

2021  
to  
2022

# Greenwich Inclusion Project (GrIP)

ANNUAL REPORT

2021-2022



**COMPANY REGISTRATION NUMBER: 8305287**  
**CHARITY REGISTRATION NUMBER: 1159425**

**REGISTERED OFFICE:**

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# GREENWICH INCLUSION PROJECT

Annual Report 2021 - 2022

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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**

During this year, the Board employed:

- a Chief Executive Officer,
- a Hate Crime Services Coordinator,
- a Refugee Support Volunteers' Co-ordinator,
- a Community Engagement Officer 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

As a relatively new chair to the board, I pleased to be part of an organisation that puts the community at the heart of everything it does!

I am very familiar with the report and the great work of the team here. I am delighted to be part of the aims and vision of this service. This has been a very challenging year for the organisation; we suffered from significant staff absence due to Covid, but our team coped admirably especially with the strains of working in isolation. Somehow, amidst it all we even managed 2 office relocations.

We also welcomed a new staff member, Grace Blenkinsop, to the team. Grace joined us right at the end of the year to manage our public profile on social media. In her brief time with us, Grace has already completely revamped our website and established a much more dynamic profile on other platforms.

The purpose of our work is assist and support the Royal Borough of Greenwich and its' residents in our work to promote good race/community relations and inclusion for all. This work brings challenges to change unethical practices, working conditions, cultural/traditional norms when addressing racism to develop new standards for fairness, respect, inclusion and change to begin. We work with a number of partners to champion and forge good public relations on Race/Strategic Equality matters, Hate Crime, Community Engagement, Race Discrimination, the Sanctuary Project and others.

Over the last year, we have worked with a number of local organisations and businesses to enhance the rich culture of new and existing skills and talents locally. Supporting and assisting in the planning arrangements of the Woolwich Carnival, Health Inequality matters around covid-19 to ensure residents' concerns are heard and addressed. This work helps and encourages us to connect with hard to reach communities who would usually not be heard until a crisis arises. GrIP continues to be at the forefront to ensure that communities and resources are distributed and allocated fairly to ensure that community interests are promoted, supported and acknowledged.

I sincerely congratulate all the staffing team at GrIP on the work they have done this year and I look forward to seeing the progress made in the year to come and how we can build on this work championing racial equality matters and putting this at the heart of everything we do.

**Jacqui Thomas-Fasuyi**  
Chair, Greenwich Inclusion Project

## Chapter 4 Report of Trustees; Activities and Achievements 2022-22

As the year commenced, GrIP was still dealing with the impact of the Covid pandemic. Throughout the year, our service delivery was affected by intermittent and, in one case, relatively long term absence of staff. This demonstrates the vulnerability of the organisation, as a small group with no spare capacity and, ironically, also the strength of the organisation to be able to manage these events and still deliver planned outcomes.

Key achievements

### **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 2021-22, GrIP gave direct support to 60 individuals who had been subjected to hate-crimes, of whom, 20 were new inquiries received during this year. Support was also provided to the families and associates of direct Hate Crime victims. 19 of the new inquiries resulted in formal cases being opened, with one service user requiring 22 actions to be carried out on their behalf. Just 8 of the new cases were referred to GrIP by the police or another VCS or Statutory agency. This means that, once again, at least 60% 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.

We continued to deliver training and briefing sessions to staff and service users in public and voluntary sector organisations, gradually adapting the delivery model from purely on-line delivery, at the beginning of the year, to more traditional in person delivery by the end of Winter. In total, 29 training events or workshops were delivered this year, attended by 325 participants. In addition, we marked National Hate Crime Awareness week with the publication of an article distributed to all schools in Greenwich. This was later followed by

distribution of promotional materials to all tenants via the Council's Community Protection and Housing Teams.

GrIP's Officer continued to attend regular meetings of:

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

In this year, GrIP's officer also drafted a Performance Standard for Social Housing Providers. This has been approved by colleagues within the Strategic Partnership for use by all providers in the Borough.

### **Strategic Equalities**

The bulk of our public sector work in delivering strategic equalities in this year was focussed on work with organisations addressing the impact of the Covid pandemic, both in terms of differential impacts on health for different communities and the supporting work to implement the lessons learned about the need for better, more effective relationships between public bodies and local communities.

Primarily, we worked to support the Public Health Department of the Council in community engagement and support, where we were active members of the steering group established, with Ministry of Health Communities and Local Government funding, to deliver real and meaningful engagement with more vulnerable racial minority communities and targeted neighbourhoods. For the Neighbourhood based work, GrIP hosted 2 community engagement workers employed to deliver targeted community engagement in Woolwich Common Ward. We also worked with the Public Health Department to address the concerns raised in previous years regarding difficulties accessing funds for small, especially Black and Minority Community led, community groups. As a consequence, we were able to put in place a mechanism that enabled an initial 13 micro and small community groups to obtain £33,000 of funding from local participatory budgeting schemes. At the end of the financial year, GrIP was able to repeat this in "sponsoring" a range of community groups obtain a further £57,000 of Community Innovation Group Funding. Our support for these groups doesn't rest with simply obtaining the funding but extends to financial management, administrative and mentoring support for those delivering the projects. This has, consequently, ushered in an entirely new way of working with communities for GrIP where we have begun to adopt a more deliberately community development model which, in turn, provides us with better insights into a broad range of lived race and faith inequality issues in specific localities.

Our second significant arena of strategic equality work this year was in continuing to seek to address the inequalities in policing action and community safety. GrIP's officer continued in his role as Vice-Chair of Safer Greenwich, the Safer Neighbourhood Board. In this role, as well as consistently seeking



action from the MPS to address the issues highlighted through the Black Lives Matter movement and the evidence of police community responses to Covid restrictions, he worked specifically to improve representation and engagement of people from racial minority communities in Safer Neighbourhood Panels and chairing meetings of Greenwich's SNP co-ordinating forum. In Autumn 2021, news emerged of the decision to redefine the boundaries of every ward in the Borough, creating 21 wards instead of the existing 17. Consequently, on behalf of the SNB and Metropolitan Police Basic Command Unity, GrIP's officer developed and started delivery of a programme of community awareness raising and community engagement to develop entirely new Safer Neighbourhood Panels that effectively represent the interests and demographics of each of the new wards. Unfortunately, just as the work was due to be rolled out, MPS announced that they needed to delay the implementation of the new panels to allow time for crime data software to be reconfigured to match the new ward boundaries.

In addition to participating in the work of the Safer Neighbourhood Board, GrIP's officer also attended meetings of the Borough's Independent Advisory Group, the key mechanism for improving police and community relations, as well as attending one Gold Group meeting, following a local critical incident, and initial meetings of the SE-BCU Community Encounter Group.

We have also been working to develop a Race Equality Advisory Board for Greenwich. Unfortunately, fees paid for this development were significantly delayed and progress has not been as great as desired. However, the funds are still accessible in 2022-23 and we hope to have a more positive report in next year's annual report. Despite this, during 2021-22 we were able to conduct research into similar mechanisms in other Boroughs; which has shown that this approach by Greenwich is completely without current equivalents.

On the topic of community engagement, GrIP has worked to support the work of MetroGAVS in establishing the Greenwich Health Involvement Voice and Engagement (GHIVE) Hub. GrIP co-facilitated the initial events to hear the views of Black and Minority Community led VCS organisations and the workshop for small, unfunded, groups. We subsequently assisted in the National Lottery application that has resulted in 3 years funding to progress this initiative.

Following the tragic murder of Tamim Habimana, GrIP carried out a series of engagement events with young people and parents, to ascertain the fears and concerns of people feeling vulnerable in Minoritised and marginalised communities. The primary findings from these events was, firstly, a fear that the incident will be used as an opportunity to subject young, especially, Black men to further intervention by the police and, related to this, a realisation that many young people are not aware of the limitations in police powers or public rights when faced with police stop and search. As a result of this, we have

been working with a local theatre company to develop an interactive educational drama production, to create a space for young people to explore these issues further.

Also following the murder, in recognition of GrIP's position and relations with key personnel in the Public Sector, we worked with members of Tamim's family and other community members, to organise a community vigil of remembrance. This was held in September and was attended by approximately 350 people. At the end of 2021-22, we again worked to support Tamim's family members in organising an event to mark the first anniversary of the murder.

Woolwich Carnival has become a feature of the cultural life of the Borough, however, for 2 years the Carnival could not be delivered because of the restrictions imposed in response to the pandemic. This gave Woolwich Carnival Association an opportunity to review their structure and method of operation. In 2021-22 GrIP was deeply involved in that process, facilitating and co-ordinating a number of workshops and development planning sessions.

Following the decision of Royal Borough of Greenwich to seek to become a Borough of Sanctuary, GrIP has been a key and active member of the local Borough of Sanctuary Community Reference Group. During this year, the group conducted a wide ranging "listening" exercise to obtain first-hand evidence of changes that can be made in the Borough's service delivery to make the Borough a place where refugees and other migrants know that they are welcomed.



One key issue that emerged from that community consultation revolves around difficulties in ESOL provision in the Borough. As a result, we worked with a number of community based ESOL providers to establish the Greenwich ESOL Network (GEN) which works to improve co-ordination of existing ESOL

provision and availability of information of the classes available. The group is also concerned to address the nationally imposed criteria that limits access to ESOL provision by some migrants, until they have been resident in UK for 3 years.

### **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. In the middle of the year, after strict lockdown conditions were lifted, many of the volunteers we had been working with found they had less availability as furlough regimes were reducing and, subsequently GrIP's pool of available volunteers fell. However, by December 2021, after a period of intensive recruitment, the number of registered volunteers was back up to 45. These volunteers were deployed in a range of activities; the most consistent roles being ESOL support and social befriending. In the previous year, every Syrian refugee family that wanted support with ESOL was receiving at least 1 hour voluntary support each week. However, during this year, in recognition of different rates of progress in learning English among the adult family members, we began to allocate volunteers to individual learners within the families. We were also able to reverse the need for distant learning, that had arisen during the pandemic, and began to see more volunteers delivering ESOL classes in person.

Befriending volunteers also continued to be active during the year, with many finding their role extending to providing assistance to family members in navigating access to key local services. GrIP's volunteers have also 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 number of community picnics, a trip to Margate for all the families and our first ever "Winter" Party (attended by nearly 100 people). The volunteers have also worked to increase cultural activities, developing relations and, hence opportunities, with Greenwich Maritime Museum and the British Museum.



At the end of 2021-22, we said good-bye to our first Volunteers' Co-ordinator, as Helen Moore Start, left us to take up a new post in Manchester. While saddened by her departure, we were not dismayed as we were able to recruit Fatima Jama as Helen's replacement; Fatima came to us with a unique perspective, having been a volunteer with the project, working as a family befriender, for a number of years.

As with many VCS organisations, GrIP's work is not limited to delivery of our service level agreements or contracted work. The recognition of GrIP's work means that we have developed a range of regional and national strategic equality network relationships that 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.

Locally, we have become a key partner for national organisations seeking to develop a presence in Greenwich or to improve access to their services and opportunities for people in marginalised racial communities. Within this financial year, we worked to support Thames 21 project in developing programmes to increase racial minority community use of river space. We also provided advice to Reshape Inc. in carrying out community consultation for the proposed redevelopment of 81-88 Beresford Street. This last initiative has resulted in approval for plans for a development that will include community space which GrIP has been asked to manage for the benefit of minority communities.

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.

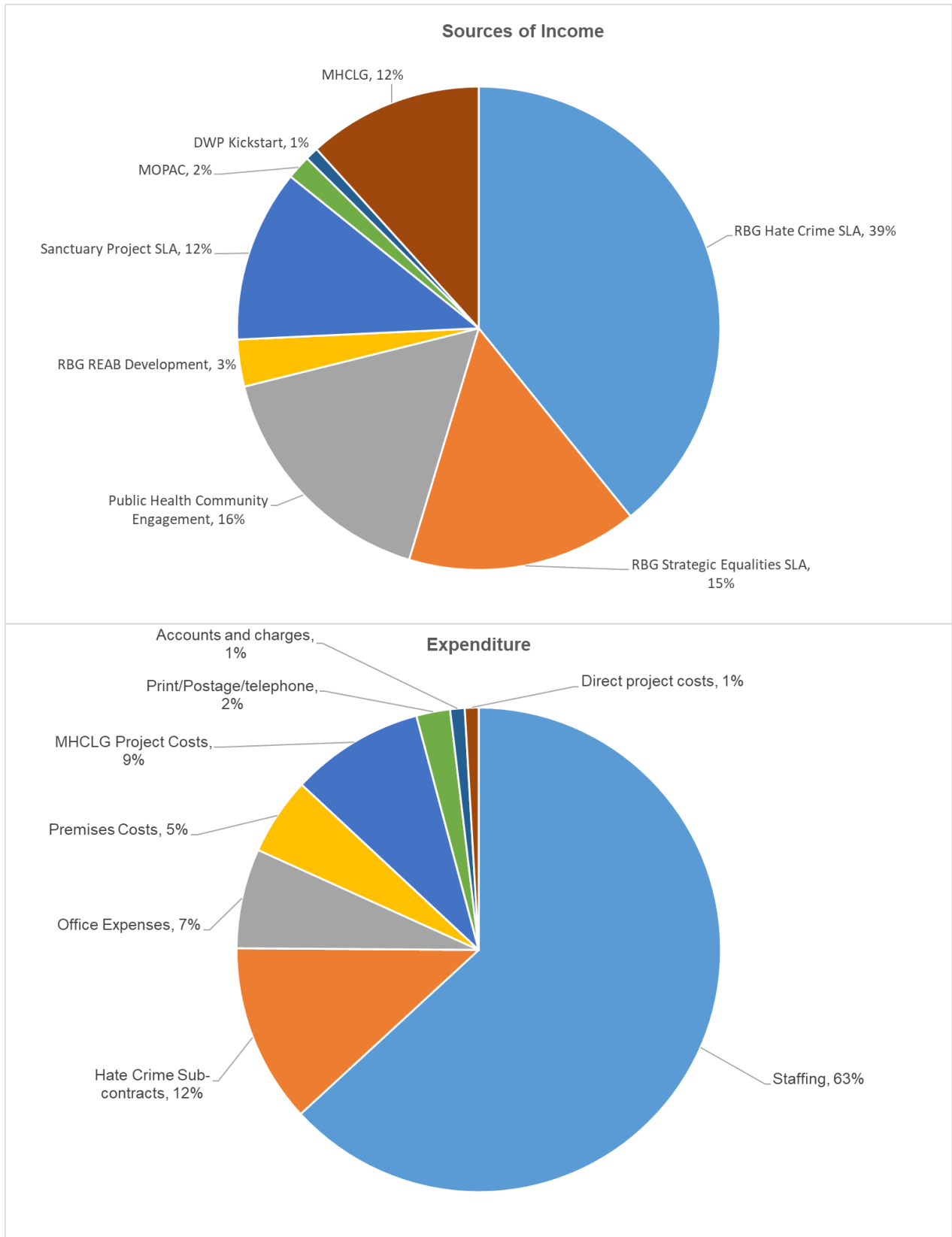
Measures are in place for dealing with emergencies such as an outbreak of fire and the Charity has in force a Health and Safety Policy.

### **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 31<sup>st</sup> March 2022

## Income and Expenditure – Quick view



## INCOME AND EXPENDITURE ACCOUNT

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

	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM Charitable activities</b>				
Charitable activities	77,675	209,444	287,119	156,097
Investment income		-	-	
Other income	12,432	-	12,432	598
	-----	-----	-----	-----
<b>Total</b>	90,107	209,444	299,551	156,695
<b>EXPENDITURE ON Charitable activities</b>				
Charitable activities	91,005	<u>146,675</u>	<u>237,680</u>	<u>173,374</u>
<b>NET INCOME/(EXPENDITURE)</b>	(13,075)	(3,604)	(16,679)	(16,679)
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	12,563		12,563	29,242
	-----		-----	-----
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>11,665</u>	<u>62,769</u>	<u>74,434</u>	<u>12,563</u>

## INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
<b>Total activities</b>	<b>Charitable activities</b>	
	£	£
RBG Hate Crime SLA	112,500	67,500
RBG Strategic Equality SLA	44,431	33,323
Greenwich Sanctuary Project	33,132	34,998
Public Health Community Engagement	47,276	10,000
Other Funding		10,267
MOPAC	4640	-
RBG REAB Development	9000	-
DWP Kickstart	2511	-
MHCLG	33,629	-
	<u>287,119</u>	<u>156,097</u>

## OTHER INCOME

	2021	2020
	£	£
Other income		499
Room hire		99
	<u>598</u>	

## CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Totals
	£	£	£
Charitable activities	<u>217,598</u>	<u>20,099</u>	<u>237,680</u>

## DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	150,590	125,154
Advertising	117	-
GAD Sub-contract RBG Hate Crime SLA	12,750	7500
Metro Sub-contract RBG Hate Crime SLA	15,750	10,500
Volunteer expenses	10	113
Event costs	178	372
Travel and subsistence	116	72
Depreciation	-	-
	<u>179,511</u>	<u>143,711</u>



## SUPPORT COSTS

	<b>Other</b>
	<b>£</b>
Charitable activities	<u><u>63,543</u></u>

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

	<b>2022</b>	<b>2021</b>
	<b>Charitable</b>	<b>Total</b>
	<b>activities</b>	<b>activities</b>
	<b>£</b>	<b>£</b>
Premises cost	12,362	16,474
Insurance	1,397	1,573
Office running cost	9,926	387
Printing, postage, stationery and telephone	5,374	4,809
Recruitment	275	0
DBS Checks		245
Staff training		33
IT Support and maintenance	5,956	2,811
Membership and subscription		231
Software expenses		
Examiners fees	1,200	2,051
Accountancy and payroll	978	952
Bank charges	131	97
AGM expenses		
Consultancy Services		
Sanctuary Project Direct Cost (ringfenced)	1,897	
MHCLG Projects (ringfenced)	21,237	
Kickstart Set-up Costs	<u>2,811</u>	
	<u><u>63,543</u></u>	<u><u>29,663</u></u>

## NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Depreciation - owned assets		
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 2022.

## TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31st March 2021 nor for the year ended 31st March 2022.

## Chapter 7 Acknowledgements

**The Trustees of GrIP wish to express grateful appreciation and thanks to those who have helped us meet our objectives in 2021-2022; including:**

### **Volunteers**

Abi Junaid	Harjasphal Singh Dhillon	Ahsan Rathore
Titilayo Bankole	William Hedly	Will Snell
Mary Kershaw	Faten Benali	Constance Wroe
Karina Khohar	Fouzia Merabti	Eddy Wong
Paddy Salter	Elham Desouky	Steve Jones
Nick Mallinger	Pheona Kidd	Fed Rommel
Anouk Sokolow	Nina Wilks	Ann Hill
Max Garden	Ned Blackburn	Lesley Jones
Jennie Grace	Saleh Jalbi	Jane Hatzimasouras

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
Andres Coco- Stefaniak	Ann-Marie Cousins	Anthony Okereke
Asmerom Woldegebriel	Balbir Singh Bakhshi	Basilia Gondo
Bella Kosmala	Bishnu Pomu	Blossom Raynor
Camara Fuja	Carmel Britto	Charles Ugbo
Claudette Gray	Clive Mardner	Daphne Prescod
Darren Gregory	David Gardner	Dwayne Smith
Edith Njoku	Eunice Ayodele	Fatta Thapa
Fiona Herring	Georgia Niwamungu	Hadijah Kisembo
Harcourt Alleyne	Harjasphal Dhillon	Harjinder Singh
Hazel McGraw	Hazel Simmonds	Hendrix Pierre
Hussein Abdullahi	Ifeoma Nwadei	Isaac Attram
Jacqui Thomas-Fasuyi	Jesse Tomlinson	John Murphy
Judy Boyce	Juliet Sampton	June Selman
Kadie Brooke	Kamaljit Perhar	Kerry McConnon
Kim Wallace	Lara Pereira	Len Duval
Livia Salemore	Lucy Isaiah	Madge Hewitt

Marcia Alexander	Margaret Greenfields	Mary Budd
Mary Tennyson	Maureen Noble	Nadine Hagen
Nance Baptista	Nathaniel Arthur	Pamela Franklin
Paul Kilama	Peter Noble	Rachel Davidson
Rasheeda Page-Muir	Rebecca Ayeshire	Remi Agoro
Samantha Bryan	Samprada Mukhia	Shazmina Sheikh
Shikha Dilawri	Sonia Thapa	Tope Oso
Wole Babayeju	Yama Njai	Zainab Clackson

### **Organisational Membership**

Barnfield Project	Bunyoro Kitara Development Association UK
CISLAC UK	Face of Joy International
From the Heart Foundation	FW Business Ltd
Ghana Greenwich Association	Greenwich Housing Rights
Greenwich Islamic Centre	Greenwich Migrant Hub
Home Start Greenwich	In His Presence Ministry
Indian Cultural Society	IPC4SD
KCA Substance Misuse for Youth	LPF Kids Club CIC
MetroGAVS	Milan Ladies Group
Minority Action For Change	NDOKWA Association
Nigeria Community Greenwich	Reconnection
RevolYoution	Skills & Care CIC
South London Counselling Service	Tramshed
University of Greenwich	Zimbabwe Association