

A person is standing on a viewing platform, looking out over a large body of water. The person is silhouetted against the bright blue sky and water. The platform has a metal railing and a glass barrier. The water is a deep blue, and there are some buildings and a small boat visible in the distance. The sky is clear and blue. The person's shadow is cast long and dark on the platform floor.

# Our strategy

January 2024 - January 2027

# Where we are now

RRN was formed in 2016 in direct response to the Syrian Refugee Crisis and was set up to help those arriving in the area to settle in their new communities and overcome the difficulties they would face.

We are a small charity with one member of staff, a dedicated group of thirty one volunteers and eight members of the Board of Trustees.

We are committed to ensuring that our governance is strong and that our policies and procedures are robust and up to date.

Being a small organisation operating locally, RRN can act swiftly in response to demand and can work creatively to meet challenges that arise.

Our clients and stakeholders value the fact that they work with a team of highly motivated and empathetic individuals.

RRN has developed a strong and positive reputation locally and regionally. It works closely with other organisations working in similar fields in particular HCC's Global Resettlement Team, East Hampshire and Havant District Council, Two Saints Resettlement Team, Refugee Action and Portsmouth City of Sanctuary.



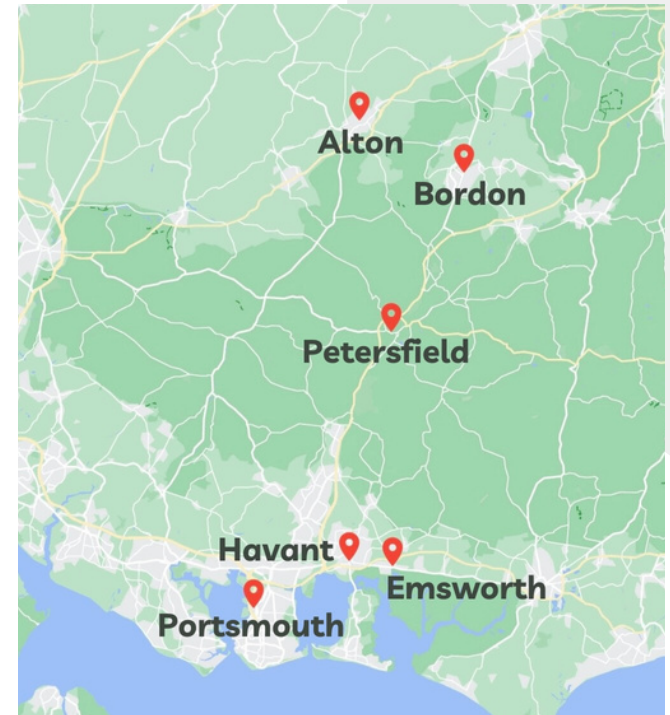
# Where we currently work & what we do

## The services we offer:

We help refugees and asylum seekers build a new life in the UK by offering:

- Housing and community support to those arriving under the Resettlement Programme.
- ESOL classes for refugees, both in a group setting and in individual sessions.
- Careers advice and training to refugees including bespoke employment programmes.
- Grants for clothing, IT equipment, driving lessons and furniture.
- Young unaccompanied asylum seekers the chance to socialise and explore together the history, culture and countryside of their new home through the South Downs Youth Discovery Project.

## We work in:



## The people we help:

Our clients often face a multitude of challenges when they start their new life in the UK.

They may have few possessions or unsuitable clothing for our climate. Their ability to speak English may be limited and they may need help navigating our health and education systems.

Refugees often have specific experience and qualifications but require help and encouragement to be able to apply for jobs they are suited to in the UK. Inevitably many of them have experienced traumatic events and need support as a result.

RRN aims to address these many challenges in a sensitive and effective manner.

# Where we want to be

## OUR VISION

That everyone we help can receive the support, advice and help they need to settle here and to achieve their desire for a better future.

## OUR MISSION

To provide:

- Homes and practical support enabling our clients to feel welcome and to settle in our community.
- Language training and employment support for those that need it.
- Opportunities for young asylum seekers to meet together; to explore our culture and countryside and to find a shared space and receive help to deal with the challenges they face.

## OUR VALUES

- |              |               |                 |
|--------------|---------------|-----------------|
| • Empathy    | • Respect     | • Collaboration |
| • Compassion | • Cooperation | • Community     |
| • Dignity    |               |                 |

## Where we want to be in 3 years:

- Providing the personal and high level of support that RRN is known for.
- To have established and to be delivering an effective programme of awareness raising.
- To still be a flexible and adaptable organisation, responding rapidly to changing events.
- To have an updating and review process operating for our governance procedures.
- To have established a secure income stream.
- To have established a drop-in centre for young asylum seekers as an extension of our current South Downs Youth Discovery Project.

# The challenges we face

- Recent world events, including the negative impacts of climate change, have exacerbated the plight of innocent people across the globe who are increasingly exposed to violent conflict, persecution, and natural disaster.
- The combination of this and the current economic climate domestically presents challenges for organisations seeking to assist those in need. Furthermore, long term planning for a charity such as RRN is difficult due to the uncertain political landscape it is operating in.
- RRN has no debts and limited outgoings. It has sufficient funds to sustain the work that it does in the short to medium term. Traditionally RRN has funded its work through local fundraising events, however, it anticipates that the cost of living crisis will have a negative impact on its ability to raise funds in this way.
- To counter this RRN plans to increase its income through increasing its funding from grants, gifts and legacies. In this way RRN hopes to raise enough money to fund its ambitious programme of projects as outlined in this review.

# Our key objectives



**Delivery of  
our core  
programme  
of help and  
assistance**

**Completion of  
our review of  
policies  
assuring good  
governance**

**Establishing a  
predictable  
income to  
cover the cost  
of our core  
activities**

## Our governance

- To complete the review of procedures and policies and to establish a system of renewal at appropriate intervals.
- To apply principles of fundraising good practice as recommended by The Fundraising Regulator.
- To continue to make available training for our volunteers, our Board of Trustees, our CEO and any other employed members of staff.
- To operate a reserves policy.
- To continue to seek to increase the diversity of our Board of Trustees.

## Our funding

- To establish a revenue stream that matches our costs through a combination of grants and fundraising activities.
- To establish and operate a small but effective team of volunteers who can lead the charity in its fundraising initiatives.
- To raise the profile of RRN by forging links with schools and working in partnership with other organisations when opportunities arise.
- To make the best use of detailed financial updates from our Treasurer.
- To become more familiar with grant application processes and increase capacity to make grant applications.

## Our people

- To continue to work with our clients with compassion and empathy and to strive to find better and more effective ways to help them establish themselves in our communities.
- To provide training for our volunteers, trustees and members of staff.
- To develop a stronger sense of community within our organisation through social events, fundraising initiatives, and training opportunities.
- To increase community awareness of the challenges our clients face through talks to the public and school presentations.

## How we're going to get there

## Our programme of support

- To continue to recruit landlords so that we can offer more homes under the Government Resettlement Schemes.
- To continue to support refugees in our community through our volunteer teams, adapting and learning where appropriate.
- To continue and to develop our ESOL tuition and employment programme.
- To continue and to build on our awareness programme.
- To continue our South Downs Youth Discovery Project and to establish a complimentary Drop-In programme for unaccompanied minors.
- To build on the work we have done to evaluate our programmes and projects in order to improve our impact.



# Our chief executive

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Nadia joined RRN in 2018 and was made CEO in 2019.



Nadia has a wealth of experience in this sector having worked as an Emergencies Officer for over ten years in Rwanda, Democratic Republic of Congo, North Iraq and India. Before joining RRN Nadia worked for seven years more locally for the British Red Cross Refugee Support Service in Hampshire and Surrey.

Nadia's leadership skills and her knowledge and experience in this sector have enabled RRN to develop its reputation and to nurture relationships with organisations with whom RRN can collaborate with. Nadia has also helped RRN to understand and shape its role within refugee and migrant support services and has been instrumental in developing RRN into the inspirational organisation that it is today.



*"I am proud to lead RRN and to continue to move forward with compassion, integrity and resilience."*

**NADIA POTTS**

