final year of our 2021-24 "Double down, Rise up" strategic plan. This strategy sets out our ambition as a charity to grow both the reach of our work and the depth of impact we have on individuals living in Newham. The focus of the strategy is on five key strategic objectives during this period as follows:

1. Provision of high-quality housing management and support services for the benefit of Newham residents affected by, or at risk of, homelessness, and helping to reduce incidences of homelessness to make their lives better.
2. Provision of adult education & training services in order to offer local people the knowledge, skills and opportunities they need to reach their potential to continue learning through life.
3. Provision of services to support refugees, migrants and asylum seekers, including immigration advice and practical support services.
4. Provision of opportunities that bring people together, reduce isolation and build stronger communities.
5. Provision of high-quality youth services for Newham young people, supporting them to develop increased confidence, learning and skills.

##### **New code of conduct introduction**

In 2024 we worked with staff and volunteers to develop a comprehensive code of conduct for the organisation. The purpose of the code is to provide clear guidance on the standards expected from all associated with the Charity and it applies to all staff and volunteers as well as those we work with.

Based on our core values of dignity, inclusion, collaboration and empowerment, a summary of the code of conduct is set out below:

We will:

- Treat everyone with dignity and respect: Value every individual's worth, foster a culture of kindness and compassion, and embrace diverse perspectives.
- Act with integrity and honesty: Uphold the highest ethical standards in all interactions, maintain transparency, and avoid conflicts of interest.
- Champion diversity, equity, and inclusion (DEI): Actively promote DEI in all aspects of our work, ensuring equitable opportunities for all, and fostering a sense of belonging.
- Communicate openly and respectfully: Engage in constructive dialogue, actively listen to others, challenge ideas respectfully, and foster a culture of open discussion. We will refrain from gossip, rumours, or any communication that could harm another person's reputation or create a divisive atmosphere.

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### Trustees' annual report

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- Safeguard vulnerable individuals: Prioritise the safety and well-being of children, adults at risk, and other vulnerable populations, reporting any concerns immediately.
- Perform our roles responsibly: Carry out our duties with diligence, professionalism, and commitment to excellence.
- Maintain a safe and healthy environment: Follow safety protocols, report hazards promptly, and prioritise the well-being of ourselves and others.
- Protect confidentiality: Adhere to data protection regulations and maintain the confidentiality of sensitive information.
- Respect our resources: Utilise charity property, equipment, and resources responsibly and efficiently.
- Maintain professional conduct: Dress appropriately for the work environment, arrive on time for commitments, and conduct ourselves in a manner that reflects positively on the Renewal Programme.
- Report unlawful activity: Immediately report any criminal activity or suspected wrongdoing to appropriate authorities.

#### We will not:

- Engage in harmful behaviour: Refrain from gossip, bullying, discrimination, harassment, or any conduct that creates a hostile or unsafe environment.
- Tolerate unethical behaviour: Speak up and report any unlawful, unethical, or inappropriate behaviour, regardless of the perpetrator's position or relationship to the organisation.
- Misuse resources: Refrain from using charity property, equipment, or resources for personal gain or unauthorised purposes.
- Compromise confidentiality: Avoid disclosing confidential information without proper authorisation or legal obligation.
- Damage the charity's reputation: Refrain from any actions or statements that could harm the reputation or credibility of the Renewal Programme.

A copy of the full code of conduct is available on request.

#### **OPERATING CONTEXT\***

Newham is a densely populated borough of over 360,000 residents, making it the third largest in London, with an annual population churn of around 20%. Ranked as the 12th most deprived area in England, 49% of families live in poverty, with many residents in low-paid work, earning nearly £100 less per week than the average Londoner. The latest data highlights that Newham continues to face significant challenges: infant and premature mortality rates, overall poverty, and child poverty are all worse than in other London boroughs, with child poverty at a staggering 49% compared to 35% elsewhere. Housing evictions are more frequent, and Newham has the highest rate of households in temporary accommodation in London, at 48.8 per 1,000 households. In January 2023, Shelter reported that one in 21 people in Newham are homeless. In 2024, the borough faces additional external challenges due to the national cost of living crisis and high inflation. These factors have led to increased demand for poverty-related services, such as food banks, debt advice, mental health support, and housing assistance. The National Lottery Community Fund's Community Research Index, published in January 2024, identifies the cost of living as the top priority for 2024, with 76% predicting continued rising demand for local food banks, along with greater local need for debt advice (71%), mental health support (70%), and housing support (63%). Despite these pressures, Newham remains a vibrant and diverse community, proud of its nearly 75% black and brown global majority population and over 100 languages spoken. \* source where not specifically stated – [www.newham.info](http://www.newham.info)



## **Newham Community Renewal Programme**

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#### **For the year ended 31 March 2024**

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#### **Community Consultation 2024**

As part of our intention to ensure that our projects and activities are well-planned, socially responsible, and have the support of the community, we conducted our annual community consultation in 2023/24. We focussed on asking about key areas such as housing, employment, training, health, and community engagement. We received 374 responses, a significant 64% increase from the previous year, highlighting the growing interest and engagement within the community.

Housing emerged as a major concern, with one-third of respondents stating that their homes did not meet their needs. High costs, poor property conditions, overcrowding, and the risk of homelessness were the primary issues. One respondent shared the quote below, reflecting the challenges facing many residents.

***"I have a one bed house and have 2 kids, 1 is 12 the other is 6, so it is hard,"***

When it came to employment, 39% of respondents were in full-time work, while others struggle with barriers such as lack of job opportunities, health issues, and inadequate skills. Training and education were seen as critical, with 36% expressing a need for more digital skills training and 30% for English as a Second Language (ESOL) courses.

Health and community engagement also emerged as significant areas of concern. While 56% rated their health as excellent to good, nearly half reported difficulties accessing healthcare, particularly due to appointment availability. 67% of respondents felt connected to the community, but many cited a need for safer spaces and more inclusive activities. One participant highlighted, "... problems getting involved due to my disability and being a full-time carer for my son."

When asked about the biggest challenges and priorities, community safety, education, and housing were frequently mentioned. Residents called for more inclusive community engagement and better support services, with one respondent praising our efforts, stating,

***"The Renewal Programme delivers great work and support to those who are in need the most."***

Our 2023/24 survey will help to shape and refine the priorities of our new strategic plan process, as well as funding priorities.

#### **STAFFING**

##### **Staffing review**

As set out in our strategic plan, we are fully committed to valuing and supporting our staff team to do their jobs effectively. 2023/24 has seen continued investment and engagement with the team, including a cost-of-living salary increase (in line with our London Living Wage employer status), an increased focus on training and development, an all staff away day and a wellbeing trip to the seaside among other things. Staff voice and engagement has also been a priority, with the continuation of our cross project working group and regular team meetings.

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**For the year ended 31 March 2024**

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#### ***Fun team building at the staff away day!***

#### ***Staff outing to Westcliffe-on-sea***

##### **Staff away day**

We held a successful all staff away day in June, where the main areas of focus were on team building, developing our new meanwhile space (see pages 19 & 20 below) and on improving communication styles using a tool called The Five Voices, which helped staff to identify their predominant “voice” when communicating.

##### **Staff wellbeing**

Staff wellbeing and resilience remains a key priority for us. To enhance the support and well-being of our workforce and improve recruitment and retention, we implemented an Employee Assistance Programme (EAP) in November 2023. This initiative provides employees with access to confidential counselling, mental health support, and practical advice on issues such as financial management and work-life balance.

We are continually working to ensure our staff feel supported and valued, and that they have space to look after their own well-being. We are particularly grateful to the Mercers Company for supporting us with a staff wellbeing grant to enable us to continue our staff “wellbeing days” which provide an additional one day leave allocation for all staff, together with a small resource allocation per employee to aid a wellbeing activity of their choice.

##### **Middle East conflict**

One of the key challenges for our team recently has been the fallout from the middle east conflict involving Israel and Palestine, with several directly affected. We conducted an anonymous staff survey to help identify how best we could support the team through these difficulties, including options for additional support including counselling and 1-2-1 support. The survey revealed that staff feel the charity is very good at providing support in times of difficulty.

##### **Staff training and development**

Staff training and development was a key focus in 2023/24, with a comprehensive review of role specific mandatory training carried out. This resulted in training on a range of issues including among others: Health & Safety, Equality, Diversity & Inclusion, Safeguarding, Data Protection, Unconscious bias, Managing Challenging Behaviour and Race awareness.

## **Newham Community Renewal Programme**

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#### **For the year ended 31 March 2024**

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##### **Staff survey**

Here at the Renewal Programme we value the voices of our dedicated team. Our annual, anonymous staff survey provides critical insights into employee experiences and suggestions for improving our team. The 2023 survey results have led to a focused action plan to:

- **Increase future survey Participation:** Strive for even greater staff engagement in future surveys, building upon the 66% response rate in 2023.
- **Reinforce Organisational Culture:** Further embed our mission, vision, and values throughout the staff teams.
- **Enhance Communication:** Improve internal communication channels and processes to ensure clarity and transparency.
- **Invest in Professional Growth:** Expand staff training and development opportunities, including specialised training for managers.
- **Review staff benefits:** continue to assess staff wages in view of soaring inflation costs and conduct a review of current pension provisions.
- **Foster Community:** Increase social activities, celebrations, and cultural integration initiatives for both staff and the broader community.
- **Refine Onboarding:** Update and streamline our staff induction process to ensure a positive and informative start for new employees.

## **ACHIEVEMENTS AND PERFORMANCE**

This section of the report looks at what the charity has achieved and the outcomes of our work in the reporting period. All our charitable activities are undertaken to further our charitable purposes for the public benefit. The Trustees report against each key strategic objective and the benefits the charity has brought to those groups of people that it is set up to help. The context of our achievements is set within the framework of our strategic plan and overall mission, vision and values.

### **Monitoring our performance**

We use a cloud-based monitoring and evaluation system called UPSHOT across the charity to better capture and evidence the impact of our work. This enables us to capture contact information, attendance data, case studies, surveys, media and timeline events to track key milestones and distance travelled. In addition to UPSHOT we have also implemented a specialist system for our supported housing project called InForm which provides tenancy management, rents and rent schedules, health and safety checks, maintenance jobs and repairs and case management functionality. For the period 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024 we worked directly with 4,926 unique individuals across the charity, although this figure does not include community events or the facilitation of external groups using our centre. When taking these into account it is estimated that our work benefitted more than 6,000 Newham residents in 2023/24.

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**For the year ended 31 March 2024**

IMPACT AT A GLANCE					
Department	Key Objective	Activities delivered	Number of unique beneficiaries across service	Number of attendances	Number of sessions delivered
Housing	Provision of high-quality housing management and support services	Housing management and support services at 308 Barking Road and 43 - 45 St Georges Avenue	42	14,700	n/a
Adult Education	Provision of adult education & training services	ONLS Classes ESOL ONLS Classes IT ONLS ESOL conversation classes ONLS Maths Classes Vanguard ESOL and IT Charles French IT Digital & Employment skills ESOL Rough sleepers Graduation event	819	8,588	833
Advice & Support	Provision of services to support refugees, migrants and asylum seekers and Provision of opportunities that bring people together	RAMP Foodbank RAMP general advice / support Immigration advice / drop-ins Immigration casework Vitamin D distribution South West Ham grants Community Hub Newham against Food Waste Manor Park Oasis General events / Open days	3,040	6,883	995
Youth	Provision of high-quality youth services for Newham young people	Youth Empowerment Service general HAF Holiday activities Young Carers	724	5,463	536
Volunteering	Provision of community focussed volunteering programme	Main volunteer programme Community Charged energy Champions Stay Warm in Newham Trustee board	301	6,278	154
<b>TOTALS</b>			<b>4,926</b>	<b>41,912</b>	<b>2,518</b>

## **Newham Community Renewal Programme**

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#### **For the year ended 31 March 2024**

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**Progress against objective 1 - Provision of high-quality housing management and support services for the benefit of Newham residents affected by, or at risk of, homelessness, and helping to reduce incidences of homelessness to make their lives better.**

#### **Service Overview**

The Renewal Programme Supported Housing Service provides specialised support for people affected by homelessness in the borough of Newham. Our service is aimed at people who have been homeless and who need some support to address the issues they are grappling with before they can manage to successfully live independently in the community. This includes people with drug or alcohol addiction, low levels of mental ill health or mild learning disabilities, people who have experienced domestic violence or trafficking, and people coming out of the criminal justice or care systems. We work to equip tenants with the skills and confidence needed for independent living and then to support them in finding suitable accommodation. We support people to gain the professional services they need alongside day to day living skills such as managing their finances and being able to cook for themselves. Our Barking Road Hostel is a mixture of shared 2 bed flats and single flats providing accommodation for 31 homeless people with various medium support needs. Our St Georges Hostel is made up of bedsits with shared kitchen and bathroom facilities that provides accommodation for 11 young people aged 18 - 25 with low levels of support need. Our hostel work is funded through a contract with London Borough of Newham. Broadly speaking it is our aim to secure move-on accommodation for our residents after around 18-24 months in our service, ideally on to independent living. With an increasing number of residents presenting with higher level support needs, we negotiated a revised operating model with commissioners to help strengthen staffing structures and provide more targeted and fit-for-purpose support to our residents, including enhanced concierge cover for example. Recruitment and retention within the housing staff team has however proved challenging through 2023/24, with a higher than normal number of vacancies carried and cover being required from agency staff.

#### **Outcomes and impact**

Between April 2023 and March 2024 we have continued to deliver effective support and accommodation for 43 unique beneficiaries at our Barking Road service and a further 19 unique beneficiaries at St George Avenue. In total, we provided over 14,000 units of supported accommodation for individuals affected by homelessness, with a unit being one night of supported accommodation for each individual. In terms of moving residents on during the year, we were able to support a total of 2 people into independent living, down from 13 the previous year. Move on options remain limited with a number of residents ready to move on, but with no access to suitable accommodation.

We have continued to deliver effective partnerships with Change, Grow, Live (CGL) to support residents with substance misuse challenges and with BEAM, an employment agency which supports homeless individuals to gain employment. During the course of 2023/24, seven of our residents accessed CGL support.

Sadly, a tragic incident occurred in January 2024 where a resident passed away on-site from a cardiac arrest. Emergency services were promptly in attendance, and all necessary procedures were followed, including notifications to relevant authorities. It has been confirmed that there were no suspicious circumstances. Support has been provided to those affected, and an internal review was conducted to assess any insights from this tragic event.

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#### **Case Study: JD's Journey to Independence**



*JD was discovered sleeping rough by the Severe Winter Emergency Protocol Team, having fled his home due to gang violence. After a traumatic incident where armed intruders threatened his family, JD left to protect his loved ones. This experience left him struggling with paranoia, anxiety, and grief from losing a close relative. He turned to cannabis for relief and, at one-point, contemplated suicide. Following a referral from Newham Council, JD was assessed by our team and placed in our supported housing unit for young people at St Georges Avenue. Through comprehensive risk assessments and the homeless Outcome Star system, we identified his medium-level needs and tailored a holistic support plan to help him rebuild his life. JD met regularly with his support worker to address his trauma, manage daily tasks, and focus on his mental and physical health. He learned to manage his living space, adopted healthier habits, and began to regain his confidence.*

*Through our partnership with ELBA, JD received career coaching and completed CSCS training, which led to paid work in construction. This stable employment allowed him to save money and plan for the future. During his time with us, JD discovered a passion for music. With a donated laptop from the Renewal Programme, he began producing his own tracks and eventually joined a music production team. This opportunity enabled him to travel, create six music videos, and establish himself as an emerging Grime artist. In 2023, JD's progress was recognized with a nomination that secured him a one-bedroom flat in Romford through a housing association. This move brought him closer to his family, where he has rebuilt his relationships and become a positive role model for his siblings. JD's journey from a vulnerable young person to a confident individual with a bright future is a testament to his resilience and the comprehensive support*

*JD shown above performing in one of his music videos*

**Progress against objective 2 - Provision of adult education & training services in order to offer local people the knowledge, skills and opportunities they need to reach their potential to continue learning through life.**

#### **Service Overview**

Our adult education and training service, delivered in partnership with the London Borough of Newham (One Newham Learning and Skills Service), caters to adults with little or no English, or those with very low levels of Maths and IT skills. The majority of participants in our classes are non-native English speakers. Our Ofsted-registered service is designed for adults seeking employment or training, or simply needing to support their families, including helping children with homework or engaging with online banking and statutory services. This empowers our students with the confidence and knowledge to succeed, strengthening their place in the community.

We offer a range of Functional Skills courses and intensive literacy and numeracy support. Our flexible learning options accommodate different levels, with several courses leading to formal accreditation, which helps remove barriers to both employment and social opportunities. This crucial project assists



## Newham Community Renewal Programme

### Trustees' annual report

#### For the year ended 31 March 2024

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the Newham community in realising its potential through education, employment, and wellbeing support. It targets adults and young people at risk of not fulfilling their potential in higher education or employment, and helps them achieve more by improving their English language skills.

We take particular pride in supporting individuals who may have lived in Newham for years without speaking English. With our support and encouragement, they find the courage to embark on their learning journey. Historically, the London Borough of Newham has communicated solely in English and hasn't translated key documents. Therefore, it's vital that Newham residents understand English to fully engage with the borough.

In addition to education and training barriers, many of our adult learners face challenges that hinder their progress, such as isolation, debt, or inadequate housing. Some also experience low-level mental health problems, primarily anxiety and depression. We consistently refer and signpost these learners to other services provided by the charity and external partners, including social integration activities, food bank support, and immigration advice. This is integral to our holistic approach to supporting our community.

#### **Outcomes and impact:**

For the year 2023-24, we enrolled 710 learners (413 in 2022/23), resulting in 8,588 attendances (10,168 in 2022-23). Courses provided included ESOL (English for Speakers of Other Languages), Digital Skills & Employment and IT. 94% (91% in 2022/23) of our learners achieved a formal qualification and we are very proud of their achievements.



***First ever graduation ceremony for learners!***

## Newham Community Renewal Programme

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### *Our successful ESOL and Art exhibition in March 2024*

Vanguard Project - Thanks to a grant from Vanguard, we were able to deliver a number of additional adult education classes in 2023/24. We successfully delivered a series of ESOL and IT classes to Newham residents facing barriers such as no recourse to public funds, digital exclusion, and homelessness. The project offered flexible learning options, including accredited courses, and engaged volunteers and local partners for support. Attendees of our ESOL with Art classes spoke about the mental health benefits of learning English in a relaxed session while creating art pieces. We held an exhibition of their work in March 2024 which was incredibly well received. 175 unique attendees participated in the classes funded by Vanguard, gaining valuable language and IT skills that improved their confidence, self-esteem, and prospects for education, employment, and social integration.

Rough sleepers ESOL - In 2023/24 we continued to work in partnership with Newham Council to deliver ESOL classes for former rough sleepers as part of the Council's homeless support pathway. The purpose of the project was to support clients who were eligible for work and work ready but had been experiencing problems with language barriers preventing them accessing work and moving towards independence. The project helped former rough sleepers to gain confidence, do things independently, gain employment, improve spoken and written English as well as develop new social networks. A total of 17 participants were enrolled (19 in 2022/23) onto the pilot project with 15 gaining an accreditation.



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I.T Classes at the Renewal programme



ESOL Classes at the Renewal programme

**Case study - Rohima Begum: A Journey of Determination and Growth**



Rohima Begum, originally from Bangladesh, arrived in the UK in 2003. Busy caring for her children and her ailing mother-in-law, she struggled to learn English. Once her youngest child started nursery, Rohima joined ESOL classes at the Renewal Programme in 2019, determined to become more independent. Despite challenges, including the pandemic, Rohima completed ESOL Entry Level 2 and progressed through to Level 2. Though she often felt like giving up, her teachers' encouragement kept her going.

***"When I come into the Renewal Programme, I feel good. I can't explain how I feel in words. To my teachers, the staff at the Renewal Programme, I am very grateful. I feel welcome here and feel like I have a place."** - Rohima*

Rohima's improved English skills boosted her confidence and helped her build friendships. In 2023, she began volunteering at a local

nursery, leading to a job offer in January 2024. Now employed and independent, Rohima feels empowered by her achievements.

***"I recommend to all women. Don't stay at home. Just do something and try again and again. It doesn't matter if you succeed or fail, just try again and again and don't give up."** - Rohima*

Rohima's perseverance has made her a role model, showing how dedication and the right support can transform lives.

***"I'm very proud of Rohima and what she has achieved. She has quietly and systematically worked hard on her English in class and at home and she is a wonderful role model to others coming along in her footsteps."** - Jo Bhattacharjee (Rohima's ESOL Teacher)*

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#### **Progress against objective 3 - Provision of services to support refugees, migrants and asylum seekers, including Immigration advice and practical support services.**

##### **Service Overview**

Our Refugee and Migrant Project (RAMP) has been supporting migrants, refugees, and asylum seekers in Newham for over three decades. Newham continues to have one of the highest numbers of asylum applications and new migrant arrivals in London. Those with unregulated migration status often face the risk of destitution and are vulnerable to severe secondary consequences, including homelessness, substandard housing, modern slavery, and deteriorating physical and mental health. We offer a comprehensive range of services, encompassing emotional and social support as well as practical and legal guidance. Our approach is to address the root causes of poverty by providing practical crisis assistance, free immigration services, and pathways to community support and integration.

Since obtaining our OISC accreditation in 2021, we have become one of the few organisations in Newham offering free OISC Level-3 immigration advice. The process of regularising immigration status is complex, costly, and challenging, leaving many vulnerable to poverty, exploitation, and abuse. Research indicates that embedding immigration advice within other crisis support services is a more effective strategy for reaching those in need, which is the approach we adopt. Our aim is not only to support individuals in crisis but also to offer complementary wraparound services that foster greater growth and help them progress out of poverty.

The majority of those we work with face issues related to their immigration status, which is often unclear, undocumented, or not yet resolved. These individuals encounter significant difficulties due to a complex and hostile immigration system. Many of our clients initially enter the UK legally but fall out of status due to financial hardship, life circumstances, or lack of access to legal aid. Long waiting lists and insufficient capacity to provide free immigration advice mean that many are pushed to the margins of society, facing deportation and exploitation by unscrupulous landlords and employers.

A large proportion of local migrants struggle with insufficient knowledge of immigration law, poor language skills, and digital exclusion, rendering them unable to self-advocate or access essential support. This situation traps them in a cycle of unemployment, exploitation, poverty, and isolation. Our RAMP project assists people in this predicament, particularly those who are destitute or at risk of destitution. Pronounced poverty including food insecurity is a real challenge for many of these individuals and families, and we expanded our food support offerings in 2023/24 as set out below. Those we support are also often homeless or living in unsuitable accommodation, grappling with serious health issues, and may be suffering from the trauma of trafficking, sexual abuse, or exploitation. People in these situations are often very frightened and unaware of how to navigate or engage with statutory requirements.

In the year leading up to March 2024, we have welcomed new clients from diverse regions including Afghanistan, Albania, Bangladesh, Brazil, Bulgaria, the Caribbean, China, Cameroon, El Salvador, Eritrea, Germany, Ghana, Guinea, India, Iran, Iraq, Italy, Jamaica, Kenya, Kosovo, Liberia, Libya, Lithuanian, Mauritius, Uganda, Nigeria, Pakistan, Portugal, Romania, Sierra Leone, Somalia, Sri Lanka, Sudan, Syria, Trinidad and Tobago, Ukraine, Norway, Congo, Senegal, Côte d'Ivoire, and Zimbabwe.

##### **Outcomes and impact:**

Food insecurity support - Given the continued rife food insecurity driven by the national cost of living crisis and on-going poverty challenges, we continued our foodbank provision twice weekly to cope

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with increased demand. Through the course of the year we have continued to see a large number of referrals to our foodbank from the Newham Food Alliance. Following a detailed assessment these individuals are then able to access our foodbank service on a regular basis and are also sign-posted externally to services such as benefits advice and family navigators to support additional needs.

Our RAMP project supported a total of 1,344 unique individuals (1535 in 2022/23) over the course of the year. Our foodbank service continued to act as a main gateway service and triage point for individuals seeking additional and holistic support. Over the course of the year, the foodbank service saw a total of 8,440 attendances (10,330 in 2022/23 10,330) and gave out over 17,500 food parcels to families facing destitution. The food bank service relies heavily on volunteers and in 2023/24 a total of 18 fantastic volunteers gave their time to volunteer as either food handlers or assessors. We also benefitted tremendously from a partnership with Anglia & Ruskin University who placed 2 student social workers with us to assist with assessments and casework to support the project. We have continued to benefit from the incredible support of the Newham Food Alliance and the Felix Project who both deliver surplus food to the project on a weekly basis. We are also very grateful to the Green Street branch of the Nationwide Building Society for financial support and food donations. Greggs of Wanstead have also been important regular donors to our foodbank, for which we are very grateful.

Warm meals offer – we continued to provide a weekly hot meals service to individuals in need as part of a borough-wide “Warm Centres” initiative, thanks in part to funding from Newham Council. Our target audience were individuals or families with no access to cooking facilities due to their living situation and also people finding it difficult to meet the cost of cooking at home due to the cost-of-living crisis. Meals were initially sourced externally but are now being cooked in-house with the assistance of volunteers. Thanks to funding from the National Lottery and The Society of the Sacred Heart, we were able to carry out an expansion of our kitchen in March 2024, which has enabled us to cater more effectively for the warm meals service, as well as expanding opportunities for community cooking classes. For the year 2023/24 this service benefitted 173 individuals and provided 1,573 hot meals.



***Our newly expanded and refurbished kitchen***



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Support from RAMP partners - During the year we also continued to receive fantastic support for the RAMP Project from Beaconsfield Church who gave both financial and practical support for the project, including a significant donation of toys at Christmas and fully funding a trip to Odds Farm for RAMP families. Our special thanks to Bill Edwards for his incredible support of our work over the years and also to Lucy Jamieson the new Vicar of Beaconsfield Church who has continued to strengthen the partnership between our two organisations.



***Foodbank and Warm Meals staff & volunteers***

***Foodbank in session***

Welfare grants – kindly funded by the South West Ham Foundation, we continued to offer small individual and household grants for people affected by poverty. The main purpose of the grants was to provide funding for essential household equipment items such as cookers and fridges etc. In 2023/24 a total of 58 individuals benefitted from support grants. We were also a distribution centre for the government Household Support Fund which was set up to alleviate hardship and support those most in need and affected by the significant rise in cost of living and suffering financial hardship. We distributed vouchers to 166 individuals to the total value of £5,000.

Immigration advice - We maintained our Office of the Immigration Services Commissioner (OISC) regulated organisation status for 2023/24, and our full-time immigration advisor Sylwia Szymczyk (OISC level 3) supported a total of 83 individuals with their immigration status. Over the course of the year 175 representations were made on issues including leave to remain, asylum applications, fee waivers, further representations / submissions, ARC cards, biometric cards, documents submissions, expert evidence and more. This service continued to be significantly over-subscribed and the staffing capacity for the project has been inadequate to meet the significant demand. We continued to work in partnership with and signpost to other legal advice organisations including RAMFEL and Praxis.

In addition to delivering vital casework, our immigration advisor Sylwia Szymczyk continued to develop a number of important partnerships with other organisations, including the University of East London where Sylwia continued to work with the University's Law Centre to provide volunteering and mentoring opportunities for law students interested in immigration law and practice. Through the course of 2023/24 we have become involved in a new strategic partnership brought together by our local MP Stephen Timms, called the Newham Legal Advice and Social Justice Collaborative. In the field of legal advice in Newham, the group aims to create a more cohesive and effective legal advice sector by fostering stronger partnerships, conducting needs assessments, and supporting the development

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of accessible services. Its objectives include enhancing sustainability, community engagement, and ensuring long-term impact through coordinated efforts and shared resources.



*Sylwia at an immigration advice session in the UEL Legal Advice Centre*

**Bridging support** – Much of our support is directed towards asylum seekers and refugees. We found however that even when individuals are able to regularise their immigration status, they continue to need bridging support with practical issues to prevent them from falling into destitution. The project therefore continues to provide this support for a further 3 months following securing status, including food bank support, general advice on entitlements, housing advice and referral to a specialist housing service if required through Community Links or other suitable partner organisations.

#### **Progress against objective 4 - Provision of opportunities that bring people together, reduce Isolation and build stronger communities.**

##### **Service Overview**

Newham is an area of high population churn (around 20% each year), with these frequent relocations, cultural, religious and language barriers hindering the development of social capital and stable peer support networks. This in turn exacerbates issues of isolation and poverty. We have therefore prioritised creating more opportunities for people of different ages and backgrounds to regularly connect with each other in order to receive support, improve community cohesion, resilience and quality of life for local residents. Central to our approach in 2023/24 has been the growth of our community hub provision alongside the foodbank in order to provide additional, welcoming and more holistic support to the community, including free refreshments, general advice / support / signposting and access to digital services including WIFI and a digital hub.

Volunteering also continued to be an increasingly important and growing aspect of our offer to the community, with the benefits of skill development and reduced isolation as well as increased capacity for the work of the charity.

In addition to providing a range of services which bring people together, we also hire out our community facilities at 395 High Street North to a range of community groups to deliver activities of community benefit directly.

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#### Outcomes and impact

##### Volunteering

Throughout 2023/24 we continued to rely on the vital support of our many volunteers. Over the course of the year an impressive 301 volunteers supported the work of the Renewal Programme, for which we are hugely grateful. Together they amassed 6,278 attendances over the course of the financial year. All our volunteers receive a clear role description, induction programme, general volunteer training (including basic safeguarding, health and safety, confidentiality and boundaries management training) as well as role-specific training to ensure they are confident in their role. One example of the amazing work done by our volunteers was in our new Manor Park Oasis site, where they took part in carpentry workshops and helped to build raised beds out of recycled pallets for our new community space. This financial year we also engaged with many more corporate volunteers to help with practical tasks like painting, cleaning and general DIY at our facilities and the new Manor Park Oasis meanwhile space – see below.



Janet Thomas Monite, 56, has been actively involved with the Renewal Programme since 2021, showing remarkable resilience despite challenges with her mental health. Her journey with us began with support from our RAMP and Immigration Services, where she received the life-changing news that she had been granted leave to remain in the UK.

"Sylwia helped me with my status, God bless her. Without Sylwia and the Renewal Programme, I don't think I would be where I am today. God bless all the staff that stood by me, and helped me, and pushed me forward, because they truly advised me and cared, and now I can be myself."

Janet has engaged with many of our services, including our Food Bank, free ESOL classes, IT courses, and Employment Skills Workshops. Her dedication to improving her English and job skills led to her first job offer. Janet also benefited from our Stay Warm in Newham project, where she learned energy-saving tips, received a £50 energy grant, and attended cooking classes.

Today, Janet is a committed Energy Champion Volunteer and recently secured a part-time job as a cleaner at a mainstream school. Despite her new role, she remains dedicated to giving back to the community, demonstrating how our services have empowered her to create a brighter future.

##### Manor Park Oasis meanwhile use site

On June 1st, 2023, the Renewal Programme secured a short-term meanwhile use lease for a 600m<sup>2</sup> vacant site adjacent to our main building at 395 High Street North in Manor Park. The vision for "Manor Park Oasis" is to create an accessible high street community pop-up space that promotes social interaction and community cohesion, enhancing the physical and mental well-being of Newham residents. Following extensive community consultation to identify local needs, we have transformed the disused and boarded-up site into a community-focused space offering creative arts, gardening, physical activities, games, and community events. Funding from "People Powered Places" has enabled us to hire a part-time project coordinator to help activate the site, with a regular activity program now in place. Although earmarked for future development, the site is proving to be a popular and valuable,



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albeit temporary addition to our activities. We are incredibly grateful to employees of Saxo Markets UK who helped to clear and ready the site for community use and also made a generous financial contribution to our wider work.



***Before and after views of the once derelict site, with new developments continuing***

Through the course of 2023/24 we held 2 open days and two community celebration events on the site, collectively attracting over 700 local residents to join in celebrations, information sharing and ideas generation, as can be seen from the photographs below.



***Community events at Manor Park Oasis***

#### **Newham against food waste**

In May 2023 the Renewal Programme successfully launched the "Newham United Against Food Waste" initiative, thanks to funding from the ScottishPower Foundation. This innovative new project works to tackle food insecurity in Newham by providing culturally familiar food to residents and reducing food waste. A Food-Waste Reduction Coordinator was hired to partner with local businesses to collect surplus food, which is then redistributed to local foodbanks using low-emission cargo bikes, promoting both community wellbeing and environmental sustainability. Operated by specially trained volunteers, the bikes were also used to collect and redistribute cooked meals. So far we have collected 2.15 tons of food waste destined for landfill and calculated carbon emissions savings of 184.7kg.

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***Our new cargo bikes powering the “Newham against food waste” project***

**Stay Warm in Newham Project**

In January 2023, we launched the 'Stay Warm in Newham' project in partnership with the Cadent Foundation and Groundwork London. This crucial initiative aims to tackle fuel poverty in Newham, providing targeted support for vulnerable and marginalised communities. The project offers a variety of support activities, including access to warm spaces three times a week, specialist advice on saving fuel costs, and guidance from trained community volunteers. We also provide small crisis grants to those facing severe financial hardships and run awareness campaigns to ensure that as many people as possible know about the available support. Thanks to the funding from the Cadent Foundation, the project has introduced several impactful initiatives, such as "Energy Champions" training for peer-focused community support, volunteer-led cooking classes promoting energy-saving methods, and energy-related hardship grants to assist the most vulnerable residents. Groundwork London also provides expert advice on energy management, enhancing our ability to support struggling households. In 2023/24, Stay Warm in Newham has made a tangible difference, delivering essential support to thousands of Newham residents during these challenging times and ensuring our community stays warm and safe. The table below summarises the impact of the project in 2023/24:

No. of warm bank sessions	No. of referrals made to Groundworks Green Doctors	No. of residents given energy advice in house	No. of outreach events	No. of energy saving cooking classes	No. of residents received one off energy grant of £50
124	64	484	9	4	47

**Community Charged Energy Champions Project**

Delivered in conjunction with our Stay Warm in Newham Project, the Community Charged Energy Champions Project is a partnership with Groundwork London and Skills Enterprise, and aims to support vulnerable households in Newham affected by fuel poverty. Through the project, trained Community Charged Energy Champions (CCECs) provide tailored energy-saving advice, helping residents



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understand their energy bills, and connect them to available support services and grants. This project has focussed on vulnerable populations not fully reached by existing community energy projects – for example households living on low incomes, households in the private rented sector, households with dependent children, households with people living with disabilities, and minority ethnic households). There is a broad geographical reach and a stronger emphasis on outreach to other areas of the borough through this project, where we have provided:

- Energy support and advice to 200 households, with comprehensive monitoring forms completed for all interactions.
- Outreach in community settings including local schools (e.g., Grange Primary, Portway Primary, Newham College), ESOL classes, and young carers programmes, effectively reaching parents and vulnerable groups.
- Intensive support to 13 households who were referred to Groundwork's Green Doctors for further support.

The project continues to build on its success, engaging directly with the community to address fuel poverty and empower residents to manage their energy needs more effectively.



***Groundwork's Green Doctors beginning a training session for our Community Charged Energy Champions in October 2023***

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**Progress against objective 5 - Provision of high-quality youth services for Newham young people, supporting them to develop increased confidence, learning and skills.**

#### **Service Overview**

Our Youth Services help young people learn about themselves, others and society through informal education and a wide range of activities. Our work helps to prepare them for life in today's world, diverts them from crime and anti-social behaviour and is also great fun. Through a wide range of activities such as sports, discussion groups, cooking and growing food, fashion, and IT, our young people learn about respect for themselves and others, self-sufficiency and how to achieve their ambitions. The Renewal Programme's Youth Services are purely community-based, often taking part in our main office space as well as various locations around the borough including community centres, libraries and schools. Through our seasonal programmes, we strive to transform and empower young people living in the borough to support them in being better equipped for their future.

In May 2023 we launched a new project aimed specifically at supporting young carers. As part of the "Newham Carers Connect" consortium led by Age UK East London, our young carers service is dedicated to supporting young carers within the borough, helping them manage the challenges of balancing their caring responsibilities with personal development and well-being. Our service provides tailored emotional, practical, and educational support, ensuring young carers have access to 1 to 1 support (via specialists in the local authority), respite breaks, trips and peer support groups. By working closely with partners, we proactively identify young carers and deliver holistic interventions that promote their resilience, safeguard their well-being, and empower them to achieve their full potential, both in school and beyond.

#### **Outcomes and impact**

Open Access Youth Sessions - In collaboration with Bonny Downs Community Association (BDCA), we continued delivery of our "Empower Youth" project, a popular and inclusive youth program for Newham's East Ham area. The varied and popular programme of activities was co-produced with young people and the regular sessions delivered comprise of extra tuition/homework support, debating and discussion groups, sports activities, arts & crafts, games, consoles and volunteering the community. During term time, activities were delivered 6 days per week. Many of the young people attending these sessions would otherwise be on the streets on evenings and weekends, often citing difficult relationships at home or unsatisfactory housing conditions as the reason for staying out. In the year to 31 March 2024, 131 young people from a very wide range of ethnic and cultural backgrounds had participated in activities delivered directly by the Renewal Programme, with a total of 1806 attendances at these sessions.

Young Carers service – This project is funded by Newham Council, with our Newham Carers Connect consortium winning the contract to deliver support services to young carers borough wide. Through the course of the year we recruited a new team and set in place a regular activity programme including weekly drop-ins, workshops, training courses and holiday activities and trips for young carers. Over the course of 2023/24 the service benefitted 92 young carers and delivered 54 activity sessions.

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*Young carers on a paintballing trip in October 2023*

#### **KB's Journey of Growth and Empowerment: A Case Study**



KB, a 15-year-old girl, began attending our general youth sessions in 2022. Initially, she was reserved, interacting primarily when addressed directly, and her participation in group activities was limited due to her lack of confidence. KB expressed feelings of low motivation, self-esteem, and confidence. Recognizing her role in assisting her mother with the care of her younger autistic brother, KB was identified as a young carer. With consistent encouragement and support from our staff, KB gradually began engaging in group work activities and setting personal goals, which she continues to pursue actively. While she acknowledges the ongoing work required in "emotion control," KB has made significant strides in managing her anger. Our staff remain committed to working with KB to further enhance her self-esteem and confidence while

helping her establish long-term goals. KB's progress is closely intertwined with the positive trust she has cultivated with our youth workers. Our youth staff maintain regular communication with her mother and have developed a strong relationship with her entire family. KB recently completed a First Aid course alongside other young carers, stating that it has boosted her confidence in handling medical situations. She has also embraced a role as a youth volunteer and, in May 2023, received a Jack Petchey award for her consistent attendance at sessions and her ability to support and guide younger children.

***In KB's own words: "I did a First Aid course last summer, and I feel more confident now when dealing with medical situations. The youth workers are very kind and have helped me a lot."***

This case study illustrates the transformative impact of our youth program on KB's life, showcasing her journey from a shy and reserved young girl to a confident, empowered young woman actively contributing to her community. It highlights the importance of building trust, providing support, and recognizing the unique challenges faced by young carers.

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School holiday activities and trips - Thanks to funding from the Healthy Activities and Food government funded scheme and East End Community Foundation grant funding, we were able to deliver a full programme of free to access activities in the Easter, summer and Christmas holidays of 2023/24. We worked closely with Kensington Primary School in hosting summer activity programmes. The activities delivered benefitted young people aged 5 - 19 years old and consisted of a diverse range of physical, sports-based, social, practical and creative activities and workshops. Over the course of the year our holiday activity programs benefitted 501 unique participants, with 3,260 attendances across the year. We were also able to provide temporary employment for 14 members of staff to help support the activities. As part of the school holiday activities, we also took young people on a range of exciting trips and outings, including for example to Youth Snow Camp, a project that offers skiing and snowboarding opportunities for young people.

After-School Tuition - funded by the Jack Petchey Foundation, we continued our project to provide free after-school tutoring for students needing additional academic support. Spanning subjects including maths and science (for ages 15-16) and basic literacy and numeracy (for ages 10-11), this project also incorporated online personalized tutoring in mathematics for those nearing their GCSE exams. This project benefitted 26 young people during 2023/24.

### **RISK MANAGEMENT**

Our approach to risk management prioritises building an organizational culture that maximizes our ability to achieve strategic objectives while effectively managing risks. On September 29th, 2023, a trustees' away day was held, attended by 10 trustees and the senior management team. The main focus of the day was to begin planning for the new strategic plan in 2024. During this session, trustees also discussed key risks facing the charity and collaborated with the senior management team to ensure appropriate controls are in place, providing reasonable assurance against each identified risk. The charity's principal risks are outlined in our risk register. At the start of the year, the primary risk was the impending expiry of the lease at 395 High Street North. This has since been resolved with the offer of a new lease from the United Reformed Church (URC), mitigating this critical risk. Other key risks effectively managed by the charity include:

- Ongoing financial sustainability
- Maintaining and improving quality of service delivery
- Staff recruitment, retention, wellbeing and morale
- IT failure, data loss, downtime, or cyberattacks

A detailed risk register is in place and is reviewed regularly at both operational and strategic levels to manage ongoing risks. In a recent revision of committee structures, a new Finance & Risk committee meets at least 3 times a year to consider the risk register and manage significant risks. Risk assessments are conducted across all services, and staff receive appropriate training to ensure preparedness in addressing these risks.



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#### **RESERVES POLICY**

The Trustees have set a Reserves Policy as per guidance from Charity Commission to protect the charity against drops in income or allow it to take advantage of new opportunities. The Board aims to hold three to six months' expenditure equivalent to between £400,000 and £800,000 as current assets within unrestricted reserves, in accordance with the charity's Reserves Policy. At the year-end there were unrestricted reserves of £641,621. Reserves are held to meet potential entitlements to



severance pay if required, plus the cost of fulfilling contracts for utilities, rent etc. during the notice period required at the charity's properties. Ensuring there are sufficient funds to cover severance pay is essential due to the risk that contracts could come to an end and not be renewed, plus allowing the time to manage an orderly consultation period and exit for staff. The Board has decided to allocate a designated reserve total of £170,127 to enable the charity to manage future premises related liabilities (£100,000) and service development funds (£70,127) to support new initiatives. In 2024 the charity invested a small portion of its reserves into ethical investment funds to responsibly manage surplus cash and generate modest returns, ensuring alignment with our values and long-term financial sustainability. The remainder of reserve funds are placed in short and medium term deposit accounts and accrue interest which helps to support our charitable objectives.

***Trustees away day 2023***

#### **FINANCIAL REVIEW**

Despite the challenging financial times, we are extremely grateful to all our grant funders and commissioners who have continued to support the work of the charity. Total income in 2024 increased to £2,208,796 from £1,734,817 in 2023. This growth was driven by an increase in charitable activities (outlined above), alongside a remodelling of our housing provision, which resulted in an expanded staff team and a more robust and sustainable service model. Combined with enhanced fundraising efforts and a prudent approach to resource management, we are pleased to report an increase in unrestricted funds of £67,450, bringing the total held to £641,621. Overall, total charity funds have increased from £923,469 in 2023 to £1,056,714 in 2024. As outlined, our reserve levels remain in line with our agreed policy and are set to support the charity's ongoing commitments, developmental needs, and any unforeseen challenges.

The trustees continue to closely monitor our financial position, and we remain committed to strategically reinvesting in our services to ensure we can effectively respond to the needs of our community. In the trustees' opinion, the charity has sufficient resources to continue operations for the foreseeable future, although we recognise the need to strengthen and diversify our funding sources to maintain this position.

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#### FUTURE PLANS

A key focus for 2024/25 will be the development of a new strategic plan, a process that is already underway. We have begun planning sessions with staff, volunteers, and board members, and will continue to consult widely to ensure broad input. The new plan is set to be published in late 2024.

Other priorities for the 2024/25 financial year include:

- Continued successful delivery of all our existing projects.
- Finalising the details of our security of tenure at our main premises, following the agreement of heads of terms with the United Reformed Church on a new lease.
- Expanding our support for food insecurity, including potential growth of our warm meals and food club services.
- Ongoing support for Newham residents as they face the long-term effects of the cost of living crisis.
- Completing our application for Trusted Charity Level 1 status, having faced delays due to limited staff capacity.
- Conducting an Eco Audit and developing a new environmentally sustainable action plan to reduce our environmental impact.
- Enhancing co-production efforts by fostering closer collaboration with service users, ensuring services are designed with and by them, rather than solely for them.
- Strengthening our focus on service provision for refugees, asylum seekers, and undocumented migrants, with plans to expand immigration services if feasible.

#### Auditor

Griffin Stone Moscrop & Co was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

Approved by the Board of Management on 27<sup>th</sup> November 2024 and signed on its behalf by



Dave Eldridge  
Chair



Ifeoma Okafor  
Treasurer

## Independent Auditor's Report to the Members of Newham Community Renewal Programme

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### Opinion

We have audited the financial statements of Newham Community Renewal Programme (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to

## **Independent Auditor's Report to the Members of Newham Community Renewal Programme**

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determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee



## Independent Auditor's Report to the Members of Newham Community Renewal Programme

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that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- carrying out substantive checking to support documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the Statement of Financial Activities does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....  
Robert Smith (Senior Statutory Auditor)

**For and on behalf of Griffin Stone Moscrop & Co**  
Chartered Accountants & Statutory Auditor  
21-27 Lamb's Conduit Street  
London, WC1N 3GS

Date: 29/11/2024

**Newham Community Renewal Programme Limited****Statement of Financial Activities** (incorporating an income and expenditure account)**For the year ended 31st March 2024**

	Note	Restricted funds £	Unrestricted funds £	2024 Total £	2023 Total £
<b>Income</b>					
<i>Income from</i>					
Donations and Legacies		-	15,373	<b>15,373</b>	24,244
Other Trading Activities		-	1,000	<b>1,000</b>	548
Interest income		-	11,857	<b>11,857</b>	6,595
<i>Income from charitable activities</i>					
Corporate Services	2	39,500	-	<b>39,500</b>	-
Community Facilities		-	82,765	<b>82,765</b>	80,738
Advice and Support		360,045	18,654	<b>378,699</b>	261,658
Volunteering		-	-	-	58,784
High Street North		10,000	-	<b>10,000</b>	-
RP Housing		2,750	1,173,055	<b>1,175,805</b>	890,799
RP Youth Services		51,629	133,185	<b>184,814</b>	162,294
RP Training and Education		64,899	244,084	<b>308,983</b>	249,157
<b>Total Income</b>		<b>528,823</b>	<b>1,679,973</b>	<b>2,208,796</b>	<b>1,734,817</b>
<b>Expenditure</b>					
<i>Expenditure on raising funds</i>					
		-	-	-	590
<i>Expenditure on charitable activities</i>					
Core Cost Funding		25,437	-	<b>25,437</b>	31,816
Community Facilities		-	220,896	<b>220,896</b>	168,527
Newham Carers' Network		-	-	-	31,302
Advice and Support		374,142	3,222	<b>377,364</b>	212,716
Volunteering		10,000	25,437	<b>35,437</b>	64,679
High Street North		1,070	24,454	<b>25,524</b>	-
RP Housing		2,750	991,614	<b>994,364</b>	814,850
RP Youth Services		39,936	134,051	<b>173,987</b>	184,722
RP Training and Education		53,248	169,294	<b>222,542</b>	191,398
<b>Total expenditure</b>	3	<b>506,583</b>	<b>1,568,968</b>	<b>2,075,551</b>	<b>1,700,600</b>
Net movement in funds		22,240	111,005	<b>133,245</b>	34,217
Funds at 1 April 2023		179,171	744,298	<b>923,469</b>	889,252
<b>Funds at 31 March 2024</b>	13	<b>201,411</b>	<b>855,303</b>	<b>1,056,714</b>	<b>923,469</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

**Newham Community Renewal Programme Limited**


**Balance sheet**

**Company no. 01327924**

**As at 31st March 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible fixed assets	9	59,915	7,306
Investments	10	30,251	-
		<u>90,166</u>	<u>7,306</u>
<b>Current assets</b>			
Debtors	11	510,387	185,399
Short-term deposit		500,000	369,189
Cash at bank and in hand		456,741	525,759
		<u>1,467,128</u>	<u>1,080,347</u>
<b>Creditors: amounts due within one year</b>	12	<u>(500,580)</u>	<u>(164,184)</u>
<b>Net current assets</b>		<u>966,548</u>	<u>916,163</u>
<b>Net assets</b>		<u>1,056,714</u>	<u>923,469</u>
<b>Funds</b>			
Restricted funds			
Revenue		201,411	179,171
Designated Funds			
Property Reserve		100,000	100,000
Services Reserve		70,127	70,127
Fixed Assets		43,555	-
Unrestricted funds			
General		641,621	574,171
<b>Total funds</b>	13,14	<u>1,056,714</u>	<u>923,469</u>

Approved by the Board of Management on *27th November* 2024 and signed on its behalf by

  
 Dave Eldridge  
 Chair

**Newham Community Renewal Programme Limited**

**Statement of Cashflows**

**For the year ended 31st March 2024**

	<b>2024</b>		<b>2023</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities:</b>				
Net income/(expenditure) for the year	<b>133,245</b>		34,217	
Adjustments for:				
Depreciation charges	<b>6,888</b>		4,245	
Interest from short term deposit	<b>(10,040)</b>		(6,014)	
Increase in debtors	<b>(324,988)</b>		(116,120)	
Increase in creditors	<b>336,396</b>		(52,162)	
Transfer to new short-term deposit (Flagstone)	<b>(120,771)</b>		-	
Transfer to CCLA Investment	<b>(30,251)</b>		-	
	<hr/>		<hr/>	
<b>Net cash provided by (used in) operating activities</b>		<b>(9,521)</b>		<b>(135,834)</b>
<b>Cash flows from Investing activities:</b>				
Purchase of tangible fixed assets	<b>(59,497)</b>		-	
	<hr/>		<hr/>	
<b>Net cash provided by (used in) investing activities</b>		<b>(59,497)</b>		<b>-</b>
Change in cash and cash equivalents in the year		<hr/> <b>(69,018)</b>		<hr/> <b>(135,834)</b>
Cash and cash equivalents at the beginning of the year		<b>525,759</b>		<b>661,593</b>
Cash and cash equivalents at the end of the year		<hr/> <b>456,741</b> <hr/>		<hr/> <b>525,759</b> <hr/>

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

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**1 Accounting policies**

**a) Statutory Information**

Newham Community Renewal Programme Limited is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address and principal place of business is 395 High Street North, Manor Park, London E12 6PG.

**b) Convention**

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the Charity's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing its financial statements.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

**c) Donations and Legacies**

Donations, legacies and gifts are included in full in the statement of financial activities when receivable. Volunteer time is not included in the financial statements.

**d) Grants and Commissioned Services Income recognition**

Income from grants and commissioned services is recognised in full in the statement of financial activities in the year in which the income is receivable.

**e) Rental Income recognition**

Rental income is included in full in the statement of financial activities when receivable. Contractual and fee income is recognised in the financial statements to the extent that entitlement had been earned at the year end through performance of the contract.

**f) Deferred Income**

Where unconditional entitlement to income receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

**g) Grants for the purchase of fixed assets**

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**1 Accounting policies (continued)**

**h) Expenditure**

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Support costs include the salary and overhead costs not directly related to the charitable activity and Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities. Support costs and Governance costs are allocated to the charitable activities in proportion to direct staff costs as follows:

	2024
RP Training and Education	17.70%
Community Facilities	7.60%
Advice and Support	19.20%
RP Housing	41.20%
RP Youth Services	11.40%
Volunteering	2.90%
	<u>100.00%</u>

Expenditure on raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

**i) Depreciation**

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture, fixtures and fittings	20% straight line
Office equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

**j) Restricted funds**

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

**k) Unrestricted funds**

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

**l) Reserve transfers**

Transfers from general to restricted funds are made to cover funding shortfalls on restricted activities.

**m) Leased assets**

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities on a straight line basis over the length of the lease.

**n) Pension scheme**

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

**o) Donated goods**

Donated goods represent assets donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Donated goods are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

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**1. Accounting policies (continued)**

**p) Financial Instruments**

Financial assets such as cash and debtors are measured at their present value of the amounts receivable, less an allowance for the expected level of doubtful receivables. Financial liabilities such as trade creditors, loans and finance leases are measured at the present value of the obligation. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**q) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**r) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

**s) Short term deposits**

Short term deposits includes cash balances that are invested in accounts with a maturity date of between 3 and 12 months.

**t) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Ne

Notes to the financial statements

For the year ended 31st March 2024

2a Income from charitable activities – Current Year

Restricted Income

	Corporate Services £	Advice and Support £	High Street North £	RP Housing £	RP Youth Services £	RP Training and Education £	2024 £
Cadent Foundation	-	40,190	-	-	-	-	40,190
City Bridge	37,500	-	-	-	-	-	37,500
End End Community Foundation	-	1,000	-	-	-	-	1,000
Ukraine Refugees Support Fund	-	3,000	-	-	-	-	3,000
East End Community Fund	-	-	-	-	9,659	-	9,659
Westfield (Foundation for Future)	-	-	-	-	-	12,899	12,899
Groundwork London	-	-	-	-	-	12,000	12,000
UCL & UEL	-	-	-	-	198	-	198
Jack Petchy	-	-	-	-	900	-	900
LBN – Community Energy Support Programme	-	42,935	-	-	-	-	42,935
LBN – Men's Wellbeing	-	7,491	-	-	-	-	7,491
Newham London (People Powered Places)	-	-	10,000	-	-	-	10,000
LBN Warm Haven	-	15,525	-	-	-	-	15,525
National Lottery	-	67,642	-	-	-	-	67,642
Mercers Charitable Foundation – Community Hub	-	30,000	-	-	-	-	30,000
Mercers Charitable Foundation – Welfare	-	4,800	-	-	-	-	4,800
Nature Save	-	4,085	-	-	-	-	4,085
Scottish Power	-	69,403	-	-	-	-	69,403
Screwfix Foundation	-	-	-	2,750	-	-	2,750
Skipton Charitable Foundation	-	3,000	-	-	-	-	3,000
Society of Sacred Heart Church	-	7,000	-	-	-	-	7,000
South West Ham Child Fund	-	5,900	-	-	-	-	5,900
Trust for London	-	58,074	-	-	-	-	58,074
Vanguard	-	-	-	-	-	40,000	40,000
Young Carers Project – AGE UK & Sub Co Trust Partnership	-	-	-	-	40,872	-	40,872
Yorkshire Building Society Foundation	2,000	-	-	-	-	-	2,000
<b>Total restricted income</b>	<b>39,500</b>	<b>360,045</b>	<b>10,000</b>	<b>2,750</b>	<b>51,629</b>	<b>64,899</b>	<b>528,823</b>

2b Income from charitable activities – Prior Year

Restricted Income

	Volunteering £	Advice and Support £	RP Housing £	Core Cost Funding £	RP Youth Services £	RP Training and Education £	2023 £
Cadent	-	30,541	-	-	-	-	30,541
Charles French	-	-	-	-	-	3,873	3,873
East End Community Fund	-	-	-	-	13,061	-	13,061
GLA Immigration	-	7,424	-	-	-	-	7,424
Groundwork	-	10,069	-	-	-	365	10,434
Jack Petchey	-	-	-	-	7,400	-	7,400
London Borough of Newham	-	9,900	-	-	-	-	9,900
London Catalyst	-	1,520	-	-	-	-	1,520
Nationwide	10,000	-	-	-	-	-	10,000
Society of Sacred Heart Church	-	6,000	-	-	-	-	6,000
Society of the Holy Child Jesus	-	15,000	-	-	-	-	15,000
South West Ham Child Welfare Society	-	4,700	-	-	-	-	4,700
Trussell Trust	-	30,000	-	-	-	-	30,000
Trust for London	-	50,742	-	-	-	-	50,742
<b>Total restricted income</b>	<b>10,000</b>	<b>165,896</b>	<b>-</b>	<b>-</b>	<b>20,461</b>	<b>4,238</b>	<b>200,595</b>



Newham Community Renewal Programme Limited

Notes to the financial statements

For the year ended 31st March 2024

2 Income from charitable activities (continued)

Unrestricted income

	Community Facilities £	Advice and Support £	Volunteering £	High Street North £	RP Housing £	RP Youth Services £	RP Training and Education £	2024 £	2023 £
London Borough of Newham	-	-	-	-	156,031	133,185	243,574	532,790	656,532
Fee Income & Other Income	82,635	3,420	-	-	1,017,024	-	240	1,103,319	811,388
Donations - Individuals and organisations	130	15,234	-	-	-	-	270	15,634	30,342
Other - Including bad debt write back	-	-	-	-	-	-	-	-	4,573
<b>Total unrestricted income from charitable activities</b>	<b>82,765</b>	<b>18,654</b>	<b>-</b>	<b>-</b>	<b>1,173,055</b>	<b>133,185</b>	<b>244,084</b>	<b>1,651,743</b>	<b>1,502,835</b>
Voluntary Income	-	-	-	-	-	-	15,373	15,373	24,244
Fee income	-	-	-	-	-	-	1,000	1,000	548
Interest income from short term deposit	-	-	-	-	-	-	10,040	10,040	6,014
Interest income other	-	-	-	-	-	-	1,817	1,817	581
<b>Total unrestricted income from raising funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28,230</b>	<b>28,230</b>	<b>31,387</b>
<b>Total unrestricted income</b>	<b>82,765</b>	<b>18,654</b>	<b>-</b>	<b>-</b>	<b>1,173,055</b>	<b>133,185</b>	<b>1,680,013</b>	<b>1,679,973</b>	<b>1,534,222</b>

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**Notes to the financial statements**

**For the year ended 31st March 2024**

**3a Total Expenditure – Current Year**

	Support Services £	Community Facilities £	Newham Carers' Network £	Advice and Support £	Volunteering £	High Street North £	RP Housing £	RP Youth Services £	RP Training and Education £	Cost of Raising funds £	Core Cost Funding £	2024 £
Staff costs (note 4)	233,976	69,552	-	180,402	26,726	223	382,600	105,126	161,989	-	25,437	1,106,031
<b>Project costs</b>												
Activities & other	305	1,289	-	47,496	63	3,532	268,600	32,168	3,318	-	-	356,771
Consultancy & outsource costs	19,484	-	-	28,039	-	1,303	43,273	-	-	-	-	92,099
Bad debt expense	-	-	-	-	-	-	36,947	-	-	-	-	36,947
Publicity & subscriptions	1,585	-	-	583	-	1,042	-	1,861	1,910	-	-	6,981
<b>Overheads</b>												
Office costs	23,064	823	-	14,811	35	5,516	6,148	977	2,624	-	-	53,998
Premises cost	7,477	125,372	-	46,809	-	13,908	134,560	15	195	-	-	328,336
Depreciation	3,463	1,263	-	2,162	-	-	-	-	-	-	-	6,888
Audit fees	7,500	-	-	-	-	-	-	-	-	-	-	7,500
	296,854	198,299	-	320,302	26,824	25,524	872,128	140,147	170,036	-	25,437	2,075,551
Allocation*	(296,854)	22,597	-	57,062	8,613	-	122,236	33,840	52,506	-	-	-
<b>Expenditure</b>	-	<b>220,896</b>	-	<b>377,364</b>	<b>35,437</b>	<b>25,524</b>	<b>994,364</b>	<b>173,987</b>	<b>222,542</b>	-	<b>25,437</b>	<b>2,075,551</b>

\*Costs have been apportioned based on staff costs for each service area.

**3b Total Expenditure – Prior Year**

	Support services £	Community Facilities (395) £	Newham Carers' Network £	Advice and Support £	Volunteering £	High Street North £	Housing Services £	Youth Services £	Training and Education £	Cost of Raising funds £	Core Cost Funding £	2023 £
Staff costs (note 4)	222,349	56,647	19,091	136,819	46,248	-	338,383	96,643	126,239	-	2,603	1,045,022
<b>Project costs</b>												
Activities & other	12,881	-	1,816	17,515	156	-	228,769	46,251	13,826	-	181	321,395
Consultancy & outsource costs	48,648	-	-	2,960	-	-	18,865	-	-	-	5,450	75,923
Publicity & subscriptions	3,907	4,860	-	345	52	-	383	2,562	1,494	-	-	13,603
<b>Overheads</b>												
Office costs	14,928	310	8	1,589	153	-	7,485	1,477	488	590	22,296	49,324
Premises cost	5,668	84,092	2,921	29	-	-	88,748	30	30	-	270	181,788
Depreciation	3,760	485	-	-	-	-	-	-	-	-	-	4,245
Audit fees	9,300	-	-	-	-	-	-	-	-	-	-	9,300
	321,441	146,394	23,836	159,257	46,609	-	682,633	146,963	142,077	590	30,800	1,700,600
Allocation*	(321,441)	22,133	7,466	53,459	18,070	-	132,217	37,759	49,321	-	1,016	-
<b>Expenditure</b>	-	<b>168,527</b>	<b>31,302</b>	<b>212,716</b>	<b>64,679</b>	-	<b>814,850</b>	<b>184,722</b>	<b>191,398</b>	<b>590</b>	<b>31,816</b>	<b>1,700,600</b>

\*Costs have been apportioned based on staff costs for each service area.

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**4 Staff costs**

The average number of employees calculated during the year was:

(Staff numbers are included on a headcount basis and do not take into account part time working)

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Training and Education	<b>10</b>	9
Advice and Support	<b>5</b>	6
Housing Services	<b>6</b>	8
Newham Carers' Network	<b>-</b>	1
Youth Services	<b>6</b>	7
Community Facilities	<b>4</b>	4
Volunteering	<b>1</b>	1
Support Services	<b>7</b>	5
	<b>39</b>	41

Staff costs in respect of the above employees were as follows:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Salaries and wages	<b>951,261</b>	859,955
Social security costs	<b>76,971</b>	58,665
Pension contributions	<b>24,969</b>	23,477
Agency & temporary staff costs	<b>98,701</b>	82,552
Recruitment costs	<b>5,752</b>	2,675
Redundancy costs	<b>-</b>	5,275
Staff training and welfare	<b>19,256</b>	5,494
HR Support	<b>5,110</b>	3,928
Volunteer expenses	<b>4,011</b>	3,001
	<b>1,186,031</b>	1,045,022

One employee earned between £70,000 – £80,000 during the year (2023 – one).

The key management personnel of the Charity comprise the Chief Executive, Director of Training and Youth, Director of Support and Empowerment Services and Director of Financial Management and Support. The total employee benefits of the key management personnel of the Charity were £225,501 (2023: £203,486).

**5 Board of Management expenses**

No board members received reimbursement of expenses during the year of £nil (2023: £nil).

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**6 Net Income for the year**

This is stated after charging:

	<b>2024</b>	2023
	<b>£</b>	£
Depreciation	<b>6,888</b>	4,245
Auditors' remuneration (net of VAT)		
– for audit work	<b>7,500</b>	9,300
Operating lease rental:		
– property	<b>44,528</b>	44,528
	<b>44,528</b>	44,528

**7 Pension costs**

The charity operates a defined contribution pension scheme. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity and amounted to £24,969 (2023: £23,477). The charity has no liability other than to pay over contributions. Contributions totalling £3,976 (2023: £3,234) were owed to the scheme at the balance sheet date.

**8 Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**9 Fixed assets**

	Office Equipment & Fixtures and Fittings £	<b>Total £</b>
<b>Cost</b>		
At 1 April 2023	28,087	<b>28,087</b>
Additions in year	59,497	<b>59,497</b>
At 31 March 2024	<b>87,584</b>	<b>87,584</b>
<b>Depreciation</b>		
At 1 April 2023	20,781	<b>20,781</b>
Charge for the year	6,888	<b>6,888</b>
At 31 March 2024	<b>27,669</b>	<b>27,669</b>
<b>Net book value</b>		
At 31 March 2024	<b>59,915</b>	<b>59,915</b>
At 31 March 2023	7,306	7,306

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**10 Investments**

	2024 £	2023 £
Balance at 1 April 2023	-	-
Additions	<b>30,000</b>	-
Gains on revaluation	<b>251</b>	-
Balance as at 31 March 2024	<b>30,251</b>	-

**11 Debtors**

	2024 £	2023 £
Supported housing		
Rent arrears	<b>101,928</b>	66,040
Provision	<b>(63,703)</b>	(29,776)
	<b>38,225</b>	36,264
Trade debtors	<b>152,241</b>	72,604
Prepaid expenses	<b>289,174</b>	29,748
Accrued income	<b>24,199</b>	46,783
Other debtors	<b>600</b>	-
VAT	<b>5,948</b>	-
	<b>510,387</b>	185,399

**12 Creditors: amounts due within 1 year**

	2024 £	2023 £
Trade creditors	<b>387,454</b>	58,783
Accrued expenses	<b>68,485</b>	59,404
Deferred income	<b>14,999</b>	14,999
Taxation and social security	<b>20,348</b>	18,074
VAT	<b>-</b>	4,323
Other creditors	<b>9,294</b>	8,601
	<b>500,580</b>	164,184
Movement in deferred income		
Brought forward	<b>14,999</b>	32,514
Released in year	<b>-</b>	(32,514)
Deferred in year	<b>-</b>	14,999
	<b>14,999</b>	14,999

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**13a Movements in funds (current year)**

	1st April 2023 £	Income £	Expenditure £	Transfer £	31st March 2024 £
<b>Restricted funds</b>					
Corporate Services	-	39,500	(25,437)	-	<b>14,063</b>
Advice and Support	159,353	360,045	(330,587)	(43,555)	<b>145,256</b>
Volunteering	10,000	-	(10,000)	-	-
High Street North	-	10,000	(1,070)	-	<b>8,930</b>
RP Housing	-	2,750	(2,750)	-	-
RP Youth Services	4,076	51,629	(39,936)	-	<b>15,769</b>
RP Training and Education	5,742	64,899	(53,248)	-	<b>17,393</b>
<b>Total restricted funds</b>	<b>179,171</b>	<b>528,823</b>	<b>(463,028)</b>	<b>(43,555)</b>	<b>201,411</b>
<b>Designated funds</b>					
Property Reserve	100,000	-	-	-	<b>100,000</b>
Services Reserve	70,127	-	-	-	<b>70,127</b>
Fixed Assets	-	-	-	43,555	<b>43,555</b>
<b>Total designated funds</b>	<b>170,127</b>	<b>-</b>	<b>-</b>	<b>43,555</b>	<b>213,682</b>
<b>Unrestricted funds</b>					
General funds	574,171	1,679,973	(1,612,523)	-	<b>641,621</b>
<b>Total unrestricted funds</b>	<b>744,298</b>	<b>1,679,973</b>	<b>(1,612,523)</b>	<b>43,555</b>	<b>855,303</b>
<b>Total funds</b>	<b>923,469</b>	<b>2,208,796</b>	<b>(2,075,551)</b>	<b>-</b>	<b>1,056,714</b>

**13b Movements in funds (prior year)**

	1st April 2022 £	Income £	Expenditure £	Transfer	31st March 2023 £
<b>Restricted funds</b>					
RP Training and Education	10,041	4,238	(8,537)	-	5,742
Advice and Support	123,641	165,896	(130,184)	-	159,353
RP Housing	-	-	-	-	-
Newham Carers' Network	31,302	-	(31,302)	-	-
RP Youth Services	18,220	20,461	(34,605)	-	4,076
Core Cost Funding	31,816	-	(31,816)	-	-
Volunteering	5,610	10,000	(5,610)	-	10,000
<b>Total restricted funds</b>	<b>220,630</b>	<b>200,595</b>	<b>(242,054)</b>	<b>-</b>	<b>179,171</b>
<b>Designated funds</b>					
Property Reserve	100,000	-	-	-	100,000
Services Reserve	70,127	-	-	-	70,127
<b>Total designated funds</b>	<b>170,127</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>170,127</b>
<b>Unrestricted funds</b>					
General funds	498,495	1,534,222	(1,458,546)	-	574,171
<b>Total unrestricted funds</b>	<b>668,622</b>	<b>1,534,222</b>	<b>(1,458,546)</b>	<b>-</b>	<b>744,298</b>
<b>Total funds</b>	<b>889,252</b>	<b>1,734,817</b>	<b>(1,700,600)</b>	<b>-</b>	<b>923,469</b>



## Newham Community Renewal Programme Limited

### Notes to the financial statements

#### For the year ended 31st March 2024

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#### 13c Movements In funds (continued)

##### Purposes of Restricted Funds:

###### **Corporate Services**

During the year we secured a grant from City Bridge Foundation to employ a new Director of Operations (part time) and we also received a grant from the Yorkshire Building society for white goods and furniture for our supported housing project.

###### **Advice and Support**

This is a series of funds that provide advocacy and support services to refugees, asylum seekers and migrants. The needs of this client group have increased significantly as a result of covid-19 as many have no recourse to public funds and require additional support for food, clothes, basic household items and specialist advice services. We have been very grateful to receive funding support from a range of organisations including London over the border, South West Ham Child fund, Barclays covid-19 fund, The Felix Project, Fairshare, Newham Council, Aspers Good Causes, Arnold Clarke, Ford Britain Trust, The Order of the Friars Minor, Society of the Holy Child Jesus and the Souter Charitable Trust. These funds have enabled us to expand the frequency and range of crisis and community support services we provide as part of the RAMP project, for example our new digital inclusion hub which runs alongside our expanded foodbank offer. Trust for London have also continued to provide a grant to work jointly with fellow charity RAMFEL to provide free immigration advice to clients whilst also supporting their basic welfare needs. The Society of the Sacred Heart and Beaconsfield team ministry have also continued to provide much needed financial and practical support for the RAMP project, for which we are very grateful.

###### **Volunteering**

Our growing Volunteering Project received funds from the London Borough of Newham as part of the "Connect Newham" consortium. We also received funding from the Mercers Company towards expanding our use of volunteers through the pandemic, particularly supporting the establishment of our Chat Newham project providing telephone befriending for vulnerable and isolated adults in Newham.

###### **High Street North**

This year we secured a grant which enables us to fund part of a project co-ordinator to help activate the Manor Park Oasis site.

###### **Housing**

This year we also secured some small individual welfare grants for some of our hostel tenants to assist them with moving on to new permanent accommodation.

###### **Newham Carers' Network**

The Big Lottery grant focuses on empowering carers' physical and mental health and wellbeing. We will have completed this three year grant funded project in June 2022.

###### **Youth Services**

We are partnering with local charity Bonny Downs Community Association to jointly deliver youth services for the East Ham area, funded by the London Borough of Newham. We have also received funding from the Jack Petchey Foundation to provide tuition, equipment and support for young people in Newham. East End Community Foundation have funded school holiday and social action programmes for young people in Newham. The government funded "Healthy Activities and Food" (HAF) fund has enabled us to expand holiday activities and hot meals for young people in Newham.

###### **Training and Education**

The Mercers grant has enabled us to work in partnership with local charity Rosetta Arts to provide an arts programme aimed at local people aged over 55 who may never have experienced art first hand before. Our City Bridge Trust grant was used to provide informal volunteer-lead classes for older women so that they may learn English and improve their ability to engage with the wider community. We were also able to support a new digital skills class for older people kindly funded by Charles S French Foundation. Funding to provide more support to local people for whom English is not their first language was also received from The Language Shop and Community Links. Groundworks also kindly provided funds to support a new employability project targeting those furthest from the job market.

###### **Core Cost Funding**

We received vital core cost funding support from City Bridge Trust, Barclays covid-19 fund and the National Lottery Community Fund towards additional operational costs through the pandemic.

##### Purposes of Designated Funds:

###### **Property Reserve**

For responding to significant structural change, relocation and development of the housing service.

###### **Services Reserve**

In 2020 the charity secured agreement from the landlord of the hostel we manage to reimburse the charity for costs related to the landlord electric meter at the hostel. The Board of Trustees agreed to set this aside as an investment in supporting charitable activities in accordance with the 2023 Strategic Plan, particularly relating to volunteering services.

###### **Designated Fixed Assets**

Representing the net book value of those assets that were originally funded by restricted funds.

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**14a Analysis of net assets between funds (current year)**

	Restricted revenue funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	–	59,915	<b>59,915</b>
Investments	–	30,251	<b>30,251</b>
Current assets	201,411	1,265,717	<b>1,467,128</b>
Creditors: Amounts falling due within one year	–	(500,580)	<b>(500,580)</b>
Net assets at 31st March 2024	<b>201,411</b>	<b>855,303</b>	<b>1,056,714</b>

**14b Analysis of net assets between funds (prior year)**

	Restricted revenue funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	–	7,306	<b>7,306</b>
Current assets	179,171	901,176	<b>1,080,347</b>
Creditors: Amounts falling due within one year	–	(164,184)	<b>(164,184)</b>
Net assets at 31st March 2023	<b>179,171</b>	<b>744,298</b>	<b>923,469</b>

## Newham Community Renewal Programme Limited

### Notes to the financial statements

#### For the year ended 31st March 2024

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#### 15 Related party transactions

There were three related party transactions in the year to 31st March 2024 (2023: Nil).

Dwayne Callender of KC Traders is the brother of Damian Callender, the Director of Support and Empowerment at the Renewal Programme. During the year a total of two payments were made to KC Traders, totalling £1,738 in relation to building maintenance work carried out at St Georges Avenue.

Deborah Callendar is the aunt of Damian Callendar. During the year, one payment was made to Deborah, totalling £160 in relation to a baking workshop.

The total donations received from trustees in the year was £1,502 (2023: £1,913).

#### 16 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	<b>2024</b>	2023
	<b>£</b>	£
<b>Property</b>		
Less than one year	<b>24,738</b>	59,370
Two to five years	-	24,738
	<b>24,738</b>	84,108
<b>Total</b>	<b>24,738</b>	84,108

**Newham Community Renewal Programme Limited**

**Notes to the financial statements**

**For the year ended 31st March 2024**

**17 Prior Year SOFA**

	Note	Restricted funds £	Unrestricted funds £	2023 Total £
<b>Income</b>				
<i>Income from</i>				
Donations and Legacies		-	24,244	<b>24,244</b>
Other Trading Activities		-	548	<b>548</b>
Interest income		-	6,595	<b>6,595</b>
<i>Income from charitable activities</i>				
RP Training and Education	2	4,238	244,919	<b>249,157</b>
Advice and Support		165,896	95,762	<b>261,658</b>
RP Housing		-	890,799	<b>890,799</b>
RP Youth Services		20,461	141,833	<b>162,294</b>
Community Facilities		-	80,738	<b>80,738</b>
Volunteering		10,000	48,784	<b>58,784</b>
<b>Total Income</b>		<b>200,595</b>	<b>1,534,222</b>	<b>1,734,817</b>
<b>Expenditure</b>				
<i>Expenditure on raising funds</i>				
		-	590	<b>590</b>
<i>Expenditure on charitable activities</i>				
RP Training and Education		8,537	182,861	<b>191,398</b>
Advice and Support		130,184	82,532	<b>212,716</b>
RP Housing		-	814,850	<b>814,850</b>
Newham Carers' Network		31,302	-	<b>31,302</b>
RP Youth Services		34,605	150,117	<b>184,722</b>
Community Facilities		-	168,527	<b>168,527</b>
Corporate Services		31,816	-	<b>31,816</b>
Volunteering		5,610	59,069	<b>64,679</b>
<b>Total expenditure</b>	3	<b>242,054</b>	<b>1,458,546</b>	<b>1,700,600</b>
Net (expenditure)/income		(41,459)	75,676	<b>34,217</b>
Funds at 1 April 2022		220,630	668,622	<b>889,252</b>
<b>Funds at 31 March 2023</b>	12	<b>179,171</b>	<b>744,298</b>	<b>923,469</b>