

RedbridgeCVS Annual General Meeting
27th February 2024
City Gates Conference Centre, Ilford

Please join us from 3.45pm for tea, coffee and refreshments

	Item	Time	Page
1.	Chair's Introduction and Welcome	16:00	-
2.	Apologies for Absence	16:05	-
3.	Minutes of the Last AGM Held on 7th December 2022 <i>Matters arising and adoption of the minutes.</i>	16:10	2
4.	Director's Report and 2022/2023 Accounts	16:15	8
5.	Appointment of Auditors for 2023/2024 <i>Members are asked to approve the appointment of Nordens Limited as the charity's Auditors for 2023-24.</i>	16:25	-
6.	Legal Name Change and Amendment to Articles <i>Members are asked to approve the adoption of Community Action Redbridge as the charity's legal name, and the amendment of the charity's Articles of Association to reflect the new name.</i>	16:30	42
7.	Appointment of Trustees <i>The following trustees have reached the end of their term and will be retiring at the AGM:</i> <ul style="list-style-type: none"> • Valerie Cummins • Catherine Rowan • Keith White <i>Members are asked to consider trustee nominations and approve the appointment of:</i> <ul style="list-style-type: none"> • Maeva Ofranc-Sae • Sheila Mair 	16:40	46
8.	Motions for Resolution or Debate	16:50	-
9.	Any Other Business	16:55	-
10.	Chair's Closing Remarks	17:00	-

After the formal business of the Annual General Meeting, members and guests are invited to join us for the launch of our new brand and website, followed by a buffet dinner and networking from 5pm – 6.30pm.

**Minutes of the RedbridgeCVS Annual General Meeting
Wednesday 7th December 2022
City Gates Conference Centre**

PRESENT	
Group members	<ul style="list-style-type: none"> • Ann Garrard - Disability Redbridge/Ilford Shopmobility (RedbridgeCVS Trustee) • Harsha Popat - Disabled Asian Women's Network (RedbridgeCVS Trustee) • Susanne Rauprich - Citizens Advice Redbridge (RedbridgeCVS Trustee) • Roxana Rais – Muslim Women's Advisory Council • Ghazala Navaid – Muslim Women's Advisory Council • Angela Banner – Redbridge Faith Forum • April Mehmet – Walk it Out • Jon Pushkin - Redbridge Music Lounge • Kate Harrison - One Place East • Callum Alexander – Wanstead Youth Club (RedbridgeCVS Trustee) • Keith White – Mill Grove (RedbridgeCVS Trustee) • Chesing Lee - Redbridge Chinese Development Project • Cherill Hutchinson – Black Woman Kindness Initiative • Leva Alie Junaite – Vision Redbridge Culture and Leisure
Individual members	<ul style="list-style-type: none"> • Valerie Cummins (RedbridgeCVS Chair) • Catherine Rowan (RedbridgeCVS Vice-chair) • John Brindley (RedbridgeCVS Treasurer)
Guests	<ul style="list-style-type: none"> • James Bachmann - London Borough of Redbridge • Randal Smith – London Borough of Redbridge • Mita Desai – Young Trustees Movement • Noel Judge – Redbridge Safer Neighbourhood Board • Tracy Rubery – Redbridge Place-based Partnership • Agnieszka Kubiak
Staff	<ul style="list-style-type: none"> • Tracy Hall-Andrews, Fit for Fun Project Manager • Jenny Ellis, Chief Officer • Dipa Kotecha, Fit For Fun Outreach Worker • Jyoti Tandel, Finance Assistant • Deborah Taylor, Social Prescribing Advisor • Shaweb Ahmed, Funding and Development Officer • Ola Kanu, Training and Development Officer • Emma Byrne, Office and Operations Manager • Karishma Bhatia, Volunteering Officer • Kathleen Moran, Health and Communities Project Manager • Amanda Frances, Head of Health and Wellbeing (VCSE Leadership) • Jane Leighton, Head of Community Development • Nurun Nehar Begum, Volunteer Centre Manager • Jessica Bull, Communications and Engagement Manager

	<ul style="list-style-type: none"> Shaweb Ahmed, Funding and Development Officer
--	---

1. Chair's Introduction and Welcome

Val Cummins, Chair of the Board of Trustees, welcomed everyone to the RedbridgeCVS Annual General Meeting and thanked attendees for joining.

2. Apologies for Absence

Apologies were received from:

- Christine Potts - Ilford and District Diabetes Group
- Raji Kesavan, Finance Manager - RedbridgeCVS
- Naina Thaker, Social Prescribing Coordinator - RedbridgeCVS
- Carly Bond, Head of Health and Wellbeing (Community Programmes) – RedbridgeCVS

3. Minutes of the Last Annual General Meeting Held on Tuesday 8th February 2022

Members **APPROVED** the minutes as a true, fair and accurate representation of the previous Annual General Meeting held on Tuesday 8th February 2022.

4. Annual Report

Jenny introduced herself as the Chief Officer of RedbridgeCVS and extended a warm welcome to colleagues, members and partners. She shared a few reflections on the year, noting that although it had been a year of new challenges, in many ways it had also been a year of hope. As an organisation rooted in community, being able to reconnect with members and partners face to face had been heartening and energising.

Jenny went on to talk about how RedbridgeCVS had also started to see the long-term impact of the pandemic on our members and communities. Members continue to face significant pressures due to increased need and demand for their support. Alongside that, rising costs and the lack of long-term investment in the sector means that the future is uncertain for many local voluntary and community groups. She added that the rising cost of living and worsening inequalities means that those pressures aren't going away any time soon, and a key priority for RedbridgeCVS over the last year had been to support members to build their resilience and regain some stability so that they are able to meet future challenges and rising demand.

Another key priority for RedbridgeCVS had been the disproportionate impact of Covid on young people in Redbridge. She recalled that at last year's AGM the Young Advisors Team had talked about their work on a co-designed youth social prescribing model for Redbridge. Jenny emphasised the importance of vibrant and thriving voluntary, community and social enterprise sector (VCSE), because social prescribing can't work effectively if there aren't enough services to refer into. One of the team's priorities for this year had been to better understand the state of the youth sector in Redbridge – an area we know is particularly under-resourced and under increasing pressure.

Jenny talked about how RedbridgeCVS had teamed up with London Youth to pilot a small grants scheme for local youth organisations. The pilot was backed by the City Bridge Trust who invested £50k towards VCSE-led initiatives for local young people. The aim of the pilot was to better understand the barriers faced by local youth organisations in accessing funding, and to make the case to London-based funders for greater investment in the local youth sector.

Finally, Jenny talked about recent changes in the NHS and the introduction of integrated care systems. She highlighted that RedbridgeCVS has been working closely with other local infrastructure organisations and wider sector partners across North East London to ensure that the VCSE is able to play meaningful and influential role in system leadership and governance. Jenny then handed over to Amanda Frances to share more about this important and developing area of work.

Health and Wellbeing Team

Amanda Frances greeted attendees and introduced herself as the Head of Health and Wellbeing having joined RedbridgeCVS in May, initially as maternity cover for Carly Bond who she now job shares with.

Amanda gave an overview of integrated care systems (ICSs). 42 integrated care systems became statutory bodies in July 2022, replacing clinical commissioning groups (CCGs) across England. ICSs are partnerships that bring together NHS organisations, local authorities and the VCSE to improve health and care outcomes. ICSs have the potential to support radical new ways of working and an enhanced role for the VCSE in system leadership. Redbridge is part of North East London ICS which also covers City and Hackney, Tower Hamlets, Newham, Barking and Dagenham, Havering and Waltham Forest.

RedbridgeCVS has been working in partnership with other local infrastructure organisations and the VCSE across North East London to build a 'VCSE Alliance' which will enable the sector to share its expertise and play a meaningful and influential role within the integrated care system. Work to date has included a rapid review of existing networks and structures in each borough that underpin and can be built on to support the development of the alliance. It has also involved working with partners and the wider sector to develop a shared vision, values and purpose, and principles of joint working.

Integrated care systems also bring with them an increased focus on prevention, addressing the wider determinants of health and tackling health inequalities. The VCSE will be key to this due to its close relationships with communities and its role in tackling the underlying causes of poor health, including issues such as employment and skills, poverty and deprivation, social connections and housing.

There was a question from the membership regarding previous NHS restructures and how ICSs will work differently to previous bodies. The VCSE has seen several NHS transformation programmes over the years including the restructure from PCTs to CCGs, and now CCGs to ICSs, but in practice these have rarely brought with them a major shift in ways of working with the sector. Amanda expressed optimism and shared that although transformational change takes time, we are already seeing a real commitment and openness to new ways of working, and some great examples of how it could work in practice from other more established systems across the country. Val, the Chair of the Board, added that the pandemic had highlighted the value of the VCSE, the sector's agility, and the importance of working in equitable partnership.

In Carly's absence, Amanda also shared some of the highlights and key achievements from RedbridgeCVS's community health and wellbeing projects for 2021-22.

- Social Prescribing:

In 2021-22 the Social Prescribing Service continued to experience increased demand for support. The service helped 347 people to improve their health and wellbeing by connecting them with a range of community services and support. 72% of clients reported sustained improvements to their mental wellbeing six months after using the service.

- Fit for Fun:

In 2021-22 the Fit for Fun project worked with 40 local groups to deliver fitness sessions in the community, reaching 713 people who would otherwise be unlikely to take part in regular organised physical activity. 100% of participants reported improvements to their physical health and 69% of participants reported improvements to their mental health. 96% of groups reported that they had continued to take part in regular organised physical activity 3 months after the programme ended.

Amanda handed over to Agnieszka Kubiak, Fit for Fun Instructor, who led a short chair-based exercise session allowing attendees to experience a Fit for Fun activity.

- Health Promotion:

In 2021-22 RedbridgeCVS's team of Health and Wellbeing Buddies delivered 65 outreach and awareness sessions, reaching over 800 people and increasing awareness and understanding of HIV, TB and Covid-19.

Amanda spoke about some of the recent developments within the health promotion team. She shared that the team had been working closely with Public Health on an expansion to the programme. In addition to the long-standing TB and HIV projects, the team had also been working to raise awareness of immunisations, NHS health checks and cancer screening. This increased scope of work had been a catalyst to review our model and approach. Building on our extensive experience of delivering health improvement initiatives, the new approach will incorporate both top-down health promotion methods with bottom-up community development practice, with an increased focus on empowering local communities, particularly those experiencing inequity.

Amanda introduced James Bachmann, Head of Public Health and Wellbeing at the London Borough of Redbridge, to share a partner perspective on working with RedbridgeCVS. James gave a brief presentation on the collaboration between Public Health and RedbridgeCVS. He spoke about the council's commitment to working collaboratively with the VCSE and communities, actively listening and acting on community insights. He highlighted the Covid Community Champions Project, TB Partnership and recent engagement work with the Roma community as great examples of partnership work in action. James expressed his enthusiasm for the recent development of North East London ICS and the Redbridge Place-based Partnership within it, and the opportunities this will bring to further strengthen partnership working for the benefit of communities.

Community Development Team

Jane Leighton introduced herself as the Head of Community Development at RedbridgeCVS, having recently joined the team in October. Jane gave an overview of the Community Development Team, the importance of local infrastructure and the range of ways the team supports a strong and influential VCSE. These included enabling the VCSE to influence local policy and decision-making, supporting partnerships and networks, capacity building and strengthening volunteering.

Jane highlighted some of the team's key achievements during 2021-22.

- Training and Development:

Jane highlighted the breadth of training offered for staff and volunteers from the VCSE. In 2021-22 RedbridgeCVS delivered 39 training courses supporting the learning and development of 378 staff and volunteers from local voluntary and community groups. 100% of participants reporting that they achieved their learning goals.

- Fundraising support:

In 2021-22 RedbridgeCVS supported 37 voluntary and community groups with 71 funding applications, helping them to raise £616,115 to support their work.

- Volunteer Centre Redbridge:

The Volunteer Centre recruited 207 volunteers to support the work of local voluntary and community groups, and provided expert advice and guidance for 67 groups covering a range of topics including volunteer recruitment, management and recognition. Jane also highlighted RedbridgeCVS's new digital volunteering platform launched earlier in the year.

Jane expressed gratitude to the team for their hard work. She introduced Leva Alie Jupaite, a Forest Ranger at Hainault Forest Country Park, to talk about their work and how the Volunteer Centre had supported the development of their volunteering programme.

Leva highlighted some of the current restoration projects happening in Hainault Forest to improve the forest's ecology and natural habitats. This included the Ghost Pond project, which involved transforming an area of the forest into a sanctuary, attracting new wildlife. This work is made possible by the contributions of local volunteers.

Leva shared that Hainault Forest Country Park have hosted 253 volunteer sessions this year, with a total of 1,350 participants. In addition, the forest benefits from the support of around 50 regular volunteers, and 15 of them were referred by the Volunteer Centre at RedbridgeCVS.

Leva expressed gratitude for the support and guidance provided by RedbridgeCVS, which has been instrumental in the success of their volunteering programme. She added that volunteers also benefit from accessing RedbridgeCVS's training courses.

Leva ended her presentation by encouraging everyone to join one of their regular volunteering sessions which take place every Friday and Saturday.

The Chief Officer thanked the presenters and contributors for their time and contributions, and for bringing the annual report to life. She concluded the annual report by expressing her gratitude to all the partners and funders who had supported RedbridgeCVS throughout the year. She also expressed her gratitude and appreciation for the continued hard work and determination of the RedbridgeCVS team, and to the Board of Trustees for their continued support. The Chief Officer handed over to the Treasurer, John Brindley, to present the RedbridgeCVS accounts for the 2021-2022 financial year.

5. Financial Report and 2021-22 Accounts – John Brindley, Treasurer

The Treasurer informed the meeting that the accounts for the year ended 31st March 2022 show an operating deficit of approximately £36k. He added that a significant proportion of the deficit is due to a provision made for backdated business rates. Following a review of the rateable value of the building where the RedbridgeCVS office is located, the council had issued an invoice for backdated business rates covering the last 5 years, totalling £21k. As RedbridgeCVS has already paid business rates

included in its monthly licence fee, the landlord has agreed to reimburse RedbridgeCVS for the payment made to the council. This means that the actual operating deficit is approximately £15k. The Treasurer added that whilst many local authorities support their local VCSE by offering charities 100% rate relief, LBR's policy is to only provide the minimum charitable rate relief of 80%.

The Treasurer added that the operating deficit has led to a decrease in the organisation's reserves and emphasised the challenge of rising costs. RedbridgeCVS maintains a healthy reserve fund, however as many public sector grants and contracts do not make provisions for inflation it is likely that RedbridgeCVS will need to further dip into reserves in the current financial year to cover the increased costs of goods, services and wages.

RedbridgeCVS members were satisfied with the information provided and had no questions or observations regarding the annual accounts.

6. Appointment of Auditors 2022/2023

The Treasurer moved for the appointment of Haslers as Auditors for the 2022-23 financial year.

Proposed: Susanne Rauprich

Seconded: Ann Garrard

Members **APPROVED** the appointment of Haslers as Auditors for the 2022-23 financial year.

7. Motions for Resolution or Debate

There were no motions for resolution or debate.

8. Trustee Recruitment

The Vice-chair, Catherine Rowan, highlighted the Trustee application pack which had been circulated along with the papers for the meeting. She emphasised that the Board would welcome applications from within the membership and encouraged anyone with an interest in applying to get in touch to arrange an informal conversation about the role.

9. Chair's Closing Remarks

The Chair expressed her gratitude to RedbridgeCVS's funders, partners, members, staff and volunteers, and to her fellow Trustees for their continued support.

10. CLOSE

The Chair thanked everyone present for attending the AGM and declared the meeting closed.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 7
Independent auditors' report on the financial statements	8 - 11
Statement of financial activities	12
Balance sheet	13 - 14
Statement of cash flows	15
Notes to the financial statements	16 - 32

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees	V Cummins, Chair R Howdle-Rowe (appointed 14 March 2023) L Perham (appointed 14 March 2023) M Sindha (appointed 14 March 2023) C Alexander S Rauprich J Brindley A Garrard H Popat C Rowan K White L Nuzi (resigned 18 September 2022)
-----------------	---

Company registered number	02569614
----------------------------------	----------

Charity registered number	1005075
----------------------------------	---------

Registered office	103 Cranbrook Road Ilford London IG1 4PU
--------------------------	---

Independent auditors	Haslers Chartered Accountants Statutory Auditor Old Station Road Loughton Essex IG10 4PL
-----------------------------	--

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the audited financial statements of the Company for the 1 April 2022 to 31 March 2023. The annual report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The principal activity of the charity to promote, support and develop a strong, effective and independent voluntary and community sector in Redbridge.

The key aims of the charity are as follows:-

- To facilitate an independent and influential voluntary and community sector
- To encourage and support resilient and socially connected communities
- To be a sustainable and flexible organisation

There is a set of objectives and outcomes for each of the aims in the "RedbridgeCVS Strategic Plan 2020-2023" which is available on request.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Volunteers

The charity has welcomed volunteers to assist with reception duties and administrative tasks.

Achievements and performance

a. Review of activities

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regards to the Charity Commission's general guidance on public benefit and that the activities carried out by the charity during the year were all undertaken in order to further the charities aims for the benefit of the charity's beneficiaries. There is a detailed explanation of the activities carried out which has been included in the key activities of the charity.

The key activities and achievements of the charity during the year included:-

Supporting a thriving voluntary and community sector

In 2022-23 RedbridgeCVS members played critical role in tackling the impact of the rising cost of living on residents and communities. Voluntary and community groups continue to face increased demand for support

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

whilst also dealing with higher and more complex needs. At the same time, voluntary organisations are faced with rising running costs alongside real-terms funding cuts with grants and contracts no longer covering the cost of delivery. Strong local infrastructure has never been more needed and RedbridgeCVS has remained focused on supporting the sector's resilience and sustainability throughout 2022-23.

During the year we supported 62 voluntary and community groups with 61 funding applications, helping them to raise £384,032. Development support was also provided for 24 groups, including information and advice on business planning, governance, and policies and procedures. Where appropriate, groups were referred to partner agencies for specialist advice and support including support with annual accounts and legal issues such as leases, contracts and employment. A number of groups were also supported to connect with public sector partners and to engage with cross-sector partnerships and strategy development.

We delivered 45 training courses supporting the learning and development of 262 staff and volunteers from local voluntary and community groups. 100% of participants reported that they achieved their learning goals, with 91% gaining new knowledge and skills and 9% renewing or refreshing prior knowledge and skills.

Our Volunteer Centre recruited 169 volunteers to support the work of local voluntary and community groups, and provided best practice advice and guidance for 110 groups covering a range of topics including volunteer recruitment, management and recognition.

Partnerships and collaboration

We facilitated 10 Voluntary Sector Network meetings throughout the year enabling the sector to share insights and information, collectively problem-solve and identify opportunities for joint working.

The focus of the November 2022 meeting was the cost of living with speakers including the London Borough of Redbridge Anti-Poverty Team, Citizen's Advice Redbridge and Redbridge Foodbank. Through discussion and information sharing, members identified opportunities to work collaboratively.

Funding from the NAVCA Cost of Living Fund enabled us to take forward one of these opportunities, supporting a "Month of Action" in March with a particular focus on fuel, food and debt advice. The funding supported Redbridge Foodbank customers to have direct access to a Citizens Advice Redbridge Advisors within two of their centres. The funding also supported two Advisors from Citizen's Advice Redbridge to run pop-up stalls in community venues across the borough throughout the month.

We also supported the development of the council's online Cost of Living Hub, information leaflet and a Redbridge Life article, ensuring that activities and services provided by the voluntary and community sector were well promoted. Our Healthy Communities and Social Prescribing Teams also attended Cost of Living Marketplace events organised by the council to support residents.

In 2022-23 our team supported the development of Creative Redbridge, a three-year programme of community-led arts and culture in Redbridge. Creative Redbridge is led by a group of organisations who work closely with local communities. Vision Redbridge Culture and Leisure are the lead partner, joined on the Consortium by RedbridgeCVS, Friends of Loxford, Muslimah Sports Association (MSA), SPACE Studios and Ilford Business Improvement District. Over the last year, we have been involved with the appointment of the Programme Delivery Team, developing governance arrangements and the Creative Redbridge Business Plan.

We continued to work closely with local infrastructure partners and the NHS to strengthen the role of the voluntary and community sector within North East London integrated care system. This involved amplifying the voice of the sector as a key partner in shaping, improving and delivering services, and in developing and delivering plans to tackle health inequalities and address the wider determinants of health.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

We also continued to support the development of a North East London Voluntary Sector Alliance, working with other local infrastructure partners and the wider sector to shape a collective vision and a set of shared values for how we will work with each other, and our public sector partners, to play a meaningful and influential role within the integrated care system.

Improving health outcomes and tackling health inequalities

RedbridgeCVS's Adult Social Prescribing Service continued to experience increased demand for support. In 2022-23 the service helped 331 people to improve their health and wellbeing by connecting them with a range of community-based activities, services and support.

Working with the Redbridge Place-based Partnership (RPbP), we supported the development of a community chest for social prescribing. The micro-grants fund was designed to address health inequalities at a local level, with a specific focus on communities and voluntary and community groups that face the biggest barriers to accessing funding. The RPbP secured an investment of £80k from NHS North East London which was awarded to 16 local groups and administered by RedbridgeCVS.

Our Fit for Fun project worked with 34 local groups to deliver fitness sessions in the community, reaching 603 individual participants who would otherwise be unlikely to take part in regular organised physical activity. During the year 100% of participants reported improvements to their physical health and 94% of participants reported improvements to their mental health. Of the participating groups, 100% reported that they had continued to take part in regular, organised physical activity 3 months after the programme ended.

We also ran a pilot project delivering healthy eating workshops alongside fitness sessions in the community. 256 people took part in 2 sessions with 89% reporting that they had made changes to their diets and developed healthier eating habits as a result of participating in the workshops.

Our Health and Wellbeing Buddies delivered 116 outreach and awareness sessions, reaching over 1624 people and increasing awareness and understanding of HIV, TB and Covid-19.

In February 2023, we launched our new Healthy Communities Programme which aims to improve the health and wellbeing of local people and tackle health inequalities in Redbridge. The programme uses a health creation approach, empowering local people and communities to take control of their health and wellbeing and act as co-producers of health.

Through this work, we aim to develop a better understanding of how health inequalities are experienced in the borough and amplify community voice in decision-making. We also work with local health and care partners to build capacity to work with each other and communities in order to better respond to community need.

In February and March the team's activities included sharing health and wellbeing information, gathering community insight, and connecting local people to each other, services, groups, and activities. In this time, the team engaged with 573 people and hosted two community events for World Tuberculosis Day and World Health Day.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

b. Reserves policy

The Charity's funds have been applied wholly in pursuit of charitable objectives. RedbridgeCVS believes that the Charity should hold reserves because;

1. it has no endowment funding and is dependent on income from grants and contracts from year to year, which are inevitably subject to fluctuation; and
2. it requires protection against and the ability to continue operating despite catastrophic or lesser but damaging events.

The Trustees believe that the minimum level of reserves should be the equivalent of three months operating costs (calculated and reviewed annually).

c. Principal funding

Our principal sources of funding are grants and service delivery contracts. There is a continuous effort to maintain and diversify funding.

Structure, governance and management

a. Constitution

The Redbridge Council for Voluntary Service is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The Redbridge Council for Voluntary Service (RedbridgeCVS) was established as a Registered Charity and Company Limited by Guarantee in 1990. Its governing document is the Memorandum and Articles of Association.

RedbridgeCVS exists to promote and support a strong, effective and independent voluntary and community sector in Redbridge. The organisation actively assists voluntary bodies through the provision of advice and information, the development of new charitable initiatives and joint work with statutory bodies.

Trustees are elected annually at an AGM, with the longest serving one third of members (or higher) being asked to stand down. Trustees are offered individual and group induction and training and have an annual Away Day to review the strategic direction of the Charity. The Trustees meet as the Board at least six times a year. The Board agrees the strategic direction of the Charity, approves its budget and receives reports on progress in achieving organisational objectives from its Chief Officer.

The Charity employs staff which carries out the day to day management of the Company's work. There are line-management structures linking all staff to the Chief Officer, and through them, to the Trustees.

RedbridgeCVS is a member of a number of national bodies, including the National Association for Voluntary and Community Action (NAVCA) and the National Council of Voluntary Organisations (NCVO). These are membership bodies that do not have control over any of the activities of RedbridgeCVS.

RedbridgeCVS employed a total of 33 staff in this year in addition to around 16 community-based sessional workers. The Charity also involves a number of volunteers through the year to support and enhance service delivery.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees operates with two major sub-committees, Finance and People and Pay. The Board meets not less than 4 times per annum and each of the sub-committees also meet at least 4 times per annum in between Board meetings. The Chair of the Board has authority to act on behalf of the Board on urgent items.

Day-to-day management of the charity is delegated to the Chief Officer who reports on actions taken and planned to each meeting of the Board.

d. Policies adopted for the induction and training of Trustees

There is a structured induction programme for new Trustees based on the Charity Commission advice and guidance for new Trustees. Trustees are also made aware of, and encouraged to attend, external training courses as appropriate. There is also an induction programme covering the specific and planned activities of the charity.

e. Pay policy for key management personnel

Senior staff pay is benchmarked using data from NCVO. The policy is for senior staff pay to be competitive.

f. Financial risk management

The Trustees have assessed the major risks to which the Company is exposed, in particular those related to the operations and finances of the Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Our Strategic Plan outlines our strategic aims and objectives from 2020-23. These include:

- Facilitating an independent and influential voluntary and community sector.
- Supporting resilient and socially connected communities.
- Building a sustainable and flexible organisation.

A copy of the 2020-2023 Strategic Plan is available on the charity's website and on request from the RedbridgeCVS office.

In 2022-23 the RedbridgeCVS team began work on the Charity's new strategy for 2023 onwards.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Haslers, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 25 July 2023 and signed on their behalf by:



V Cummins
Chair of Trustees



J Brindley
Treasurer

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE REDBRIDGE COUNCIL FOR
VOLUNTARY SERVICE**

Opinion

We have audited the financial statements of The Redbridge Council for Voluntary Service (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of 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 2023 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 Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE REDBRIDGE COUNCIL FOR
VOLUNTARY SERVICE (CONTINUED)**

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

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.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE REDBRIDGE COUNCIL FOR
VOLUNTARY SERVICE (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee 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:

Based on our understanding of the legal and regulatory frameworks that are applicable to the entity we have considered those that have a direct and indirect material impact on the financial statements and operations of the company. These include but are not limited to the Charities Act 2011, GDPR, and Employment and Health & Safety legislation.

We obtained an understanding of how the company are complying with those legal and regulatory frameworks by making inquiries to the management. We corroborated our inquiries through our review of documentation generated and assessing the extent of compliance with the relevant laws and regulations.

We discussed among the audit engagement team regarding the opportunities and incentives, including management override of controls, that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for material misstatements due to fraud are in the following areas, and our specific procedures performed to address these are described below:

The risk of management override of controls is the area where the financial statements were most susceptible to material misstatement due to fraud.

Procedures performed to address these were as follows:

- Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud, including known or suspected instances of non-compliance with laws and regulations, and fraud,
- Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process,
- Challenging assumptions and judgements made by management in its significant accounting estimates,
- Identifying and testing journal entries, in particular any unusual journal entries posted around the year-end and journal entries posted by infrequent system users,
- Ensuring that restricted and unrestricted reserves have been allocated correctly,

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE REDBRIDGE COUNCIL FOR
VOLUNTARY SERVICE (CONTINUED)**

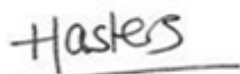
- Reviewing board minutes for any discussion of events or evidence which will have an impact on the financial statements.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Haslers
Chartered Accountants
Statutory Auditor
Old Station Road
Loughton
Essex
IG10 4PL

25 July 2023

Haslers are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Income from:					
Charitable activities	3	1,146,465	13,318	1,159,783	764,663
Investments	4	-	4,023	4,023	94
Total income		1,146,465	17,341	1,163,806	<i>764,757</i>
Expenditure on:					
Charitable activities		894,918	(10,530)	884,388	953,780
Total expenditure		894,918	(10,530)	884,388	<i>953,780</i>
Net movement in funds		251,547	27,871	279,418	<i>(189,023)</i>
Reconciliation of funds:					
Total funds brought forward		252,906	524,722	777,628	966,651
Net movement in funds		251,547	27,871	279,418	(189,023)
Total funds carried forward		504,453	552,593	1,057,046	<i>777,628</i>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 16 to 32 form part of these financial statements.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)
REGISTERED NUMBER: 02569614

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9	1,280	1,543
		<u>1,280</u>	<u>1,543</u>
Current assets			
Debtors	10	394,036	29,662
Cash at bank and in hand		698,778	941,005
		<u>1,092,814</u>	<u>970,667</u>
Creditors: amounts falling due within one year	11	(37,048)	(194,582)
Net current assets		1,055,766	776,085
Total assets less current liabilities		<u>1,057,046</u>	<u>777,628</u>
Total net assets		<u><u>1,057,046</u></u>	<u><u>777,628</u></u>
Charity funds			
Restricted funds		504,453	252,906
Unrestricted funds		552,593	524,722
Total funds		<u><u>1,057,046</u></u>	<u><u>777,628</u></u>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)
REGISTERED NUMBER: 02569614

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2023

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.


The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 25 July 2023 and signed on their behalf by:



V Cummins
Chair of Trustees



J Brindley
Treasurer

The notes on pages 16 to 32 form part of these financial statements.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023**

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	(246,250)	(82,600)
Cash flows from financing activities		
Interest received	4,023	94
Net cash provided by financing activities	4,023	94
Change in cash and cash equivalents in the year	(242,227)	(82,506)
Cash and cash equivalents at the beginning of the year	941,005	1,023,511
Cash and cash equivalents at the end of the year	698,778	941,005

The notes on pages 16 to 32 form part of these financial statements

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. General information

The Redbridge council for Voluntary Services is a charitable organisation, registered in England and Wales, with a charity number of 1005075. The registered address is 103 Cranbrook Road Ilford London IG1 4PU.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Redbridge Council for Voluntary Service meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	13% Straight line
Computer equipment	-	33% Straight line

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and 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.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

The Company 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.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. Accounting policies (continued)

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from charitable activities

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Grants	1,146,465	13,318	1,159,783	764,663
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2022</i>	754,822	9,841	764,663	
	<hr/>	<hr/>	<hr/>	

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

4. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Investment income	4,023	4,023	94
	<hr/>	<hr/>	<hr/>
<i>Total 2022</i>	94	94	
	<hr/>	<hr/>	

5. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Direct costs	855,341	29,047	884,388	953,780
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2022</i>	935,904	17,876	953,780	
	<hr/>	<hr/>	<hr/>	

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £	<i>Total funds 2022 £</i>
Staff costs	640,834	669,215
Accommodation and venue hire	52,308	57,023
Rent, rates and service charges	3,708	27,634
Other premises costs	4,975	1,694
Insurance	2,841	2,631
Sundry expenses	3,430	2,718
Printing, postage, stationery & telephone	22,567	19,442
Information, publications & subscription	13,386	6,515
Delivery of contract	31,041	26,883
External trainers fees	29,043	33,617
Consultancy	17,661	33,416
Depreciation	263	803
Travelling and Volunteers expenses	955	112
Training	10,213	15,301
Computer & equipment expenses	20,299	38,731
Meeting and conferences	1,817	169
	855,341	935,904

Analysis of support costs

	Total funds 2023 £	<i>Total funds 2022 £</i>
Audit and accountancy	9,110	8,640
Recruitment costs	17,894	4,217
Legal and professional	-	3,468
Other premises costs	1,351	784
Sundry expenses	692	767
	29,047	17,876

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

6. Auditors' remuneration

	2023 £	<i>2022</i> £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	9,110	<i>7,560</i>

7. Staff costs

	2023 £	<i>2022</i> £
Wages and salaries	613,342	<i>642,193</i>
Contribution to defined contribution pension schemes	27,492	<i>27,022</i>
	640,834	<i>669,215</i>

The average number of persons employed by the Company during the year was as follows:

	2023 No.	<i>2022</i> No.
Employees	48	<i>42</i>

No employee received remuneration amounting to more than £60,000 in either year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, expenses totalling £NIL were reimbursed or paid directly to Trustees (2022 - £Nil)

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

9. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2022	2,107	1,619	3,726
At 31 March 2023	2,107	1,619	3,726
Depreciation			
At 1 April 2022	564	1,619	2,183
Charge for the year	263	-	263
At 31 March 2023	827	1,619	2,446
Net book value			
At 31 March 2023	1,280	-	1,280
At 31 March 2022	1,543	-	1,543

10. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	358,735	1,180
Other debtors	20,850	-
Prepayments and accrued income	14,451	28,482
	394,036	29,662

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

11. Creditors: Amounts falling due within one year

	2023	<i>2022</i>
	£	<i>£</i>
Trade creditors	7,823	<i>34,089</i>
Other taxation and social security	12,988	<i>9,590</i>
Other creditors	4,578	<i>3,315</i>
Accruals and deferred income	11,659	<i>147,588</i>
	<hr/> 37,048 <hr/>	<hr/> <i>194,582</i> <hr/>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

12. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Designated Funds - all funds	80,447	-	-	-	80,447
General funds					
General Funds - all funds	444,275	17,341	(10,530)	-	472,146
Total Unrestricted funds	524,722	17,341	(10,530)	-	552,593
Restricted funds					
Vision Redbridge Culture and Leisure – Creative Redbridge Consortium	-	9,982	(9,982)	-	-
London Borough of Redbridge – Public and Voluntary Sectors' Partnership	-	8,000	(7,780)	-	220
North East London ICB - Health Partnerships	1	58,595	(67,066)	8,470	-
London Borough of Redbridge – Volunteer Centre Redbridge	-	75,000	(73,208)	-	1,792
Building Better Opportunities - Renaissi "RISE"	3,871	(3,871)	-	-	-
London Borough of Redbridge - TB Awareness	48,138	35,000	(49,656)	-	33,482
City Bridge Trust – Digital Skills Project	4,749	50,800	(44,213)	-	11,336
London Borough of Redbridge – Fit for Fun	18,169	80,990	(78,898)	-	20,261
Redbridge Institute of Adult Education – Community Learning	15,890	39,780	(46,685)	-	8,985
Mayor's Office for Policing and Crime – Redbridge Safer Neighbourhood Board	8,733	20,230	(19,635)	-	9,328

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

London Borough of Redbridge – Social Prescribing	33,701	250,000	(242,820)	-	40,881
London Borough of Redbridge – Covid Awareness	75,453	-	(51,649)	-	23,804
London Borough of Redbridge – Healthy Eating Project	9,159	-	(8,691)	-	468
London Borough of Redbridge - Latent TB	8,470	-	-	(8,470)	-
Positive East – HIV Awareness	13,730	31,613	(38,429)	-	6,914
Greater London Authority – Young Londoners Fund (YLF) Local Network	10,642	14,358	(24,276)	-	724
Young Advisors Seed Funding (London Borough of Redbridge)	73	-	(73)	-	-
The Together Project (National Lottery Community Fund, via Young Advisors Company Ltd)	64	-	(64)	-	-
ICS lead - Embedding the VCSE in North East London Integrated Care System	65	-	-	-	65
Core	2,000	-	(1,991)	-	9
VCS Infrastructure (London Borough of Redbridge)	-	95,000	(91,722)	-	3,278
North East London ICB – Healthy Communities Programme	-	352,488	(19,680)	-	332,808
North East London ICB – Community Chest for Social Prescribing	-	12,000	(3,482)	-	8,518
London Borough of Redbridge – Winter Vaccination Programme	-	6,500	(4,914)	-	1,586
National Association for Voluntary and Community Action – Cost of Living Fund	-	10,000	(10,000)	-	-
Total restricted funds	252,906	1,146,465	(894,918)	-	504,453
Total of funds	777,628	1,163,806	(905,448)	-	1,057,046

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

The specific purpose for which the funds are to be applied are as follows:

Vision Redbridge Culture and Leisure – Creative Redbridge Consortium: Funding to support the development of the Creative Redbridge Consortium.

London Borough of Redbridge – Public and Voluntary Sectors’ Partnership: Funding to provide professional support to the Public and Voluntary Sectors’ Partnership and its elected voluntary and community sector representatives.

NHS Redbridge CCG – Latent TB: Funding to promote community awareness of Latent TB and screening.

London Borough of Redbridge – Volunteer Centre Redbridge: Funding to develop and strengthen volunteering in Redbridge by supporting potential volunteers, existing volunteers and organisations that involve volunteers.

Building Better Opportunities - Renaisi "RISE": Funding to provide targeted support to address the complex barriers faced by working age unemployed and economically inactive refugees in seeking and obtaining employment.

London Borough of Redbridge – TB Awareness: Funding to promote community awareness of TB including prevention, signs and symptoms, screening and support.

City Bridge Trust – Digital Skills Project: Funding to provide support to the voluntary and community sector to develop their data and digital skills. Additional support funds for existing City Bridge Trust grantees to mitigate against inflationary pressures.

London Borough of Redbridge – Fit for Fun: Funding to support increased physical activity levels and improve health outcomes by working with voluntary and community groups and groups of local residents to provide up to 20 weeks of free exercise classes in the community

Redbridge Institute of Adult Education – Community Learning: Funding to develop and deliver a training offer to support the personal and professional development of staff and volunteers from the voluntary and community sector.

Mayor’s Office for Policing and Crime – Redbridge Safer Neighbourhood Board: Funding to provide professional support to Redbridge Safer Neighbourhood Board, bringing police and communities together to solve problems collaboratively and to ensure that the public are involved in community safety decisions.

London Borough of Redbridge – Social Prescribing: Funding to deliver a social prescribing service connecting local people with activities, groups and services to improve their health and wellbeing.

London Borough of Redbridge – Covid Awareness: Funding to promote community awareness of Covid-19 including precautions, signs and symptoms, testing, support and vaccinations.

London Borough of Redbridge – Healthy Eating Project: Funding to enhance the Fit for Fun project by providing nutritional advice alongside physical activity sessions, supporting participants to make healthier eating choices to improve their health and wellbeing.

London Borough of Redbridge - Latent TB: To raise awareness about Latent TB screening amongst at-risk communities, thereby decreasing and eliminating TB cases resulting from reactivation of latent TB. The Health and Wellbeing Buddies will organise awareness sessions amongst community and

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

voluntary groups and faith places.

Positive East – HIV Awareness: Funding to promote community awareness of HIV including symptoms, causes, testing, treatment and support, and to reduce stigma surrounding HIV.

Greater London Authority – Young Londoners Fund (YLF) Local Network: Funding to provide a network and support for Young Londoners Fund applicants and grantees to develop proposals, collaborate, share best practice and develop their sustainability.

Young Advisors Seed Funding (London Borough of Redbridge): Seed funding to establish a team of local young people aged 15-24 to work with community leaders, helping them to better engage young people in community life, local decision making and improving services.

The Together Project (National Lottery Community Fund, via Young Advisors Company Ltd): Funding for Redbridge Young Advisors to enable local young people to access support, services and stay connected.

ICS lead - Embedding the VCSE in North East London Integrated Care System: A programme funded via NHS England to support the voluntary and community sector in North East London to develop a system-level VCSE alliance

London Borough of Redbridge – Commissioned via Grant Fund: Funding to provide development support to strengthen the voluntary and community sector, including capacity building and income generation support.

VCS Infrastructure (London Borough of Redbridge): Funding for the provision of infrastructure support for the voluntary and community sector, including capacity building and income generation support.

North East London ICB – Healthy Communities Programme: Funding to improve the health and wellbeing of local people and tackle health inequalities in Redbridge through a health creation approach, empowering people and communities to take control of their health and wellbeing and act as co-producers of health.

North East London ICB – Community Chest for Social Prescribing: Funding to provide programme management support for a community chest providing micro-grants to support social prescribing activity in Redbridge.

London Borough of Redbridge – Winter Vaccination Programme: Funding for the management and delivery of communications, engagement and community outreach to improve winter vaccination uptake.
London Borough of Redbridge – TB Awareness: Funding to promote community awareness of TB including prevention, signs and symptoms, screening and support.

National Association for Voluntary and Community Action – Cost of Living Fund: Funding to cover the costs of activity to support the local response to the cost of living crisis, and to provide onward grants to voluntary and community groups for cost of living response activities.

During the year £8,470 was transferred from the Latent TB fund to the NHS Redbridge CCG - Health Partnership following agreement with London Borough of Redbridge. £3,871 was returned to Building Better Opportunities - Renaisi "RISE" grant provider.

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Designated Funds - all funds	98,005	-	(17,558)	-	80,447
General funds					
General Funds - all funds	484,968	9,935	(48,019)	(2,609)	444,275
Total Unrestricted fund	582,973	9,935	(65,577)	(2,609)	1,068,997
Restricted funds					
Cancer Champions	2,981	-	(3,021)	40	-
LBR - Public and Voluntary Sector Partnership	445	8,000	(10,037)	1,592	-
North East London ICB - Health Partnerships	1,477	58,595	(60,071)	-	1
LBR - Volunteer Project	4,663	75,000	(79,953)	290	-
Building Better Opportunities - Community Links	33,471	(33,471)	-	-	-
Building Better Opportunities - Renaissi "RISE"	3,871	-	-	-	3,871
London Borough of Redbridge - TB Awareness	66,336	35,000	(53,198)	-	48,138
City Bridge Trust – Digital Skills	129	49,800	(45,180)	-	4,749
London Borough of Redbridge – Fit for Fun	18,647	72,160	(76,638)	4,000	18,169
Redbridge Institute of Adult Education – Community	29,450	43,095	(56,655)	-	15,890
Mayor's Office for Policing and Crime – Redbridge Safer	8,147	20,230	(19,644)	-	8,733
LBR - Expanding Role of Health Buddies	24,202	-	-	(24,202)	-
London Borough of Redbridge – Social Prescribing	82,956	170,079	(219,334)	-	33,701
London Borough of Redbridge – Covid Awareness	-	75,000	(19,749)	20,202	75,453
Fit for fun	-	10,971	(1,812)	-	9,159

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

London Borough of Redbridge - Latent TB	8,470	-	-	-	8,470
HNPCN	2,308	5,391	(7,703)	4	-
Positive East – HIV Awareness	23,394	31,613	(41,277)	-	13,730
Positive Pathways	14,962	(14,962)	-	-	-
Greater London Authority – Young Londoners Fund (YLF)					
Local Network	113	38,972	(28,443)	-	10,642
Covid Recruitment Fund	987	-	(987)	-	-
Young Advisors Seed Funding (London Borough of Redbridge)	6,196	-	(6,123)	-	73
The Together Project (National Lottery Community Fund, via Young Advisors Company Ltd)	4,320	1,800	(6,056)	-	64
YA - Co Design	889	-	(889)	-	-
Crest PCN	11,654	(2,050)	(9,617)	13	-
South PCN	29,095	(14,900)	(14,221)	26	-
VCS Emergency Partnership	882	1,500	(2,544)	162	-
ICS lead - Embedding the VCSE in North East London					
Integrated Care System	-	25,000	(24,935)	-	65
Core	-	3,000	(1,000)	-	2,000
VCS Infrastructure	<u>3,632</u>	<u>95,000</u>	<u>(99,114)</u>	<u>482</u>	<u>-</u>
Total restricted funds	383,677	754,823	(888,203)	2,609	252,908
Total of funds	<u>966,650</u>	<u>764,758</u>	<u>(953,780)</u>	<u>-</u>	<u>777,630</u>

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	1,280	1,280
Current assets	504,453	588,360	1,092,813
Creditors due within one year	-	(37,048)	(37,048)
Total	504,453	552,592	1,057,045

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	1,543	1,543
Current assets	252,906	717,761	970,667
Creditors due within one year	-	(194,582)	(194,582)
Total	252,906	524,722	777,628

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	279,418	(189,023)
Adjustments for:		
Depreciation charges	263	803
Dividends, interests and rents from investments	(4,023)	(94)
Increase in debtors	(343,524)	(3,447)
Increase/(decrease) in creditors	(157,534)	109,161
Net cash used in operating activities	(225,400)	(82,600)

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

16. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	698,778	941,005
Total cash and cash equivalents	698,778	941,005

17. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	941,005	(242,227)	698,778
	941,005	(242,227)	698,778

18. Contingent liabilities

As at 31st March 2023, the charity is in dispute over the dilapidation payment for the 3rd floor and 5th floor of Forest House. The estimated financial effect is £20,927 (2022: £20,927) for the 3rd floor and £19,975 (2022: £19,975) for the 5th floor.

19. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £27,492 (2022: £27,022). The balance outstanding at the balance sheet date was £4,576 (2022: £3,316).

20. Operating lease commitments

At 31 March 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	1,701	435

THE REDBRIDGE COUNCIL FOR VOLUNTARY SERVICE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

21. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

22. Related party transactions

During the year, no related party transactions occurred.

Background Note

Legal Name Change

Over the last six months, Redbridge Council for Voluntary Service has undergone a process of rebranding. The scope of this work has included planning a name change, in addition to developing a new logo, visual identity and website. We are now ready to launch the new brand.

Our current legal name (Redbridge Council for Voluntary Service) and working names (RedbridgeCVS/RCVS) are confusing. When using our legal name, residents often confuse the charity with Redbridge Council. Partners outside of the sector often confuse 'CVS' (Council for Voluntary Service) with 'VCS' (voluntary and community sector) and use the two interchangeably. In addition, our current name does not accurately represent the nature or breadth of our work, or reflect our values and ways of working (see appendix one and two).

Following careful consideration of options, we are proposing to change our name to Community Action Redbridge. We believe that Community Action Redbridge:

- Better aligns with our vision, mission and priorities, and gives immediate clarity in terms of what the charity does.
- Better aligns with our values and ways of working.
- Communicates and reflects the vibrant and active nature of civil society in Redbridge.
- Is an established and recognisable name which is widely associated with local infrastructure organisations, and communicates that we are part of a wider network. Many other Councils for Voluntary Service across London and the UK have adopted the 'Community Action' name within their areas of operation e.g. Community Action Sutton, Community Action Suffolk, Community Action Bradford and District etc.

In October 2023, the Board of Trustees approved Community Action Redbridge as the charity's new working name, which was subsequently registered and approved as a working name by the Charity Commission.¹ We are now asking our members to formalise the charity's rebrand and name change, by approving the adoption of Community Action Redbridge as the charity's full legal name.²

¹ A 'working name' is a name which an organisation uses to operate/trade but which is not its registered legal name.

² The charity's members are being asked to approve a change to the charity's registered legal name, i.e. the name registered with Companies House and the Charity Commission.

Appendix 1: Our vision, mission, values and behaviours

Our vision is of a fairer Redbridge where every one and every community thrives.

Our mission is to support strong and resilient communities where people lead happy, healthy and fulfilling lives.

Our values are what we stand for. They are the foundations for how we act, individually and collectively, and guide our approach to delivering our strategy. **Our behaviours** set out how we put our values into practice through our everyday actions.

Our values	Our behaviours
We shift power: We know that the best outcomes are achieved when people, communities and organisations work together as equal partners.	<ul style="list-style-type: none">• We reflect on and acknowledge our own power and privilege, individually and as an organisation.• We challenge ourselves to find new ways of equalising power and encourage others to do the same.• We support others to step into spaces of power and build the confidence to take the lead.• We are accountable to the people and communities we serve.
We collaborate: We're stronger and more effective when we work together. By thinking, doing and learning together, we push the boundaries of what success can look like.	<ul style="list-style-type: none">• We invest time in making connections and nurturing relationships and trust.• We are open to new ideas and different ways of working, even when they feel uncomfortable to us.• We embrace diversity and actively seek perspectives that are different to our own.• We approach problems with curiosity and focus on solutions and innovation.
We learn: We continuously evolve and grow. We experiment and explore to find new ways of understanding the challenges we face, and new solutions to address them.	<ul style="list-style-type: none">• We are inquisitive and open-minded.• We know we don't always get it right. We own our mistakes, reflect on them and learn from them.• We actively seek, reflect on and learn from feedback.• We use analysis and evaluation to inform future action.
We see the bigger picture: We look at things through a wide lens. We don't just focus on the individual parts that make up a whole, but on the connections, relationships and interactions between them.	<ul style="list-style-type: none">• We focus on the root causes, not just the symptoms of the problems we're trying to solve.• We understand that the challenges we face are complex and interconnected, and we work holistically to understand and address them.

Appendix 2: Our strategic priorities 2023-29

Priority 1: Harnessing the power and potential of people and communities.

Objectives:

- To support local people to set their own goals and facilitate stronger connections to help them achieve their aspirations.
- To engage with communities to better understand their ambitions and needs.
- To enable communities to identify their own priorities and draw on their own assets to improve the quality of community life.

Outcomes:

- Local people feel an increased sense of resilience, agency and control.
- Greater understanding of community priorities and how inequalities are experienced by local people.
- Increased capacity for social action in communities to respond to their own priorities.

Priority 2: Connecting, strengthening and championing the voluntary, community and social enterprise (VCSE) sector.

Objectives:

- To facilitate stronger connections by creating spaces to explore the complex challenges we face.
- To build the capacity of VCSE organisations through training and bespoke support.
- To advocate for greater influence and investment in the sector by building stronger relationships with decision-makers.

Outcomes:

- VCSE organisations have stronger connections to learn from each other, problem-solve together and collaborate on shared priorities.
- VCSE organisations have the skills, tools and resources they need to increase their reach, impact and resilience.
- Greater recognition of the role and value of the VCSE sector.

Priority 3: Influencing meaningful change and transformation in systems, policies and practice.

Objectives:

- To create opportunities to unite people and organisations to explore ideas together.
- To strengthen the VCSE sector's voice and influence by harnessing the sector's collective power.
- To amplify community voice in decision-making by sharing data and insight.

Outcomes:

- Stronger connections between local people and organisations to support systemic change.
- Better solutions through working together and centring decision-making around the lived experiences of local people.

- The VCSE sector and local communities are recognised for their expertise and supported and empowered to drive and lead change.

Background Note

Trustee Nominations

Between December 2023 and January 2024 Redbridge Council for Voluntary Service carried out an open recruitment campaign for new trustees. A nominations committee of the Board shortlisted and interviewed candidates and made a recommendation to the Board. Recommendations were considered at the 30th January Board meeting, and the Board are nominating two candidates for appointment. Information on each candidate and their interests is set out below to inform voting.

Sheila Mair

Sheila is an IT Business Relationship Manager with experience of change management and business analysis in the public and private sectors.

She is passionate about the power of community and has experienced firsthand the benefits of volunteering, having volunteered as a Steward at a local vaccination centre and as an Engagement Volunteer with the Science Museum.

Sheila holds a bachelor's degree in Computer Technology and a master's degree in Digital Systems.

Maeva Ofranc-Sae

Maeva holds a bachelor's degree in Education and Social Science, and a postgraduate certificate in Psychosocial Studies and Education. She built her professional career in education while working as a teacher, private tutor, and parental coach for over a decade, before moving into the non-profit sector.

Maeva currently works as a Talent Programme and Project Manager at The Council for Advancement and Support of Education (CASE), where she has been employed for the past five years. As part of her role, she oversees CASE's early career talent programmes in the UK/EU region, as well as managing the Multi-Cultural Network.

Her own lived experience and passion for creating inclusive communities where diverse perspectives are valued led her to co-Chair the organisation's global Diversity, Equity, Inclusion and Belonging (DEIB) Committee, and become their Mental Health First Aider Lead.

In her free time Maeva volunteers as a Graduate Mentor. She also enjoys long walks in nature, meditation, writing/reading, crocheting/knitting, and being the proud mother of a 4 years old blind rabbit.