



# Room To Heal

Report and financial statements  
For the year ended 31 December 2019

# Room To Heal

## Reference and administration information

### **STATUTORY INFORMATION**

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

#### **Trustees**

Penelope Farrar - Chair  
Rebecca Stuart - Treasurer  
Rhodri Jamieson-Ball (until March 2019)  
Susannah Fairweather  
Michelle Knorr  
Emily Haisley  
Lucy Bracken (until August 2019)  
Dave Maunga (until September 2019)  
Helen Moulinos (August 2019)

#### **Registered Office**

Mildmay Community Centre  
Woodville Road  
London N16 8NA

#### **Company Number**

06744055

#### **Charity Number**

1128857

#### **Bankers**

The Co-operative Bank  
62-64 Southampton Row  
London WC1B 4AR

Triodos Bank  
Deanery Road  
Bristol BS1 5AS

#### **Solicitors**

Freshfields, Bruckhaus and Derringer

Room To Heal  
Reference and administration information

**Independent Examiner**

Patrick Morrello ACA  
Third Sector Accountancy Limited  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

**Status**

The company, number 06744055, is limited by guarantee and has charitable status. The charity registration number is 1128857. It has a Memorandum and Articles of Association as its governing document.

# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

The Trustees present their report and the independently examined financial statements of the charitable company for the year ended 31 December 2019. The statutory information is shown on Pages 1 and 2.

### Charitable Objectives

The objects for which the Charity is established (as amended 25 March 2009) are:

1. To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations Conventions and Declarations) throughout the world by all or any of the following means:
  - a. Relieving need among the victims of human rights abuse
  - b. Obtaining redress for the victims of human rights abuse
  - c. Research into human rights issues
  - d. Raising awareness of human rights issues
  - e. Promoting respect for human rights among individuals and organisations
2. To promote social inclusion for the benefit of the public by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

### Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives of the charity.

### Structure, Governance and Management

Room to Heal's Trustees meet at least quarterly and regularly review progress against adopted priorities. As part of these discussions, opportunities and risks facing the organisation are also reviewed. The Chair and Director, as well as the Treasurer and Director, also meet regularly between Trustees' meetings.

### Staff (Part-Time)

Roro Ratih Ambarwati (Senior Community Support Worker)  
Hannaa El-Sayed (Group Therapist) - started July 2019  
Elli Free (Director)  
Suzie Grayburn (Caseworker)  
Kirstin Hubert (Psychotherapist) - until June 2019  
Jane Matthews (Fundraiser)  
Anna Giulia Perego (Clinical Administrator and Caseworker)  
Theresa Ryan-Enright (Group Therapist) - until Aug 2019  
Emily White (Group therapist)  
Bert-Jan Zuiderduin (Group Therapist) - started August 2019

### Sessional Staff

Imogen Butler (Finance Officer)  
Mary Raphaely (Clinical Supervisor)  
Diana Birkett (Clinical Supervisor)  
Fenik Adams (Non-clinical Supervisor)

## Room to Heal Trustees' annual report for the year ended 31 December 2019

Marc Sutton (IT Administrator)

Andrew Leak (Legal Consultant)

Beni Evans (Gardening Coordinator) - started June 2019

Mark Fish (International Consultant) - started Jan 2019

Isabella Mighetto (Monitoring and Evaluation Coordinator - International Work) - started Jan 2019

### Clinical Supervision

Regular clinical supervision is provided by Diana Birkett and Mary Raphaely. Diana was a therapist and supervisor at Freedom from Torture for 25 years and previously Head of Counselling at Sutton Counselling Services. Mary is a group psychotherapist with over thirty years experience, previously worked at Freedom from Torture, and co-ordinated Room to Heal's women's programme. Fenik Adam also provided non-clinical supervision to caseworkers and volunteers during 2019. Fenik has worked at Freedom from Torture for over 25 years and has been working as a Psychodynamic Counsellor since 1997. Fenik is a qualified psychodynamic supervisor.

### Volunteers

Room to Heal's volunteers are vital to the charity and its work and we'd like to record our appreciation for their enormous contribution to our work. During 2019, our staff team was joined by a number of volunteers working in a range of capacities, including, but not limited to, IT support, preparing our payroll every month, fundraising administrative support, supporting our members with casework guidance, and gardening and cooking delicious, healthy meals for our members. Volunteers active in 2019 were:

Aras Almaree  
Carey Buchanan  
Cat Baker  
Sally Cook  
Mary Hannity  
Jane Heather  
Andi Heck  
Lianne Hitchen  
Lewis Kane  
Jo Masiulaniec  
Paul Maston  
Cassidy McKenna  
Kate Osmond  
Camilla Smargiassi  
Mariko Taniguchi  
Randa Toko

### Partner Organisations

We have a good network of organisations that we receive referrals from (see referrals on page 9) and refer to. As part of our Pathways Project (helping members access education, training, employment), we continue our partnerships with local social enterprises such as Luminary Bakery and many more. Our collaborations with Doctors of the World

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

and NHS Community Mental Health Teams ensure that specialist medical care is available for our members. We also work with advice centres, housing hosting schemes, food banks, emergency shelters, and local funders offering small grants and other support to individual members.

In 2019, we worked with a range of organisations whose support continued to benefit Room to Heal and our members, including those who kindly provided hardship and education grants for individual members:

ACEVO	Housing Justice	Pret a Manger
Al-Mizan Charitable Trust	International Rehabilitation Council for Torture Victims	Psyche_Delight
Arsenal in the Community	Islington Centre for Refugees and Migrants	Red Cross
Asylum Support Appeals Project (ASAP)	Islington Food bank	Redress
Barristers Chambers in London	Joint Council for the Welfare of Immigrants (JCWI)	Refugee Action
Birkbeck University (inc Compass)	Journey to Justice	Refugee Consortium Kenya
Bloody Good Period	Kew Gardens	Refugee Council
Bread and Roses	Lightful	Refugees at Home
Breaking Barriers	Lift the Ban Coalition	Ruth Hayman Trust
Bullet Creative	Liberty	Sheila Hind Trust
CARAS	London Catholic Worker	Shelter from the Storm
Centre for Better Health	London Gypsy Travellers Organisation	Speak Street
Chelsea Physic Garden	Luminary Bakery	The Catholic Women's League
Circle, Groundwork	Mapping for Change	The Children's Society
Crisis	Migrateful	The Bike Project
City Harvest	Maternity Action	The Helen Bamber Foundation
City Lit	Mary Strand Charitable Trust	The Happy Baby Community
Crisis Skylight	Mary Ward Adult Education Centre	The Liverpool Quakers
Culpeper Community Garden	Migrants Organise	The Passage
Doctors of the World	Migrant Help	The Quadrangle Retreat Centre
Eden Rise	Mike's Table	The Royal African Societies - Africa Writes
Freedom From Torture	Mildmay Community Centre	The Ruth Hayman Trust
Fund for Human Need	Missionaries of Charity	Shelter
Groundworks – Elevate	National Zakat Foundation	St Andrews Refugee Services, Cairo, Egypt
Hackney Winter Shelter	NACCOM	University College London – Reconnect
Haringey and Hackney Migrant Support Centres	New Art Studio – Islington	UNHCR
	NHS services (IAPT, CDAT, iCope)	University of East London – Olive
Heinz, Anna and Carol Kroch Foundation	Notre Dame Refugee Centre	World Organisation Against Torture – Tunis
Hope for the Young	OrganicLea	Young Vic
Host Nation	Positive Action in Housing	E5 Bake House

# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

### ROOM TO HEAL'S AIMS, APPROACH AND ACHIEVEMENTS IN 2019

#### Introduction To Our Work

Room to Heal is a grassroots community charity supporting survivors of torture and human rights violations who are refugees and asylum seekers. We provide a programme of therapy, casework and broader activities to assist people in overcoming the legacy of their traumatic experiences whilst navigating the practical challenges of life in exile.

The Room to Heal community is made up of around 140 members from over 30 different countries, all of whom have survived torture or other human rights abuses. To become a member of Room to Heal, there is a process of assessment and one-to-one therapeutic support provided before a decision is made by Room to Heal and the person who is receiving our support, whether they become a full member and join a therapy group.

Once someone is a member of Room to Heal, they can participate in Room to Heal in varying ways. Some of our current members participate in weekly therapeutic groups, some attend therapeutic retreats, some participate in social activities and many join other community members for a freshly cooked meal and social connection on Fridays at the Culpeper Community Garden in Islington. In 2019, 60 members were actively engaged in Room to Heal's therapeutic, community and casework activities. An additional 68 people were referred, provided with assessments and/or one-to-one therapeutic support, alongside some casework, during 2019.

We recognise that it is futile to offer therapeutic support to a person who has no food, no money, and no place to sleep at night. Our small casework team works closely with a range of partners to help members resolve practical issues they face, for example helping them to access suitable legal representation, housing, and medical care. The casework team also supports members to develop their potential and prepare for employment, education and training.

Typically, the people we support have lost their homes, their families and their place of belonging in the world. The common legacy of these experiences includes depression and suicidality, extreme isolation, traumatic symptoms including flashbacks and sleeplessness, and a range of other enduring physical and mental health problems.

The day-to-day struggles of our members can exacerbate the above. Many of our members can find themselves in limbo: waiting for an asylum decision, in fear of detention or deportation to the countries they fled and often threatened with homelessness and destitution.

# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

### Our Mission And Our Aims

#### Our Mission:

To support people who have survived torture and human rights abuse to rebuild their lives in exile through an integrated, community-based programme of therapeutic and casework assistance.

Specific Aims	Activities	Outcomes
<b>1. To enable people to heal from their traumatic experiences and restore meaning to their lives</b>	<p>Assessments and time-limited individual therapies</p> <p>Therapeutic groups and intensive therapeutic retreats</p> <p>Nature therapies and social gardening sessions</p> <p>Creative activities</p> <p>Member forums and increased opportunity to engage in debates around the treatment and care of refugees and asylum seekers and raising public awareness</p>	<p>Reduced anxiety, depression and related post-traumatic symptoms</p> <p>Increased ability to articulate traumatic history and withstand the challenges of the asylum process</p> <p>Reduced isolation and marginalisation</p> <p>Increased sense of belonging and integration</p> <p>An increased sense of wellbeing/ meaning/ purpose in life</p>
<b>2. To assist people in dealing with material challenges, navigating the asylum process and integrating into the UK</b>	<p>Casework sessions to address health, legal, education, housing and welfare issues</p> <p>Interventions in support of asylum (e.g. therapeutic input to Medico Legal Reports) and material needs</p> <p>Pathways Project supporting people into education and employment</p>	<p>Our members will have a better quality and standard of life and will integrate into society due to having greater ability to navigate asylum processes and:</p> <ul style="list-style-type: none"> <li>● Having secured one or more of the following – better access to advisory services (legal, welfare, health), legal representation, improved housing, improved medical care and or welfare and grants</li> <li>● Having accessed education, voluntary work and employment related training</li> </ul>
<b>3. To enable local communities, policy makers, service providers and the general public to respond more appropriately to the needs of refugees and asylum seekers</b>	<p>Production and delivery in partnership with our key stakeholders of:</p> <ul style="list-style-type: none"> <li>● Articles, media materials and best practice guidelines</li> <li>● Training sessions</li> <li>● Public events and exhibitions</li> <li>● Policy workshops</li> </ul>	<p>Local communities, policy makers, mainstream service providers and the general public demonstrate greater understanding of the needs of survivors of torture and organised violence</p> <p>Policy and practice are better suited to meeting the needs of survivors of torture and organised violence</p>



# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

### Our Approach

Room to Heal's community model of rehabilitation, which combines therapeutic and casework support with community integration, addresses a largely unmet need in London and has potential to address unmet needs more widely across the UK. We believe that belonging to a mutually supportive community of survivors is central to healing from extreme violence and the traumas of exile: people gain support and strength from one another. Our approach is holistic, taking into account nuanced and subjective individual needs.

We refer to survivors in the Room to Heal community as 'members', conferring a sense of agency and belonging.

### Developments And Achievements In 2019

This was Elli Free's, our new Director's, first full year at Room to Heal and the focus was on developing the organisation during a period of change to ensure the community and staff team were supported and enabled to flourish. The focus was also on developing our strategic direction for the next five years and, alongside this, our funding strategy.

Our core work goes from strength to strength. In 2019 we supported 128 beneficiaries - including current members, new referrals, and people seen for assessment - in the process of rebuilding their lives after torture and organised violence, through our intensive practical and psychological support. Details of this work are provided below.

Alongside our direct support to torture survivors, we continued to share our learnings through our international work with the UN and through our contributions to other national and local forums in the refugee sector. This has been informed by our community members, through participating in our regular community forum meetings.

### Snapshot of How We Helped

- 128 people supported in a community of 140 people
- 63 people provided with individual therapy, 32 people attended group therapy
- 13 members went on retreats in 2019 to Kent and rural Devon
- 77 people helped with housing, legal support, healthcare, and training support, with our caseworkers carrying out over 2300 actions to achieve the following:
  - 27 members prevented from destitution
  - 17 members helped to secure housing/prevent homelessness 29 times
  - 33 people accessed education, training or employment
  - 42 members accessed welfare/benefits
  - 38 people helped through the asylum process
  - 9 members secured legal representation
  - 24 medico-legal letters/reports supporting asylum and housing actions
  - 57 destitution and educational grants obtained for members with a value of £9,104
  
  - 100% of our members surveyed found our therapeutic support helpful
  - 100% felt their confidence had improved
  - 96% felt that life was more meaningful

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

Activities that support our members include:

- Assessments of individuals referred to us and short-term individual psychotherapy as needed to help stabilise survivors and enable them to participate effectively in group work
- Relational group therapy
- Intensive therapeutic retreats
- Casework to address housing and welfare needs
- Pathways Project to help people access educational and employment opportunities
- Legal protection
- Therapeutic gardening and other group activities intended to help individuals heal and integrate into new communities.

#### **Referrals, Assessment and Individual Therapy**

We continue to have a good network of referral agencies, including the NHS, specialist and highly-experienced immigration solicitors, the Red Cross and many other NGOs in this sector.

In 2019 Room to Heal received referrals from the following partner agencies:

- AsylumAid / Consonant
- Birnberg Pierce Solicitors
- Bright Start Islington
- CDAT St Pancras
- CNWL Talking Therapies Harrow (NHS)
- College of Haringey
- Hackney Migrant Centre
- Haringey IAPT
- Haringey Migrant Support Centre
- Hibiscus Initiatives
- Homerton University Hospital
- iCope NHS
- Islington Crisis Team
- Open Door
- Refugee Support Network
- South West London Law Centre
- Whipps Cross Hospital

On referral to Room to Heal a therapist will, usually over multiple sessions, assess a potential member in order to understand whether they are likely to be able to both benefit from, and contribute to, our therapeutic group work. These assessments often prompt a need for one-to-one therapy before or during a member's participation in the group work. It is at this stage that we also identify welfare, housing and/or legal protection needs, which are then followed up by our caseworkers.

# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

### Healing Therapies

The overarching aim of our therapeutic work is to enable survivors to heal from their traumatic experiences and restore meaning to their lives. The expected outcomes we wanted to see in our client group include:

- Reduction in anxiety, depression and related post-traumatic symptoms
- Increased ability to articulate traumatic history and withstand the challenges of the asylum process
- Reduced isolation and marginalisation
- Increased sense of belonging and integration
- An increased sense of wellbeing/ meaning/ purpose in life.

The key activities that make up this project are outlined below, with key details about this year's work.

We carry out an annual survey with our members at the end of each year and, of those who responded, we found:

- 100% said therapeutic support had been helpful
- 92% felt better able to manage the impact of trauma
- 100% felt their confidence had improved through participation in Room to Heal
- 96% felt that life was more meaningful as a result of coming to Room to Heal
- 92% felt more supported through support from Room to Heal members
- 100% felt that being part of Room to Heal helped them feel part of a wider community in London

### Trauma-Focused Individual Psychotherapy

In 2019 we provided preparatory, trauma-focused individual psychotherapy for 63 people in 306 therapeutic sessions. Many of these sessions were to help prepare people for entry to our wider community-based programme, helping to build trust with people, reduce their traumatic symptoms, and prepare them for entry to the group.

### Therapeutic Support Groups

Our therapeutic support groups are the cornerstone of our therapeutic programme, animating and deepening our community. This year we delivered 96 groups to 32 people (17 women, 15 men), plus provided additional support groups on retreat (see below).

*"The therapy is really healing. This is my family in the UK and it has really helped my confidence, mental health status."*  
(2019 Member evaluation, January 2020)

*"Hearing other experiences, which I am facing - feel I am not isolated. And sharing with groups about present problems, get opinions and ideas which help me to feel better."*  
(2019 Member evaluation, January 2020)

*"The therapeutic support group on Tuesday has been so helpful to me in so many ways. And the therapist have been very helpful and supportive towards and they are always there for me whenever I need them."*  
(2019 Member evaluation, January 2020)

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

After torture and forced exile people often become profoundly isolated and feel as if no-one else can possibly understand what they have been through. Through engaging in a therapeutic group, alongside people from all over the world who have this common experience, people come to understand at the deepest level that they are not in fact alone. This in itself is profoundly healing and very often is the beginning of a process of rediscovering the humanity in themselves and others. Our two weekly mixed-gender therapeutic groups enable mutually supportive and open interaction between members and our group therapists. This core activity reflects our community approach and drives all of what we do.

#### Therapeutic Gardening Programme

*"I have been visiting Culpepper for 12 years from 2008, so it seems like a part of my family. I enjoy the fire, meeting different cultures. I always stay with plan on Friday. I love Culpepper forever."*

(2019 Member evaluation, January 2020)

*"Gardening was one of my best activities as it gave opportunities to connect with the soil, and to see life coming from nowhere."*

(2019 Member evaluation, January 2020)

We have access to two beautiful gardens in Islington: the extensive gardens at our home at the Mildmay Community Centre, where we often hold gardening sessions after our therapeutic support groups, and the Culpeper Community Garden at Angel where we hold our social gardening session and meal on a Friday afternoon.

100% of members who answered a question in our annual survey said that their mental health had improved through the gardening/therapeutic activities (83% much better, 17% a little better).

- 47 people attended our gardening programme at Mildmay
- 43 people attended our weekly sessions at Culpeper

Our work in the garden continued to be vital in shaping our community. We enjoyed surrounding ourselves in nature. We grew food together, cooked and ate together, talked and spent enjoyable time together. We recognised - and continue to recognise - that these simple human processes help us to heal. The Room to Heal garden is a place of growth. The gardening provided a safe and tranquil space for members to reconnect with themselves and their surroundings. The gardens also provided a great opportunity for community integration.

*"It is a fantastic place, you will not have such place in London, where we share our thoughts, discussions, and speak about everything."*

(2019 Member evaluation, January 2020)

#### Therapeutic Retreats

*"Everything is good for me, even I slept late. My mind was free since I left London. Also I went back to London positive."*

*"I had spent the time looking after my needs, in companion of others, and contributing in sharing work with people in the group."*

# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

*"I really enjoyed the way we are together. The game we played and dancing."*

(Comments from members' retreat evaluations during 2019)

We took 9 members to rural Devon and 4 to Kent on two separate retreats in 2019.

- 100% of members enjoyed the retreats
- 92% of participants felt both emotionally and physically better by the end of the retreats

On retreat our members get a different sense of themselves in nature, and despite the terrible things that have happened to them there is often a rediscovery of their sense of place and purpose in the world. This results largely from communal living, depending on one another and being self-sufficient. Our retreats enabled members to build new confidence, germinate new friendships and uncover new meaning in life. Through deepening the process of traumatic recovery and the experience of being in community with others, retreats accelerated the healing process and have often been experienced by the members as transformative.

### **Creative Projects and Other Activities**

Members took part in drama workshops, which we organised with PSYCHEdelight theatre company and which took place in Mildmay garden, making the most of the wonderful summer sunshine. Workshops included dancing, singing (accompanied by the accordion!), photography and sewing. PSYCHEdelight's work culminated in supporting members to create a theatre piece, which they presented - with much singing and laughter - at our late summer party in Culpeper garden in September. This healing work was hugely therapeutic for members, creating fun and camaraderie, offsetting some of their very difficult day-to-day lives.

In addition to this party and our work with PSYCHEdelight, as part of our ethos to ensure a lightness to our work, we arranged a total of 18 activities for 48 members, including a series of theatre performances, football activities, meals out and trips over the year in partnership with other NGOs, the Young Vic Theatre, Mike's Table, Kew Gardens, Chelsea Gardens and OrganicLea.

### **Casework**

The practical support we offer to our members continued to be a vital part of our holistic programme, preventing destitution, keeping members safe, housed and able to access the services they needed. Our casework team supports members in shaping educational and employment opportunities, ensuring that they can integrate meaningfully when they have the right to work, once they are successful in securing leave to remain in the UK.

We continue to address the full range of needs of our members, helping them to overcome the serious material deprivation that they face, for example homelessness and destitution, but also helping members develop skills to move forward with their lives, and access education and employment. Social integration lies at the heart of our community-based approach, enabling people to re-engage in relationship and community, first through Room to Heal and increasingly through local communities and wider opportunities.

In the last year, in total, we provided support to 77 people, carrying out over 2,300 actions to achieve the following:

- 27 members prevented from destitution
- 17 people secured stable housing 29 times
- 33 people accessed education, training or employment

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

- 42 members accessed welfare/benefits
- 57 destitution and educational grants obtained for members with a value of £9,104 +£2,500 donated for white goods for our members, clothes, toiletries and food

#### Legal Protection

Legal protection work is a key element of support provided through Room to Heal. Without such support, recovery from trauma is usually limited. We spend considerable energy on this dimension of our work: ensuring our members can access appropriate immigration advice and representation, supporting them to articulate their history, providing therapeutic reports and letters to document our observations which are used in asylum proceedings.

Snapshot of legal support in 2019:

- 38 people helped through the asylum process
- legal representation secured for 9 members
- 24 medico-legal letters of support for individuals (for immigration and housing purposes).

#### User Involvement

We held 5 Members' Community Forums this year involving 37 staff, volunteers and members (23). This helped develop the direction of Room to Heal, offering suggestions for activities and discussing issues that affect the community at large. In our 2019 members' survey all those who answered found it useful attending the Community Forum and 78% felt they were given the opportunity to participate in decision making at Room to Heal.

Our recruitment for new staff now involves members on the interview panels. This gives members ownership of the community, and gives them a voice in shaping Room to Heal.

In our last annual evaluation, 75% of respondents felt more confident to share their experiences as an asylum seeker or refugee with wider society (for example to educate or to raise awareness).

#### Partnership Advocacy Work

We continue to be part of a number of thematic networking meetings between civil society and the government, including the National Asylum Support Forum and the Mental Health Forum. We also attend civil society only forums including the Destitution Forum, which we often host, and the Asylum Support Advice Network. In total we attended 35 meetings and met nearly 485 people as part of our training, policy, advocacy and outreach work.

We are a member of an award winning campaigning coalition made up of 200+ organisations, 'Lift the Ban', calling to lift the ban on asylum seekers working in the UK. We also participated in the UK torture review on how the UK is applying the Convention against Torture and contributed to a civil society report <https://redress.org/our-work/effective-reparations-for-victims/uk-torture-review/>. The report, which was coordinated by Redress, has been submitted to the UN Committee Against Torture and was launched at the House of Lords on 2 May 2019.

#### International Work

In 2019, Room to Heal delivered its first year's full training funded by the UNVFVT. Mark Fish, founder of Room to Heal, facilitated seven training workshops with UNVFVT grantees: three with front-line therapeutic caseworkers from St Andrew's Refugee Services (StARS), Cairo and four with psychologists and refugee community counsellors from Refugee Consortium Kenya (RCK) both in Nairobi and also in Dadaab refugee camp.

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

We typically ran trainings over 2.5/3 days on a quarterly basis over a 12-month period. The training workshops offered an experiential training in therapeutic group-work such that participants were equipped with the skills and methodology to facilitate similar groups with their own beneficiaries and/or other staff teams. Where appropriate, two senior mental health professionals working for the partnering organisation were invited onto the training programme for the duration, and were then supervised (over Skype) to lead a monthly support group for all of the training participants to provide continuity between training workshops.

The above provided a sustainable training programme, cascading learning and knowledge to partner organisations, and enabled them to implement and maintain their own therapeutic group-work programme.

Participants' feedback of the first year's workshops was largely very positive including:

- 100% stated that the experiential approach to therapeutic group work was useful for their work
- 100% of all participants felt the environment was safe and confidential

Alongside our work with UNVFVT, Room to Heal was an active member of the International Rehabilitation Council for Torture Victims (IRCT), as recognition of our standing in the field.

#### **Evaluating The Impact Of Our Work**

In 2019, respondents to our Annual Member Survey reported the following findings:

- 92% of respondents reported they were better able to cope with the effects of their traumatic experiences:
- 76% felt symptoms had improved
- 100% reported improvements in mental health
- 100% reported that their ability to sustain relationships with others improved
- 73% reported reduced isolation
- 83% reported an increased sense of enjoyment

We started evaluating the impact of the group therapy in more depth during 2019, we collected information from all participants of the group therapy to collect baseline information in May 2019 and collected the first set of data in November 2019. We hoped to be able to carry out an evaluation in May 2020, to have a full set of data, however, due to lockdown imposed by Covid-19 pandemic, this has not been possible. We have now adapted our evaluation methods to be able to evaluate the remote group therapy we started in May 2020.

#### **Organisational Developments**

It has been a year of transition and consolidation for Room to Heal with a focus on developing a new five-year strategy for 2020-2025. It was Elli Free's first full year as Director, following on from Mark Fish, the founder of Room to Heal and Elli has successfully managed the transition.

Our new office has allowed all of our services to be provided in one contained space. We appointed two new therapists, replacing two of the existing therapists in the summer and members (survivors/service users) were involved in the interview process. Our volunteer capacity has increased this year with 16 people volunteering for Room to Heal.



## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

In the 13 years since its foundation, Room to Heal has developed a high level of expertise in supporting torture survivors. Our experience and findings demonstrate the transformative potential of relational group therapy for torture survivors. Throughout 2019 our team talked to members of our community, carried out research into trends and needs, and met with lots of partner organisations to work out where we fit within the sector to help develop our next 5-year strategy. Some interesting partnership ideas have come up. We now want to expand the impact of our work and learning within London, across the UK and internationally and have developed an emerging strategy to deliver this over a 5-year period (see Plans For The Future section).

Refreshing the Trustee Board was a key focus this year, with the intention of some of the longer standing Board members to step down and we worked with REACH, through the Enhanced Programme of Lloyds Bank Foundation, to recruit new trustees. We have recruited two new trustees and they will be joining the Board in 2020.

#### **Financial Review**

This year was a difficult year financially, with a number of multi-year larger grants coming to an end and we worked hard to ensure we were fully funded in 2019. A going concern assessment was carried out during the year, with an external consultant, which led to a comprehensive contingency plan being set up during the second half of the year. This led to a system of review and planning being implemented. As a result, the Board now has greater confidence in Room to Heal's ability to respond to a difficult fundraising environment.

In line with many other charities in the sector, we experienced increased competition for funds and in some cases significantly increased decision-making timescales for grants. As 90+% of our funding came from charitable trust/foundation grants, we recognised the need to work on diversifying income sources. We sought pro-bono consultancy support for reviewing our funding strategy and addressing diversification of funding sources, and this work will be carried out in 2020.

Our total income for 2019 was £273,618 and expenditure was £262,863, which compares with an income of £265,575 and expenditure of £246,805 in 2018. We are extremely grateful to have received funding from a number of supportive charitable trusts, foundations, companies and individuals, all of whom have made our work possible over the year: thank you to all supporters for your valuable commitment.

Like other small charities Room to Heal continued to experience challenges around fundraising with increased competition for funds. We're extremely grateful to everyone who supported Room to Heal in 2019, including A B Charitable Trust, Garfield Weston Foundation and other valuable funders who kindly provided unrestricted funding, together with all funders who kindly provided restricted funding (see p.36).

The UN grants for direct assistance and the training project (Project P-829-DA-19 and P-829-TS-19 ) have been spent in the period examined in these accounts (1st January 2019 - 31st December 2019) and in accordance with the terms of the offer letter.



# Room to Heal

## Trustees' annual report for the year ended 31 December 2019

### Risk Management

#### *Room to Heal Risk Management Policy*

Room to Heal trustees actively review the major strategic, business and operational risks faced by the charity and systems have been developed to mitigate the significant risks. Our Risk Register analyses these risks in terms of probability, potential impact and actions necessary to mitigate these risks.

#### *Review of Risk Register*

Trustees reviewed the register when they met in June 2020 whilst finalising the 2019 Reports and Accounts. The three key risks identified and the associated mitigation actions are as follows:

<b>Risk</b>	<b>Probability</b>	<b>Potential Impact</b>	<b>Control Procedure</b>
Room to Heal unable to raise sufficient funds to carry out normal planned activities in 2021	Medium	High	<p>A growing focus on diversifying the organisation's funding streams. Working with FSI via Lloyds Bank Foundation's Enhance programme on income diversification strategy.</p> <p>Fundraising in 2020 is relatively successful in the current climate.</p> <p>Potential for online therapy group work (currently being tested) and if necessary could enable significant reduction in operating costs.</p>
Staff/volunteers are seriously impacted by the pandemic and the demands of the role, working in isolation at home.	Medium	High	<p>Additional clinical and non clinical supervision offered to caseworkers and therapists.</p> <p>Monthly feelings meeting continue via Zoom.</p> <p>At least twice weekly meetings via Zoom with the whole team.</p> <p>Regular check-ins and supervisions for all staff with Director and volunteers have supervisor support from different team members on a regular basis.</p> <p>Team encouraged to take regular annual leave.</p> <p>Additional funding sought to cover overtime.</p>
Failure in the long term to meet target number of participants in funded programmes due to Covid pandemic, reduction in referrals and ability to assess people safely during this period.	Med	Med	<p>Funders are being informed in the change of service and the more intense work with existing members and potential for less referrals / not meeting original targets in the short term.</p> <p>Many funders have written to emphasise that they will be flexible in the way we use funds and changes to services during the pandemic and acknowledge that they expect there to be differences to original services / targets.</p> <p>If the pandemic has an impact beyond 2020 we will need to review and adapt our services further according to the new normal.</p>

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

#### Reserves Policy

The Trustees review the organisation's reserves on a monthly basis, and aim to build sufficient unrestricted reserves to continue its normal activities in the event of a significant drop in funding or increased overheads. The Trustees aim to hold at least three months of direct charitable expenditure as reserves (estimated to be approximately £69,000), which will allow the organisation to run efficiently, and meet the needs of its members and staff. The unrestricted funds available to the charity as at 31 December 2019 were £95,985.

#### Plans For The Future

In 2019 we worked on developing a strategy for the next five years looking at the internal and external context in which we operate. We examined the current experience of asylum seekers and refugees in the UK; the hostile environment; austerity and legal aid cuts; and the problems that people face going through the asylum process. Unsurprisingly, the conclusion was that the plight of asylum-seekers in the UK has got much worse in the last decade.

We considered the emerging research on the mental health of asylum seekers and refugees. Some recent research indicates that there is a growing body of evidence to show the importance of post-migratory stressors on displaced person distress.<sup>1</sup> It shows that isolation, restrictive policies and insecure immigration status significantly associated with PTSD scores and that being refused asylum was the strongest predictor of depression and anxiety. Feeling a burden and the significant power imbalances were a clear problem. The paper concludes that community orientated interventions to support displaced people to cope with various stressors would be beneficial and support emotional wellbeing.

Our annual evaluations with our members, backed up by other feedback and our own observations, indicate Room to Heal's therapeutic community approach is effective in helping people overcome trauma, feel less isolated and have renewed meaning in life, and our next five-year strategy focuses on increasing access to this model of support in the UK.

Our research for the strategy found that the work we do complements the work of other therapeutic organisations in the sector. We found that there is very limited support of this kind both within and outside of London. Also, many of the therapeutic providers in London and across the country focus on providing individual therapy. Room to Heal's combination of relational group therapy / community / casework work is unique.

In January 2020 the Director and Board of Trustees agreed an emerging strategy to pilot and then, if successful, to develop partnerships across the country. This includes the possibility of running therapeutic groups in partner organisations, working in partnership to develop a 'volunteer accompanying' network, and the provision of training for partner organisations. Some partners have expressed interest in working together. These are mainly organisations that do community work and/or individual therapeutic support with refugees and asylum-seekers, and that are interested in providing more relational therapeutic support and/or working together to increase and develop our casework capacity.

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<sup>1</sup> Seeking asylum: Exploring the relationship between post-migratory stressors and mental health for asylum seekers and refused asylum seekers in the UK, Dr Gareth Morgan, Dr Seve Meilluish, and Dr Alice Welham, November 2017

## Room to Heal

### Trustees' annual report for the year ended 31 December 2019

Alongside developing our organisational strategy, we have been working with external consultants to develop a fundraising strategy to ensure we can maintain our existing community and develop our work as described above over the next five years. This will be finalised in 2020.

The full impact of the Covid-19 pandemic is not yet known, however we aim to progress our developing strategy within the confines of the pandemic and its impact on our work.

#### Trustees' Responsibilities

Company and charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- 1) Select suitable accounting policies and then apply them consistently
- 2) Make judgements and estimates that are reasonable and prudent
- 3) 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. 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.

#### Independent Examiner

Patrick Morello of Third Sector Accountancy Ltd was appointed as Independent Examiner to the charity in March 2020.

#### Small Company Exemptions

This report has been prepared and delivered in accordance with the provisions in Part 15 of Companies Act 2006 applicable to companies subject to the small companies' regime.

02 / 07 / 2020

This report was approved by the board on \_\_\_\_\_ and signed on their behalf by



**Penelope Farrar - Chair**



**Rebecca Stuart - Treasurer**

# Independent Examiner's Report to the trustees of Room To Heal

I report on the accounts of the charity for the year ended 31 December 2019 set out on pages 20 to 38.

## Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

## Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

## Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

*P Morrello*

Patrick Morrello ACA  
Third Sector Accountancy Limited  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

02 / 07 / 2020

Room To Heal  
Statement of Financial Activities  
(including Income and Expenditure account)  
for the year ended 31 December 2019

	Note	Unrestricted funds £	Restricted funds £	Total funds 2019 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>Total funds 2018 £</i>
<b>Income from:</b>							
Donations and legacies	3	62,524	210,370	272,894	71,894	191,245	263,139
Other trading activities	4	488	-	488	2,161	-	2,161
Investments	5	236	-	236	275	-	275
<b>Total income</b>		<b>63,248</b>	<b>210,370</b>	<b>273,618</b>	<b>74,330</b>	<b>191,245</b>	<b>265,575</b>
<b>Expenditure on:</b>							
Raising funds	6	20,071	488	20,559	20,389	-	20,389
Charitable activities	7	48,618	193,686	242,304	35,171	191,245	226,416
<b>Total expenditure</b>		<b>68,689</b>	<b>194,174</b>	<b>262,863</b>	<b>55,560</b>	<b>191,245</b>	<b>246,805</b>
<b>Net income/(expenditure) for the year</b>	9	<b>(5,441)</b>	<b>16,196</b>	<b>10,755</b>	<b>18,770</b>	-	<b>18,770</b>
Transfer between funds		14,741	(14,741)	-	-	-	-
<b>Net movement in funds for the year</b>		<b>9,300</b>	<b>1,455</b>	<b>10,755</b>	<b>18,770</b>	-	<b>18,770</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		86,685	-	86,685	67,915	-	67,915
<b>Total funds carried forward</b>		<b>95,985</b>	<b>1,455</b>	<b>97,440</b>	<b>86,685</b>	-	<b>86,685</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

Room To Heal  
Company number 6744055

Balance sheet as at 31 December 2019

	Note	2019	2018
		£	£
<b>Fixed assets</b>			
Tangible assets	14	4,556	6,800
<b>Total fixed assets</b>		<b>4,556</b>	<b>6,800</b>
<b>Current assets</b>			
Debtors	15	1,591	4,160
Cash at bank and in hand		102,021	117,481
<b>Total current assets</b>		<b>103,612</b>	<b>121,641</b>
<b>Liabilities</b>			
Creditors: amounts falling due in less than one year	16	(10,728)	(41,756)
<b>Net current assets</b>		<b>92,884</b>	<b>79,885</b>
<b>Total assets less current liabilities</b>		<b>97,440</b>	<b>86,685</b>
<b>Net assets</b>		<b>97,440</b>	<b>86,685</b>
<b>The funds of the charity:</b>			
Restricted income funds	17	1,455	-
Unrestricted income funds	18	95,985	86,685
<b>Total charity funds</b>		<b>97,440</b>	<b>86,685</b>

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

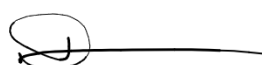
Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 23 to 38 form part of these accounts.

Approved by the trustees on 02 / 07 / 2020 and signed on their behalf by:



Penelope Farrar (Chair)



Rebecca Stuart (Treasurer)

# Room To Heal

## Statement of Cash Flows for the year ending 31 December 2019

	Note	2019 £	2018 £
<b>Cash provided by/(used in) operating activities</b>	20	<b>(15,696)</b>	<b>30,064</b>
<hr/>			
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		236	275
Purchase of tangible fixed assets		-	(6,800)
<hr/>			
<b>Cash provided by/(used in) investing activities</b>		<b>236</b>	<b>(6,525)</b>
<hr/>			
Increase/(decrease) in cash and cash equivalents in the year		(15,460)	23,539
Cash and cash equivalents at the beginning of the year		117,481	93,942
<hr/>			
<b>Cash and cash equivalents at the end of the year</b>		<b>102,021</b>	<b>117,481</b>
<hr/> <hr/>			

## **1 Accounting policies**

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### **a Basis of preparation**

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

Room To Heal meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

### **b Judgments and estimates**

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

### **c Preparation of the accounts on a going concern basis**

The trustees have reviewed the charity's forecasts and projections and in particular have considered the potential implications of the Coronavirus (COVID-19) pandemic. Whilst the eventual financial impact of the pandemic on the charity, and on the overall economy, remains uncertain, the trustees are confident that the charity will be able to remain operational throughout the pandemic. The charity has now reviewed its expenditure and projects and, based on donor commitments already received or confirmed at the date of approval, and its reserves, the trustees are confident that the charity can also fulfil its commitments to its beneficiaries for the period ending 31 December 2020.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.



Notes to the accounts for the year ended 31 December 2019 (continued)

**d Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

**e Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**f Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**g Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the accounts for the year ended 31 December 2019 (continued)

**h Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**i Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8

**j Operating leases**

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

**k Tangible fixed assets**

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Leasehold improvements	3 years
------------------------	---------

**l Debtors**

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

**m Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the accounts for the year ended 31 December 2019 (continued)

**n Creditors and provisions**

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

**o Financial instruments**

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

**p Pensions**

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. Outstanding contributions at the year end are noted in note 17. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8

**2 Legal status of the charity**

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

# Room To Heal

Notes to the accounts for the year ended 31 December 2019 (continued)

## 3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2019 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2018</i> £
Grants and donations	58,544	210,370	268,914	62,024	191,245	253,269
Donated services	3,980	-	3,980	9,870	-	9,870
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>	62,524	210,370	272,894	71,894	191,245	263,139
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## 4 Income from other trading activities

	Unrestricted £	Restricted £	Total 2019 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2018</i> £
Fundraising events	488	-	488	2,161	-	2,161
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	488	-	488	2,161	-	2,161
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

# Room To Heal

## Notes to the accounts for the year ended 31 December 2019 (continued)

### 5 Investment income

	Unrestricted £	Restricted £	Total 2019 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2018</i> £
Income from bank deposits	236	-	236	275	-	275
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	236	-	236	275	-	275
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

### 6 Cost of raising funds

	Unrestricted £	Restricted £	2019 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>2018</i> £
Staff costs	19,105	-	19,105	-	-	-
Fundraising expenses	430	488	918	15,314	-	15,314
Publicity and materials	59	-	59	2,941	-	2,941
Events	477	-	477	2,084	-	2,084
Outreach expenses	-	-	-	50	-	50
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	20,071	488	20,559	20,389	-	20,389
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

## Notes to the accounts for the year ended 31 December 2019 (continued)

**7 Analysis of expenditure on charitable activities**

	Total 2019 £	Total 2018 £
Staff costs	122,041	126,137
Staff training and supervision	5,773	3,549
Sessional staff	-	1,113
Recruitment and CRB checks	461	-
Project costs	1,432	6,282
Member travel	8,273	7,659
Community meal expenses	3,904	4,471
Project equipment (gardening materials etc)	404	1,448
Retreat	2,630	3,199
Therapeutic report	777	-
Staff travel	-	259
Training project: consultant fees	19,425	-
Training project: other expenses	9,575	-
Training project: evaluation and finance costs	4,058	-
Database	2,280	5,955
Professional membership	272	-
Depreciation	2,244	-
Therapy rooms and office rent	23,912	17,623
Governance costs (see note 8)	3,334	2,423
Support costs (see note 8)	31,509	46,298
	<hr/>	<hr/>
	242,304	226,416
	<hr/>	<hr/>
Restricted expenditure	193,686	191,245
Unrestricted expenditure	48,618	35,171
	<hr/>	<hr/>
	242,304	226,416
	<hr/>	<hr/>

# Room To Heal

Notes to the accounts for the year ended 31 December 2019 (continued)

## 8 Analysis of governance and support costs

	Support	Governance	Total 2019	Support	Governance	Total 2018
	£	£	£	£	£	£
Staff costs	19,416	1,933	21,349	23,983	-	23,983
Insurance (ELI)	2,207	-	2,207	1,763	-	1,763
IT consumables	412	-	412	-	-	-
IT support	3,508	-	3,508	1,241	-	1,241
Consultancy	401	-	401	14,050	-	14,050
Volunteer expenses	250	-	250	159	-	159
Bad debt	-	-	-	140	-	140
Rent	2,657	-	2,657	1,958	-	1,958
Telephone and internet	189	-	189	275	-	275
Stationery	158	-	158	25	-	25
Office admin and expenses	2,311	-	2,311	2,704	-	2,704
Trustee expenses	-	165	165	-	218	218
Independent examiner's fees	-	1,236	1,236	-	2,205	2,205
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	31,509	3,334	34,843	46,298	2,423	48,721
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## Notes to the accounts for the year ended 31 December 2019 (continued)

**9 Net income/(expenditure) for the year**

This is stated after charging/(crediting):	2019	2018
	£	£
Depreciation	2,244	-
Operating lease rentals:		
Property	26,569	19,581
Independent examiner's fee	1,200	1,416
	<u><u>          </u></u>	<u><u>          </u></u>

**10 Staff costs**

Staff costs during the year were as follows:

	2019	2018
	£	£
Wages and salaries	141,888	136,048
Social security costs	6,825	5,541
Pension costs	2,440	969
Freelance staff	11,342	-
	<u>          </u>	<u>          </u>
	162,495	142,558
	<u><u>          </u></u>	<u><u>          </u></u>

**Allocated as follows:**

Cost of raising funds	19,105	-
Charitable activities	122,041	126,137
Support costs	19,416	16,421
Governance costs	1,933	-
	<u>          </u>	<u>          </u>
	162,495	142,558
	<u><u>          </u></u>	<u><u>          </u></u>

No employees has employee benefits in excess of £60,000 (2018: Nil).

The average number of staff employed during the period was 8 (2018: 8).

The average full time equivalent number of staff employed during the period was 4.5 (2018: 4.5).

The key management personnel of the charity comprise the trustees and the Director. The total employee benefits of the key management personnel of the charity were £35,154 (2018: £25,259).



## Notes to the accounts for the year ended 31 December 2019 (continued)

**11 Trustee remuneration and expenses, and related party transactions**

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year.

Mark Fish was a trustee of the charity until 7 November 2018 and was the Managing Director during 2018. He received a gross salary from the charity of £14,498 in 2018 (2019: Nil). This was in accordance with article 4.5(a) of the Articles of Association. There were no amounts outstanding to or from Mark Fish at 31 December 2018. No other trustees were paid or received any other benefits from employment with the charity in either 2018 or 2019.

In 2018, consultancy fees paid to Penny Farrar for the Management Transition period were £3,357 (2019: Nil). No other charity trustee received payment for professional or other services supplied to the charity in 2018 or 2019.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Aggregate donations from related parties were nil (2018: £250).

**12 Government grants**

Room to Heal does not receive any direct government funding. The two funders in this category are: the United Nations Voluntary Fund for Victims of Torture, managed by the UN's Office of the High Commissioner for Human Rights and funded by voluntary contributions mostly from UN member states; and The Big Lottery Fund, a statutory corporation established by the National Lottery Act 2006, which distributes money raised for good causes through the National Lottery.

The government grants recognised in the accounts were as follows:

	2019 £	2018 £
Big Lottery Fund - Awards for All	2,236	7,143
UNVFVT International Training Programme	38,250	-
UNVFVT Direct Assistance Programme	37,485	35,400
	<hr/>	<hr/>
	77,971	42,543
	<hr/> <hr/>	<hr/> <hr/>

There were no unfulfilled conditions at the end of the accounting period.

**13 Corporation tax**

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

## Notes to the accounts for the year ended 31 December 2019 (continued)

**14 Fixed assets: tangible assets**

	Leasehold improvements £	Total £
<b>Cost</b>		
At 1 January 2019	6,800	6,800
	<hr/>	<hr/>
At 31 December 2019	6,800	6,800
	<hr/>	<hr/>
<b>Depreciation</b>		
At 1 January 2019	-	-
Charge for the year	2,244	2,244
	<hr/>	<hr/>
At 31 December 2019	2,244	2,244
	<hr/>	<hr/>
<b>Net book value</b>		
At 31 December 2019	4,556	4,556
	<hr/>	<hr/>
<i>At 31 December 2018</i>	<i>6,800</i>	<i>6,800</i>
	<hr/>	<hr/>

**15 Debtors**

	2019 £	2018 £
Accrued income	1,407	4,000
Prepayments	184	160
	<hr/>	<hr/>
	1,591	4,160
	<hr/>	<hr/>

**16 Creditors: amounts falling due within one year**

	2019 £	2018 £
Accruals and deferred income	7,708	39,094
Grants owed to beneficiaries	10	285
Taxation and social security costs	2,433	1,979
Pensions	577	398
	<hr/>	<hr/>
	10,728	41,756
	<hr/>	<hr/>

## Notes to the accounts for the year ended 31 December 2019 (continued)

**17 Analysis of movements in restricted funds**

	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2019 £
<b>Casework, therapeutic and clinical activities</b>					
Big Lottery Fund	-	2,236	(2,236)	-	-
BlackRock	-	9,494	(9,494)	-	-
Clothworkers Foundation	-	7,400	(556)	(6,844)	-
Evan Cornish Foundation	-	12,000	(10,000)	(2,000)	-
The Henry Smith Charity	-	32,225	(31,264)	-	961
Lloyds Bank Foundation	-	24,930	(24,930)	-	-
London Catalyst	-	3,000	(3,000)	-	-
Merchant Taylors	-	6,000	(5,000)	(1,000)	-
Mrs Smith & Mount Trust	-	5,000	(3,750)	(1,250)	-
Newby Trust	-	10,000	(10,000)	-	-
Roddick Foundation	-	15,150	(12,156)	(2,500)	494
London Churches Refugee Fund	-	2,700	(2,700)	-	-
Sutasoma Trust	-	4,500	(4,500)	-	-
UNVFVT International Training Programme	-	38,250	(37,103)	(1,147)	-
UNVFVT Direct Assistance Programme	-	37,485	(37,485)	-	-
	-	210,370	(194,174)	(14,741)	1,455

## Notes to the accounts for the year ended 31 December 2019 (continued)

**Comparative period**

	Balance at 1 January 2018 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2018 £
<b>Casework, therapeutic and clinical activities</b>					
Big Lottery Fund	-	7,143	(7,143)	-	-
Comic Relief	-	40,000	(40,000)	-	-
Lloyds Bank Foundation	-	24,930	(24,930)	-	-
London Catalyst	-	3,000	(3,000)	-	-
Mrs. Smith and Mount Trust	-	5,000	(5,000)	-	-
Postcode Local Trust	-	8,673	(8,673)	-	-
Salters' Charitable Foundation	-	4,850	(4,850)	-	-
Sutasoma Trust	-	4,500	(4,500)	-	-
Swan Mountain Trust	-	4,000	(4,000)	-	-
Arsenal Foundation	-	2,500	(2,500)	-	-
Evan Cornish Foundation	-	500	(500)	-	-
The Henry Smith Charity	-	35,273	(35,273)	-	-
The Roddick Foundation	-	14,976	(14,976)	-	-
Woodward Charitable Trust	-	500	(500)	-	-
UNVFVT	-	35,400	(35,400)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	-	191,245	(191,245)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

## Notes to the accounts for the year ended 31 December 2019 (continued)

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
Big Lottery Fund	The grant is for creative arts healing project, including storytelling and theatre workshops as well as a photography exhibition and community events
BlackRock	Contributed to the casework programme including caseworker salaries, legal casework advice and associated overheads.
Clothworkers Foundation	This grant covered the cost of essential leasehold improvements and the purchase of office furniture.
London Catalyst	Contributed to therapist salaries to help continue our individual therapy sessions.
Lloyds Bank Foundation	The grant contributes to salary of part-time caseworker, clinical administration and finance work as well as database and IT expenses and rent costs.
Mrs Smith & Mount Trust	This grant contributed to our casework programme, covering salary costs of a caseworker and clinical administrator
Evan Cornish Foundation	The grant funded therapy and casework salaries plus sessional work and a contribution to overheads.
Merchant Taylors	Contributed to therapist salaries and overheads to help continue our group therapy sessions.
Newby Trust	This grant contributed to therapist and director salaries as well as community meal expenses and rent costs.
London Churches Refugee Fund	This grant covered member travel fares to attend group therapy and casework meetings.
The Henry Smith Charity	The grant contributed to the costs of the managing director as well as overheads including rent, fundraising, IT and stationery.
Sutasoma Trust	The grant funded the therapeutic retreat programme and associated costs.
The Roddick Foundation	The grant contributed to the garden project. This encompassed salary costs of a garden co-ordinator, a caseworker, equipment, core overheads, community meal expenses and member travel fares.

## Notes to the accounts for the year ended 31 December 2019 (continued)

UNVFVT - International Training Programme (Project P-829-TS-19) This grant has been spent in the period examined in these accounts (1 January 2019 - 31 December 2019) and in accordance with the terms of the offer letter. The grant was spent as follows: Consultant fees £19,425, Travel and venue expenses £9,574, Evaluation, planning and finance costs £5,733 and overhead costs of £3,517.

UNVFVT Direct Assistance Programme (Project P-829-DA-19) This grant has been spent in the period examined in these accounts (1 January 2019 - 31 December 2019) and in accordance with the terms of the offer letter. The grant was spent as follows: therapeutic staff salaries £17,179, caseworker salaries £5,891, director's salary £5,891, member travel fares for attending group therapy sessions £3,474, contribution to rent costs £4,284 and examination fees £765.

**18 Analysis of movement in unrestricted funds**

	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers £	As at 31 December 2019 £
General fund	86,685	63,248	(68,689)	14,741	95,985
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	86,685	63,248	(68,689)	14,741	95,985
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**Comparative period**

	Balance at 1 January 2018 £	Income £	Expenditure £	Transfers £	As at 31 December 2018 £
General fund	67,915	74,330	(55,560)	-	86,685
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	67,915	74,330	(55,560)	-	86,685
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**Name of  
unrestricted fund****Description, nature and purposes of the fund**

General fund The free reserves after allowing for all designated funds

## Notes to the accounts for the year ended 31 December 2019 (continued)

**19 Analysis of net assets between funds**

	General fund £	Designated funds £	Restricted funds £	Total 2019 £
Tangible fixed assets	4,556	-	-	4,556
Net current assets/(liabilities)	91,429	-	1,455	92,884
	<hr/>	<hr/>	<hr/>	<hr/>
Total	95,985	-	1,455	97,440
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**Comparative period**

	General fund £	Designated funds £	Restricted funds £	Total 2018 £
Tangible fixed assets	6,800	-	-	6,800
Net current assets/(liabilities)	79,885	-	-	79,885
	<hr/>	<hr/>	<hr/>	<hr/>
Total	86,685	-	-	86,685
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**20 Reconciliation of net income to net cashflow from operating activities**

	2019 £	2018 £
Net income for the reporting period	10,755	18,770
Depreciation	2,244	-
Interest received	(236)	(275)
(Increase)/Decrease in debtors	2,569	(1,214)
Increase/(decrease) in creditors	(31,028)	12,783
	<hr/>	<hr/>
	(15,696)	30,064
	<hr/> <hr/>	<hr/> <hr/>