

2020
to
2021

Greenwich Inclusion Project (GrIP)

ANNUAL REPORT
2020-2021



COMPANY REGISTRATION NUMBER: 8305287
CHARITY REGISTRATION NUMBER: 1159425

REGISTERED OFFICE:

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June Selman
Jacqui Thomas
Lucy Isiah (Resigned May 2021)**

SECRETARY: Gilles Cabon

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GREENWICH INCLUSION PROJECT

Annual Report 2019 - 2020

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Chapter 1 Introduction, Objectives and Services Provided

Introduction

Greenwich Inclusion Project (GriP) is an independent, community-based, membership organisation, which aims to:

- (i) Focus on race equality and develop and implement relevant strategies and programmes for local change.
- (ii) Work with others to help create a more racially fair and equal borough.
- (iii) Support work leading to a reduction in all forms of 'hate crimes' locally.
- (iv) Bring all sections of the local community together through imaginative programmes of 'inclusion'.

Objectives

Greenwich Inclusion Project registered as a charity in December 2014. The Charity's objects are specifically restricted to the following:

"The promotion of equality and diversity for the public benefit in the Royal Borough of Greenwich and surrounding area by:

- (a) the elimination of discrimination on the grounds of age, disability, gender, gender identity, race, caste, religion or belief, sexual orientation or any combination thereof;
- (b) providing advice and support to victims of hate crime
- (c) advancing education and raising awareness in equality and diversity;
- (d) promoting activities to foster understanding between people from diverse backgrounds;
- (e) conducting or commissioning research on equality and diversity issues and publishing the result to the public;
- (f) cultivating a sentiment in favour of equality and diversity.

To promote social inclusion for the public benefit by preventing people from becoming socially excluded, by relieving the needs of those people who are socially excluded and assisting them to integrate into society".

For the purpose of the above clause 'socially excluded' means being excluded from society, or parts of society as a result of one or more of the following factors: age, disability, gender, gender identity, race, caste, religion or belief, sexual orientation or any combination thereof."

Services provided

From an office base in Woolwich we:

1. Deliver services to individual members of the public and callers
2. Provide training packages/events on how best to address local inclusion challenges to local groups, agencies, service providers and employers, to help them deliver inclusive services to meet the needs of the changing local multi-racial community.

Chapter 2 How GrIP operates

Governance

GrIP is directed by a diverse Board of Trustees who bring expertise from a range of backgrounds. The Board is responsible for setting the strategic direction of the organisation and agreeing its policy framework.

Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

Management

The Board employs:

- a Chief Executive Officer,
- a Hate Crime Services Coordinator,
- a Refugee Support Volunteers' Co-ordinator,
- a Community Engagement Office and Support, and
- an Office Administrator.

The staff team also includes volunteers in support roles.

Board accountability

GrIP delivers its mission through implementation of strategic objectives and programmes. These will be regularly reviewed by the Trustees to ensure that GrIP adds value to the local community, meets quality standards, and remains focused on delivering targeted change and achievements as desired.

GrIP needs to operate within its budget, and financial rules, and in context of the legislative and other requirements of a Charity, and Company legislation and regulations, in relation to which Trustees will act as guardians

Chapter 3 Chair's Forward

It is my pleasure to introduce our annual report for 2021/22, outlining GrIP's in Greenwich locally and further afield. This report will outline the current position of the organisation demonstrating how we have evolved and adapted over the last year to meet changing circumstances and highlights on key area of work

As we celebrate the end of another year, reflecting our new realities of life living with covid and its high impact on inequalities on our diverse residents and visitors. The work of GrIP continues to increase in order to address inequality issues within housing, health, crime and disorder, local services, schools and public bodies servicing in statutory and non-statutory roles.

Since our last AGM in 2020, our partnership work approaches has enabled us to expand our work geographically, helping us explore resources to equip and empower our local communities in addressing inequality and disparities in systems and processes. Processes which, in practice, exclude communities and discriminate.

Covid and the highlighted work of the Black Lives Matters movement over the last year has increased the demand for GrIP's involvement and also campaign work. As, we face many challenges and are still some way from ensuring that everyone achieves their full potential in life and has a safe environment to do so.

Nevertheless, some challenges highlighted previously are still with us, such as improving community engagement in police accountability mechanisms, through our work with the Safer Neighbourhood Board, ward panels and neighbourhood watch schemes. This is an ongoing issue which we will need to work effectively with all partners to address.

Unfortunately, the Race Equality Partnership Board, established at the end of 2019 to oversee progress in addressing the inequalities highlighted by the Race Equality Scorecard appears to have been an early casualty of the pandemic. Although the Partnership Board has not convened in the last year, GrIP continues to promote use of the scorecard to enable us to address local issues, to evidence and capture the true extent of discriminatory practices in our community.

GrIP believes that in working together with a variety of partners we are better equipped to meet the needs of the local community enabling us to pool ideas, resources and solutions to make a positive difference in the lives of the communities we serve. GrIP has earned a fine reputation for successful

partnership working, and this will become even more important as we continue to address and tackle hate crime within the social housing sector. This year has seen an increase in the number of partners, we have worked with and provided Hate Crime Training to their practitioners. Equally, vital too, will be our voluntary & community sector partners as new groups are formed to develop roles for providing key services.

Last year, we welcomed some Syrian families to our community in October, these families all received resettlement support to access local services in a coordinate manner. This project has been highly successful and we are delighted to have played a key role in helping the families become settled in Greenwich's community.

I would also like to extend a huge thank you to the GrIP Board of Trustees for their continued support and efforts to ensure that this organisation truly does what it says, on all levels and express my thanks to all our staff at GrIP for their endurance and tenacity to deliver despite all the odds of uncertain in the last year. Well done everyone!

Jacqui Thomas-Fasuyi
Chair, Greenwich Inclusion Project

Chapter 4 Activities and Achievements 2020-21

GrIP aims to achieve its mission through:

1. Delivery of our range of services of providing information and advice, adding voice, providing community support and networking - in partnership with others to meet needs and concerns.
2. Providing emotional, practical and legal support to victims of all hate crimes
3. Working with others to help reduce inequalities and improving well-being for all,
4. Encouraging others to actively address race and faith equality issues.

As with so much of the public and voluntary sector, GrIP's activities were significantly curtailed during this year because of the Covid restrictions. Our work was also significantly affected by the long-term sickness absence of key members of staff during the year.

However, in December 2020, GrIP was commissioned by Greenwich Council's Public Health Department to host a Community Engagement Worker, plus support officer, to engage with communities in Woolwich Common Ward regarding Covid related risks in that Ward. This commission, funded by the Ministry for Housing Communities and local Government, allowed GrIP to consolidate its strategic role with Public Health and brought in additional funds to help meet the organisation's core costs.

Community Based Hate Crime Service

The Hate Crime SLA was delivered in partnership with the VCS organisations, Metro and MetroGAD. Within this partnership, GrIP focusses on addressing hate-crime on the grounds of Race or Faith. The key aspects of the service are to:

- Be part of a coordinated community response in tackling hate crimes/incidents in Greenwich
- Provide advice, information, and signpost and facilitate access to other support and relevant services
- Provide services in such a way as to be sensitive to differences and needs
- Effectively contribute to the work of the Hate Crime Strategic Partnership Group
- Provide a pro-active support to victims and ensure that that victims are aware of their rights;
- Promote awareness and encourage hate crime reporting.

During 2020-21, GrIP gave direct support to 52 individuals who had been subjected to hate-crimes, of whom, 34 were new inquiries received during this year. Support was also provided to the families and associates of direct Hate Crime victims. 18 of the new inquiries resulted in formal cases being opened.

Continuing the trend in shifting balance of referrals for hate crime victim support, in 2020-21, only 2 new cases were referred to GrIP by the police, and 9 were referred to us by another VCS or Statutory agency. This means that, for the first time since we started delivery of the community-based hate crime support service, the great majority (67%) of individuals we helped contacted us directly for assistance; demonstrating the effectiveness of our work in raising awareness of the organisation's work in different parts of the Borough.

In this year we adapted our normal model for delivery of training and briefing sessions to staff and service users in public and voluntary sector organisations. Previously we delivered training through group sessions, which allowed a significant level of personal interaction. However, with most potential participants restricted to working from home and relying on internet-based meeting platforms, we amended the training events to more focused, short briefings and workshops. In addition, we produced a range of written briefings for distribution through public sector in-house periodicals and customer information bulletins, including briefings developed in the light of increased targeting of people from visible minority communities, especially east Asian communities, during the early days of the covid pandemic.

Despite the lock-down, GrIP's Officer continued to attend regular meetings of:

- Royal Borough of Greenwich Hate Crime Strategic Partnership (quarterly);
- Greenwich Hate Crime Case Panel (monthly);

In July 2020, in partnership with our hate crime colleagues at Metro and MetroGAD, we established a community hate crime forum, as a mechanism to improve the quality of response provided to victims of hate crime from statutory and voluntary sector organisations. The members of this forum include representatives of the three organisations along with the police and Borough Council. However, the key members of the Forum are individuals who, themselves, have been victim of hate crime.

In this year, GrIP also drafted 3 resources for staff and hate crime victims:

- a. Guidance for frontline staff
- b. Guidance for victims: Collecting evidence, and,
- c. Guidance for victims: Individual Rights/Organisational Responsibilities.

These resources have been approved by the Hate Crime Strategic Partnership and, at the end of March 2021, have been submitted to the Council's Comms team for publication and distribution.

Strategic Equalities

In March 2020, GrIP was well placed to support the strategic race equality initiatives of the Borough Council. We were key members of the race equality Partnership, charged with developing programmes to address the key issues identified in the Race Equality Scorecard, and we were involved in direct discussions with senior staff in drafting the 4-yearly refresh of the Council's

Equality Plan. However, as the pandemic developed, towards the end of March 2020, our statutory partners for equalities comprehensively shifted their attention to address the emergency. Running alongside this changed public sector approach, the emerging Black Lives Matter movement helped to raise public cognisance of long-standing systemic race inequalities.

In turn, GrIP's strategic equalities work became covid related, where we still had a role to play in challenging emergency actions that had a disproportionately negative impact on racial minority communities, e.g. the use of police emergency powers to stop and search, or emergency services that failed to adequately reflect the racially diverse population of the Borough or recognise the greater risk of contracting covid among certain minority communities. As a consequence, throughout the year we have worked closely with partners in the Public Health Department and the MPS Basic Command Unit to advocate for greater understanding of racial diversity and sensitivity to circumstances associated with that diversity. We have also supported Greenwich Healthwatch in establishing a community forum with a specific focus on addressing the systemic nature of health inequalities.

Our work with Public Health saw GrIP support community engagement and consultation with marginalised racial minority communities, where evidence showed a greater risk of contracting Covid. Then, in December 2020, the local strategic partnership working to co-ordinate public education awareness raising regarding covid was informed that a bid for funding from the Ministry for Housing, Communities and Local Government was successful. Part of this funding was used to employ community engagement specialists to work in specific neighbourhoods with evidentially higher rates of covid infection and greater risk of infection. Because of our contribution to the work of the group, GrIP was invited to host the engagement workers operating in the Woolwich Common Ward. We were pleased, therefore, to welcome Rahman Famuditimi and Carol Eghaghe to our staff team, from January 2021. In a further development of our successful partnership work with Public Health, GrIP supported a local community group in securing funding from the MHCLG pot for local community support activities. This last activity has indicated a significant avenue for development of GrIP's community support and development activities.

Despite the restrictions imposed by the "lock-down" GrIP continued to support the efforts of Woolwich Carnival Association. During this year, the Association also altered its approach and worked to create social media resources and activities to address the impact of isolation in a manner that enhanced community cohesion. While the programme did not have the desired impact, the exercise has helped WCA (and GrIP) to finally put to bed any discussion regarding complete reliance on social media for community involvement and support. In addition, GrIP supported the Council in convening video conferences for BME community and Faith organisations, at which it was

identified that there is a need to address concerns about the low level of success for BME groups when applying for grant funds.

Finally for our strategic equalities work, as well as advocating for better race sensitivity and equality practice in use of police powers, we continued to work with the Safer Neighbourhood Board (SNB), in helping develop better representation of people from minority communities in police consultation and accountability forums.

Greenwich Sanctuary Project

GrIP's work to provide voluntary support to 20 Syrian refugee families hosted in the Borough under the UN Vulnerable Persons Programme, expanded significantly this year. We started the year with 19 registered and active volunteers and successfully recruited a further 26 volunteers through the year. These volunteers were deployed in a range of activities; the most consistent roles being ESOL support and social befriending. By May 2020, every Syrian refugee family that wanted support with ESOL was receiving at least 1 hour voluntary support. This support was, initially, provided through face-to-face contact but, in response to restrictions introduced to reduce the spread of Covid, the volunteers developed a fantastic range of innovative distant learning resources and support approaches to continue the support provided.

Befriending volunteers were also active during the year. This was particular crucial during periods of lockdown, when the families experienced increased anxieties and stress. Following the initial lock-down, GrIP's volunteers worked with the families to gradually increase their confidence in being in public spaces, extending this during the summer with a range of planned social activities, including, dance sessions, sports activities, a community picnic and a trip to Margate for all the families.

As an innovative development of the project, teams of volunteers also worked specifically to develop a range of social activities and to conduct research for a bank of resources that the families could access to help their move to independence from the sanctuary Project.

GrIP's regional and national strategic equality network relationships have grown in strength during this year, enabling us to actively contribute to a range of national race equality consultations, including the consultation for the production of the Prime Minister's Race and Ethnic Disparity Audit.

Gilles Cabon
CEO

Chapter 5 Treasurer's Report

We recognise the integral part our funders play in helping us to maintain the services we provide, without which our capacity to deliver would be greatly hampered.

TANGIBLE FIXED ASSETS

Details of movements in fixed assets are set out in notes to the full assessed accounts.

RESERVES

The present level of funding is adequate to support the continuation of the current projects in operation for a term of 3 months, and the Board of Trustees considers the financial position of the charity to be satisfactory. However, in the longer term the charity will require funding from various institutions to develop its activities.

RISK MANAGEMENT

Organisational Risk Analysis now forms part of the programme of work for the organisation. This involves regular analysis of organisational risk by Trustees, as well as assessments of risk when activities are being prepared as well as implemented by staff. Assessments will consider relevant risks as it concerns staff and possible users or visitors as well as for the organisation as a whole.

Such analysis ensures that identified risks are mitigated and managed as required.

SAFEGUARDING OF ASSETS

The Board of Trustees is also responsible for safeguarding the assets of the Service and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

PRECAUTIONARY POLICIES IN RELATION TO RISK

The management of the charity ensures that all the staff are qualified for their specific responsibility.

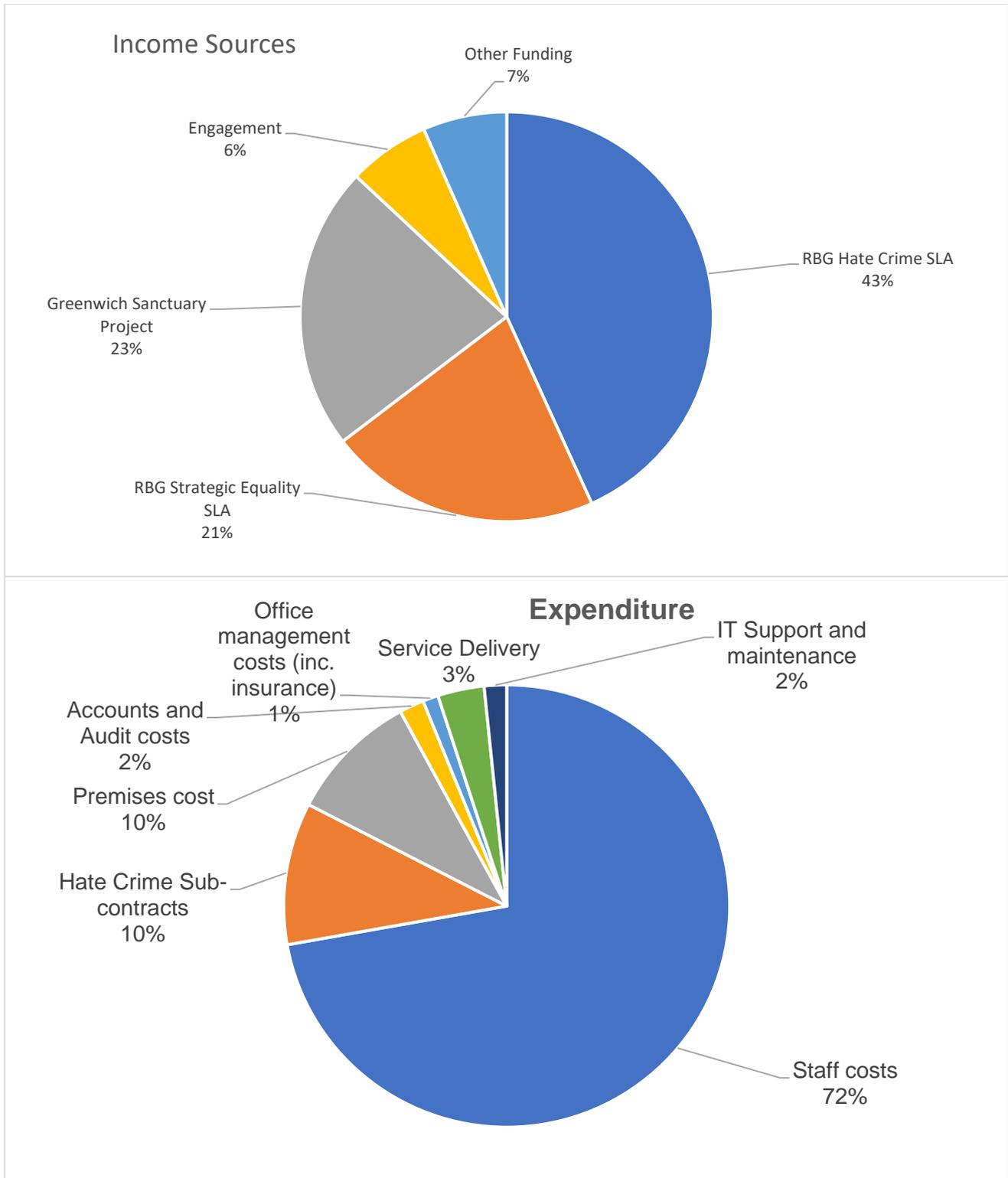
Measures are in place for dealing with emergencies such as an outbreak of fire and the Charity has in force a Health and Safety Policy.

INVESTMENTS POWERS

The Trust Deed authorises the management committee to make and hold investments using the general funds of the charity but no such investments are presently held.

Chapter 6 Statement of Financial Activities for year ended 31st March 2021

Income and Expenditure – Quick view



INCOME AND EXPENDITURE ACCOUNT

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM Charitable activities				
Charitable activities	20,276	135,821	156,097	168,871
Investment income		-	-	
Other income	598	-	598	21,182
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Total	20,874	135,821	156,695	172,327
 EXPENDITURE ON Charitable activities				
Charitable activities	33,949	<u>139,425</u>	<u>173,374</u>	<u>165,267</u>
NET INCOME/(EXPENDITURE)	(13,075)	(3,604)	(16,679)	24,786
 RECONCILIATION OF FUNDS				
Total funds brought forward	25,638	3,604	29,242	4,456
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TOTAL FUNDS CARRIED FORWARD	<u>12,563</u>	<u>-</u>	<u>12,563</u>	<u>29,242</u>

INCOME FROM CHARITABLE ACTIVITIES

	2021 Charitable activities	2020 Total
activities	£	£
RBG Hate Crime SLA	67,500	90,000
RBG Strategic Equality SLA	33,323	55,539
Greenwich Sanctuary Project	34,998	23,332
Engagement	10,000	
Other Funding	10,267	
	<u>156,097</u>	<u>168,871</u>

OTHER INCOME

	2021	2020
	£	£
Other income	499	8,452
Room hire	99	12,730
	<u>598</u>	<u>21,182</u>

CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Totals
	£	£	£
Charitable activities	<u>143,711</u>	<u>29,663</u>	<u>173,374</u>

DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Staff costs	125,154	109,072
Advertising	-	462
GAD Sub-contract RBG Hate Crime SLA	7,500	5,000
Metro Sub-contract RBG Hate Crime SLA	10,500	10,500
Volunteer expenses	113	229
Event costs	372	844
Travel and subsistence	72	155
Depreciation	-	2196
	<u>143,711</u>	<u>126,458</u>

SUPPORT COSTS

	Other
	£
Charitable activities	<u><u>29,663</u></u>

Support costs, included in the above, are as follows:

	2021	2020
	Charitable	Total
	activities	activities
	£	£
Premises cost	16,474	23,921
Insurance	1,573	1,248
Office running cost	387	268
Printing, postage, stationery and telephone	4,809	5,038
Recruitment	0	325
DBS Checks	245	70
Staff training	33	58
IT Support and maintenance	2,811	2,298
Membership and subscription	231	1,459
Software expenses		354
Examiners fees	2,051	2,016
Accountancy and payroll	952	408
Bank charges	97	112
AGM expenses		1,081
Consultancy Services	<u> </u>	<u>477</u>
	<u><u>29,663</u></u>	<u><u>39,133</u></u>

NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets		196
Computer software amortisation	<u> </u>	<u> </u>

TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31st March 2021 nor for the year ended 31st March 2020.

Chapter 7 Acknowledgements

The Trustees of GriP wish to express grateful appreciation and thanks to those who have helped us meet our objectives in 2020-2021; including:

Volunteers

Abi Junaid

Titilayo Bankole

Thanks are also due to:

- the many officers of the Royal Borough of Greenwich and many individuals whose support has been invaluable, over the year, in the development of our work
- numerous colleagues from partner organisations in Greenwich's Voluntary and Community Sector
- all those community members who have supported our activities and shared their understanding of the issues facing minority communities in Royal Greenwich

Your valuable support is much appreciated

Jacqui Thomas-Fasuyi

Chair of Trustees

Greenwich Inclusion Project

GRIP Membership

Individual Members

Abimola Junaid

Albert Mbuga

Amarpreet Tamber Kaur

Anthony Okereke

Asmerom Woldegebriel

Balbir Singh Bakhshi

Ann-Marie Cousins

Bella Kosmala

Basilia Gondo

Bishnu Pomu

Blossom Raynor

Camara Fuja

Candiah A Kumar

Carmel Britto

Charles Ugbo

Claudette Gray

Clive Mardner

Daphne Prescod

Dwayne Smith

Georgia Niwamungu

Darren Gregory

David Gardner

Dwayne Smith

Edith Njoku

Eunice Ayodele

Fatta Thapa

Fiona Herring

Hadijah Kitembo

Harcourt Alleyne

Hazel Simmonds

Harjinder Singh

Harjasphal Dhillon

Hendrix Pierre

Hussein Abdullahi

Hazel McGraw

Isaac Attram

Ifeoma Nwadei	Jesse Tomlinson
Jacqui Thomas	Kadie Brooke
John Murphy	Judy Boyce
Juliet Sampton	June Selman
Kamaljit Perhar	Lara Pereira
Kerry McConnon	Kim Wallace
Len Duval	Lucy Isaiah
Livia Salemole	Madge Hewitt
Marcia Alexander	Margaret Greenfields
Mary Tennyson	Mary Budd
Maureen Noble	Nadine Hagen
Nance Baptista	Nathaniel Arthur
Pamela Franklin	Paul Kilama
Peter Noble	Rachel Davidson
Rasheeda Page-Muir	Samantha Bryan
Rebecca Ayeshire	Remi Agoro
Samprada Mukhia	Shazmina Sheikh
Shikha Dilawri	Sonia Thapa
Tope Oso	Wole Babayeju
Yama Njai	Zainab Clackson

Organisational Membership

Indian Cultural Society	Bunyoro Kitara Development Association UK
LPF Kids Club CIC	Ghana Greenwich Association
Skills & Care CIC	From the Heart Foundation
Show Your Gift	University of Greenwich
Home Start Greenwich	Minority Action For Change
In His Presence Ministry	Greenwich Action for Voluntary Services
Greenwich Migrant Hub	KCA Substance Misuse for Youth
Greenwich Islamic Centre	FW Business Ltd
GLYPT	Barnfield Project
South London Counselling Service	Zimbabwe Association
RevolYoution	CISLAC UK
Face of Joy International	NDOKWA Association
Milan Ladies Group	Nigeria Community Greenwich
Greenwich Housing Rights	