



ANNUAL REPORT 2013-2014



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WELCOME MESSAGE

This year has seen significant changes at FRF. Change inevitably pushes us to reflect upon our past achievements and errors, our present and how better to develop our future. This reflection results in a stronger, focussed effort to ensure that change leads to success, to new opportunities and to building new relationships. Our rebranding and new strap line 'Faith in People' inspires us to believe in our colleagues, in our beneficiaries and in the wider community.

We are excited about the journey FRF are taking- we are now in our 13th year of operation- and we have developed ourselves into a trusted, niche organisation in the area of employability and training and are proud to say that clients walking through our doors leave Faith Regen feeling positive, motivated and greatly benefitted which gives us immense satisfaction in the work that we deliver. This year we have consolidated our employability and training programmes to ensure that we continue to make a difference to disadvantaged communities in the UK. We have a greater presence in Whitechapel and Brent by connecting with the local communities and organisations through many exciting projects running from those centres. Additionally, we have been successful in maintaining strong ties with local organisations and service providers in the vicinities who consistently offer their support for running our services.

We have for many years supported vulnerable groups through the work we do; this year we were commissioned to carry out a research project to find out what organisations like FRF can do to help victims of domestic violence and this was a new venture for FRF. Through this project, we again demonstrated that FRF are not afraid to take up new challenges that affect their communities. FRF has always been an organisation that connects communities and peoples- we want to continue doing this and also help the more vulnerable groups in our society receive the support and opportunities they require to break through barriers.

I hope you enjoy reading about our work and we would like to thank our funders and partners for all their support; and our dedicated staff for working tirelessly to make a difference to peoples' lives. It is due to their invaluable contributions that FRF has been able to deliver what they set out to do and we hope this will continue for the foreseeable future.

Leslie Laniyan
Chair

Nujhat Jahan
CEO

BREAKING DOWN BARRIERS

One of the greatest barriers facing disadvantaged BAME groups in the UK is language. Our beneficiaries are eager to engage with the wider community and using all the tools available to them through FRF to do just that.

FRF are taking a holistic approach in developing language skills with confidence building and employability skills. This year our ESOL based projects have led beneficiaries to undertake vocational training courses, enter the job market and create connections with the wider community.

Our projects include:

U R Britain is an exciting 2 year programme which celebrates the diversity in the UK and inspires new communities to add to the richness of the British culture. Alongside ESOL, beneficiaries receive employability and Cultural and Diversity training and will be taken on tours to famous landmarks to familiarize themselves with the rich cultural history of Britain. The project targets 200 newly-arrived third country nationals predominantly from Afghanistan, Iraq, Bangladesh, Somalia, Pakistan and India to help them integrate better in society through the effective sharing of information within a faith and culturally sensitive provision in partnership and match funded by Training Connect Ltd.

Facing the Cuts

Facing the Cuts has been one of most successful projects by far this year- we have exceeded our targets and more importantly inspired and motivated individuals to start training or find work. This project targeted 50 BAME clients from the borough of Tower Hamlets who have been affected by the changes to legislation reducing benefits that they receive. We found that a significant number of our beneficiaries had ESOL needs and were therefore assisted in improving their English before undergoing employability workshops. In order to instill work ethics and also to provide a more holistic training- our beneficiaries were placed in suitable 2 week volunteering placements sourced by FRF.



One of our clients had arrived in the UK from Nigeria in December 2013; she had no recourse to public funds and was unable to get support from anywhere. She was eligible for this programme and through FRF's support she improved her English, confidence and Employability skills. We gave her information, careers guidance and helped her to apply for a Health and Social Care course so that she could begin to work in her chosen field. She has started full time work as a Carer at St Georges Hospital in July 2014.

Creative English

FRF was selected by Faith Action to be one of their referral hubs to deliver the DCLG funded Creative English Programme. We are responsible for referring 2 hubs, Islamic Help and Jagonari to deliver Creative English Sessions. This project has taken a very unique approach to teaching English- it uses an opera style teaching method which has been hugely successful amongst the learners. FRF continually monitors the progress of our 2 hubs and provides assistance on a regular basis.



CREATING OPPORTUNITIES

FRF have always been committed to providing the necessary support to disadvantaged groups to access employment. Our teams across London provide a bespoke service to build our beneficiaries' confidence, self esteem and awareness of their invaluable skills.

Work Programme

FRF have been delivering the Work Programme since 2011. The purpose of the programme is to support individuals into sustained employment. Our beneficiaries are diverse in their qualifications, backgrounds and lifestyle.

FRF are often the first point of call for a number of our beneficiaries; this year we have engaged a broader range of organisations to give additional support to our beneficiaries. We realise that to ensure sustainable employment, many individuals need to overcome both external and internal barriers. Through this approach we have secured employment for a growing number of beneficiaries.

MK was referred to us in July 2013, he had been out of work for almost 2 years having previously worked as a Chef in an Indian Restaurant. MK lacked confidence, motivation and had high ESOL needs, requiring an advisor who could speak Bengali. FRF enrolled him into an ESOL course, helped him to create his first CV, he learnt how to apply for jobs online and attended employability workshops. He was also supported through a period of instability with his housing. He received intensive 121 support, his advisor helped him to appeal the move and also worked with him to access support from the council and to continue with his ESOL classes. He passed his ESOL Entry level 2 speaking and listening unit. In July 2014 he found full time employment in a Takeaway shop, working as an Assistant Chef.

Jobcentre Plus Support Contract (A4E)

FRF are one of the best performers in the West London region for this project funded by A4e. Through this project we help change the circumstances of people to get them back into employment through support and training through our various training modules including CSCS, Professional and executive module and others.

This project is in the 5th and final year of delivery giving support to clients of all ages in the boroughs of Harrow and Brent who are unemployed and referred by Job Centre Plus through A4e.

Ben Cap (A4E)

In April 2013, FRF delivered this government funded pilot project prior to full implementation of the benefit cap, through housing benefit, a cap on the total amount of benefit that working age people can receive. This was aimed at groups of clients who were previously receiving benefits but who are no longer eligible to receive benefits under the new government welfare cuts. FRF carried out training schemes to provide training and better prepare people who would be affected by the benefits cap.

This project has now finished with FRF managing to achieve 100% of its targets which included delivering training to 88 groups consisting of 12 clients each.



YOUTH PROJECTS

Islamic Garden

Funded by the Heritage Lottery Fund, this project was completed earlier on this year. The project revolved around the notion of how 7th century onwards Middle East Islamic gardening heritages were developed. The main aim of the project was to engage with young Muslims from the ages of 18-35 through a series of UK visits to Islamic gardens, active workshops led by experts and a social media link-up from young people in Morocco. It was a community based project in East London in order to connect the wider Muslim and non-Muslim communities to the wonders of Islamic Garden design, while giving them the opportunity to have a lasting impact on their local London landscape

This project was a real eye opener to see how all the participants' benefitted from learning about the design and history of Islamic Gardens with the practical knowledge of how to implement a garden. Through this project, the beneficiaries connected with the rich history and heritage behind Islamic Gardens whilst also getting valuable experience of working with children in schools. The Muslim volunteers worked closely with staff alongside students aged between 11-16 at a school in East London helping to develop an on-site Islamic garden using traditional Islamic gardening techniques and principles.



ENGAGING WITH VULNERABLE GROUPS

Domestic Violence: A Concern for All (November 2013 – October 2014)

FRF was commissioned to undertake a research project to find out the prevalence of domestic violence amongst BAME communities across 8 of London's most ethnically diverse boroughs through questionnaires and focus group discussions. Extensive Interviews conducted with 210 women provided the research to help us identify the grave need for more provisions for this group and a whole host of other issues were brought into the limelight. The report will be published in the coming months.

Learning Aspiration Project (LAP)

FRF in partnership with Nextgen Foundation received funding to deliver a 1 year project which targets 60 women of BAME origin from the borough of Haringey to learn ESOL and also equip them with employability training and vocational courses to ultimately gain employment. The project is intended to regenerate local communities by tapping into the potential that lies within disadvantaged groups and inspiring individuals to become self-employed without disturbing the delicate cultural balance that exists within these communities.



ACCOUNTS

Consolidated Income and Expenditure Account for 2013/2014

| | 2012/13 | 2013/14 |
|--------------------|---------|---------|
| | £000 | £000 |
| Turnover | 729 | 547 |
| Operating Costs | 631 | 499 |
| Surplus/ (Deficit) | (98) | (48) |

Consolidated Balance Sheet as at the 31st of March 2014

| | 2012/13 | 2013/14 |
|---------------------------------------|---------|---------|
| | £000 | £000 |
| Tangible Fixed Assets | 987 | 978 |
| Current Assets | 181 | 89 |
| Current Liabilities | 163 | 48 |
| Net Current Assets | 19 | 41 |
| Total Assets less current liabilities | 1005 | 1019 |





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FRF Head Office Bounds Green
No. 4 Gateway Mews
Ringway, Bounds Green
London N11 2UT

t 020 8211 9430
f 020 8361 4956
e info@thefrf.org