MIGRANTS ORGANISE LTD

England & Wales · Charity number 1077116

Details

Other names	MIGRANT AND REFUGEE COMMUNITIES FORUM
Status	Registered
Legal form	Charitable company
Company number	03673737
Registered	1999-08-23
Register	View on the Charity Commission register

Contact

Address	196 Freston Road London W10 6TT
Phone	02089644815
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Website	www.migrantsorganise.org

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Activities

Objects: THE RELIEF OF MIGRANT AND REFUGEE INDIVIDUALS AND COMMUNITIES, IN PARTICULAR BUT NOT LIMITED TO THOSE LIVING IN THE LONDON BOROUGHS IN ANY MANNER WHICH IS CHARITABLE IN LAW AS THE CHARITY SHALL DECIDE, IN PARTICULAR BY: (A) THE ADVANCEMENT OF EDUCATION AND TRAINING FOR EMPLOYMENT(B) THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THE QUALITY OF LIFE OF THE SAID MIGRANT AND REFUGEE INDIVIDUALS AND COMMUNITIES (C) THE RELIEF OF POVERTY (D) THE PRESERVATION AND PROTECTION OF HEALTH (E) SUPPORT AND ADVICE TO CHARITABLE ORGANISATIONS ESTABLISHED FOR SIMILAR PURPOSES IN THE AREA OF BENEFIT(F) THE PROMOTION OF ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS, AND THE CULTIVATION OF A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY(G) THE PROMOTION OF SOCIAL INCLUSION BY PREVENTING THE SAID MIGRANT AND REFUGEE INDIVIDUALS AND COMMUNITIES FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED< AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS ARTICLE 3.1.1 "SOCIALLY EXCLUDED" MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT, POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN, POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS), CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY).

Activities: Migrants Organise is a platform where refugees and migrants organise for dignity, justice and welcome. We develop leadership and facilitate organised participation in public life to achieve meaningful inclusion of all migrants. We do this though mentoring, advice, training, advocacy, research, organising, and alliance building for fair, equal and just society for all.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** ROYAL BOROUGH OF KENSINGTON AND CHELSEA BUT ALSO IN ANY OF THE LONDON BOROUGHS
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,362,301	£1,234,185	£787,106	20
2024-03-31	-	£1,148,348	£658,990	14
2023-03-31	£1,056,453	£990,786	£875,405	12
2022-03-31	£969,332	£889,171	£809,738	12
2021-03-31	£998,830	£764,057	£729,577	11

Trustees

Name	Role	Appointed
Claire Doran		2024-11-28
Kyle Sawhney		2020-02-06
LORRAINE GILBERT		2012-09-28
Mariam Yusuff		2025-09-25
Mohamad Reza Khalesi		2017-04-29
Nanou Thassinda		2025-09-25
Rayan Fakhoury		2021-09-20
Roz Pendlebury		2016-01-28
SIMON LLOYD CUFF Dr		2017-05-26

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MIGRANTS ORGANISE LTD

England & Wales - Charity number 1077116

Accounts

Company registration number: 03673737
Charity registration number: 1077116

Migrants Organise Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Moracle Limited
Chartered Certified Accountants & Registered Auditors
960 Capability Green, Luton, England
LU1 3PE

Migrants Organise Limited

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Migrants Organise Limited

Reference and Administrative Details

Chief Executive Officer	Zrinka Bralo
Trustees	Roz Pendlebury Lorraine Gilbert Reza Khalesi Claire Doran Rayan Fakhoury Kyle Sawhney Dr. Simon Lloyd Cuff
Secretary	Zrinka Bralo
Charity Registration Number	1077116
Company Registration Number	03673737
	The charity is incorporated in the United Kingdom.
Registered Office	196 Freston Road London England W10 6TT
Auditor	Moracle Limited Chartered Certified Accountants & Registered Auditors 960 Capability Green, Luton, England LU1 3PE
Bankers	Unity Trust Bank Plc PO Box 7193, United Kingdom

Migrants Organise Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Objectives and activities

Objects and aims

The objects for which the Company is established are:

The relief of migrant and refugee individuals and communities, in particular but not limited to those living in the London Boroughs, in any manner which is charitable in law as the Charity shall decide, in particular by:

(a) The advancement of education and training for employment
(b) The provision of facilities in the interests of social welfare with the object of improving the quality of life of the said migrant and refugee individuals and communities
(c) The relief of poverty
(d) The preservation and protection of health
(e) Support and advice to charitable organisations established for similar purposes in the area of benefit
(f) The promotion of activities to foster understanding between people from diverse backgrounds, and the cultivation of a sentiment in favour of equality and diversity
(g) The promotion of social inclusion by preventing the said migrant and refugee individuals and communities from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Objectives, strategies and activities

Public benefit

In setting our objectives and planning our activities the board of trustees has given careful consideration to the Charity Commission's general guidance on public benefit.

Migrants Organise Ltd.’s charitable purpose is to promote the rights of migrants and refugees by supporting and strengthening the development of their community organisations, ensuring access to service and opportunities, and establishing effective partnerships with statutory and voluntary agencies, with the ultimate aim of developing a self-sustainable community organisation capable of participation in and contribution to an inclusive society.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Migrants Organise Ltd Vision and Mission

Migrants Organise vision is an inclusive, fair and equal society where migrants and refugees are treated with dignity and respect.
Migrants Organise mission is to create a platform with migrants and refugees, and supporters to act for dignity and justice for all.
Our aim is to organise and mobilise with migrants and refugees and our supporters into a solidarity movement that will deliver that change.

- We translate-this vision, mission and aim into action by doing the work to:

Connect with each other and supporters who share our values in an intentional and relational way.
Build common ground in our communities, organise and mobilise, and work in solidarity on the local and national level, tackling diverse and multiple issues of concern.
Grow our power by sharing knowledge and resources and working together to build a coherent, organised, inclusive and strategic movement for change. We mentor,train, and develop leadership and platform migrants and refugees in a meaningful and dignified manner.Speak out and disrupt the normalisation of dehumanising narratives and policies by opening spaces for a new narrative and lived experience. We advocate, advise,welcome and celebrate. Our communities are people seeking asylum, refugees, resettlement programme refugees, EU migrants, under-documented people, migrant students, migrant workers, settled minority communities, supporters and allies.

ACTIVITIES AND ACHIEVEMENTS in 2024/2025

The 2024/25 period was defined not just by policy announcements or political upheaval, but by a steady accumulation of events that shaped the day-to-day reality for migrants and refugees across the UK.

Although it now feels like a distant past, the backdrop at the start of the year was relentless: the UK government pressed ahead with its Rwanda deportation plan, the “Stop the Boats” policy remained a central talking point, and far-right electoral successes in Europe sent ripples through domestic discourse. A change in government in July 2024 offered little reassurance. Racist attacks and unrest broke out in the summer months. New digital visa systems were introduced. Abroad, instability in the US, the continued war in Ukraine, and the mounting devastation and genocide in Gaza all contributed to a growing sense of anxiety and dislocation for many of those already living on the margins.

Within this landscape, Migrants Organise found itself responding to an environment that felt both increasingly hostile and politically volatile.

However, it was also a year marked by growth, reflection, and a focus on strengthening the structures needed to weather continued uncertainty and fortify our communities’ resilience.
In September 2024, after nearly three years operating from a small temporary office in the Halkevi community centre, we moved into a more suitable space in Hoxton. The new premises, secured on a five-year lease with Shoreditch Trust, provided the team with the space to expand services and host activities in a purpose-designed area. A team of 20 now works from the site, delivering legal and welfare support, training, and regular community programmes including gardening and cooking-each designed not just as practical support, but as opportunities to reconnect and rebuild. Housing and Access to Justice Organising campaigns have blossomed due to additional capacity and space to meet regularly, learn and grow our power to speak out and take action.

The cumulative effect of events like the July 2024 elections, August riots, and the deepening crisis in Gaza was felt across the organisation by staff, partners, and members alike. There was a noticeable sense of destabilisation, a difficulty in finding solid ground from which to plan or advocate. Against this backdrop, Migrants Organises’ achievements this year demonstrate the power of organised collective action, creative solidarity, and persistent advocacy in challenging hostile policies and building a just society for migrants and refugees in the UK.

Between April 2024 and March 2025, our Organising Team held 550 one-to-one meetings with migrant and refugee organisers. Across the year, they participated in and led 314 events, 44 of which were strategic actions aimed at influencing policy or shifting public debate.

The Community Programme Team of Caseworkers supported 985 individual members through casework and activities. These were not isolated cases. Together with their 311 dependents - children, siblings, and partners, the total number of people impacted reached 1,296.

These are the highlights of our new developments:

1.1. Outreach Programme in Asylum Hotels - This is a new outreach programme operating across four hotel sites that house people seeking asylum in Hackney. This initiative provided advice and rights-based sessions on asylum and destitution support, helping residents, many of whom arrived seeking protection but faced hostile conditions, access crucial information and assistance. Many of the residents had recently arrived in the UK and were navigating both legal uncertainty and extremely difficult living conditions.

1.2. Tailored Support for Palestinian Refugees - In partnership with the British Palestinian Committee, we launched bilingual casework support to welcome and assist Palestinians rebuilding their lives in the UK. In addition to casework support, we have organised community solidarity events and provided advice and support to 47 people and their families.

1.3. Migrants Organise Creates - Creative Platform and Exhibition Art is not ornamental; it is foundational to survival. Following our "Hope" exhibition at Chelsea Theatre last year, we launched an online creative platform, Migrants Organise Creates, amplifying members' artistic expressions on family, memory, and resistance. Creativity becomes a counternarrative to erasure, offering a platform for creative expression beyond labels.

1.4. Interactive Access to Healthcare Toolkit. In collaboration with Medact, as a part of our partnership, Patients Not Passports launched a new interactive digital toolkit. This resource is designed to inform, educate, and provide practical steps for patients (who may be charged for healthcare) and health workers supporting them, improving access to NHS care for migrants.

1.5. #Homes4All Housing Justice Coalition Migrants Organise played a leading role in establishing this cross-sector coalition, which brings together groups focused on migration, housing, and homelessness. The campaign aims to shift public debate and influence structural policy change around access to housing. We provide organising space to build the power of people forced to stay in inadequate housing, enabling them to speak out and take action for dignity and safety.

1.6. Solidarity Knows No Borders Website and Toolkit - In collaboration with partners Migrants and Culture and Common Knowledge, we launched the new Solidarity Knows No Borders website. The platform maps solidarity groups across the UK and shares new resources, such as the Organising Toolkit, to support grassroots organising and movement building. In November 2024, we secured 5-year funding to adequately resource the work of the SKNB community, including regional, issue-based organising and national summits for over 100 key grassroots organisers.

1.7. Hope and Justice Collective-In partnership with Young Legal Aid Lawyers, the "Take Your MP to Work" campaign was relaunched in the House of Commons. The campaign encouraged community members to engage MPs with the realities faced by migrants and refugees in the UK's legal and support systems. This is in addition to the Access to Justice legal aid campaign and network. In November, the government finally committed to its first funding increase of civil legal aid in almost 30 years: an increase of £20 million. This fee uplift, the first in nearly three decades, will not solve all the problems, but it is a step in the right direction.

1.8. Climate Justice and Migrant Justice. In January 2025, Migrants Organise joined a Climate and Migrant Justice Summit in Sheffield. The aim was to build deeper connections between environmental and migrant justice movements, working to ensure racial justice is not sidelined in climate responses and to push back against the securitisation of environmental crises.

1.9. Building the Infrastructure for Community Power This year, Migrants Organise deepened its commitment to working alongside grassroots groups not just to resist, but to rebuild. This work on governance, fundraising, organisational policies, etc., is not the work that grabs headlines. But it is the work that makes resistance possible. Without it, campaigns stall, movements fracture, and leadership burns out. With it, communities can endure and win. In Haringey, that meant backing Haringey Welcome as they secured their first-ever organisational development grant, not just money, but a mandate to grow, speak, and organise on their own terms. It was a step toward sustainability in a community sector too often kept in a state of crisis. With the British Palestinian Committee, it meant responding to emergencies not with charity, but with solidarity, raising funds for urgent casework to support Palestinian refugees, while investing in the long-term infrastructure building of mutual aid and psychosocial support. Because for displaced communities under siege, abroad and at home, healing and organising go hand in hand.

2. Policy Reports and Evidence-Based Advocacy

2.1. "Threadbare: The Quality of Legal Aid" (April 2025) In April, after a year of organising, Migrants Organise published a detailed investigation into the state of legal aid provision for migrants and refugees. The report, "Threadbare: The Quality of Legal Aid," was written by Frances Timberlake, Access to Justice Organiser, and is based on interviews with individuals navigating the immigration system and those supporting them. The 42-page report presents a picture of a system under strain: chronically underfunded, increasingly politicised, and failing many of those it is meant to protect. Of the interviewees, 86% reported poor communication with legal representatives. Others described feeling shut out of their cases, unable to access basic updates or understand the next steps in their legal proceedings. The report does not place blame on overstretched legal professionals but instead draws attention to systemic pressures and calls for urgent reform. Central among its recommendations is the need for increased funding and a more accountable framework for delivering legal aid.

2.2. "Overcrowding and Bed Bugs" (2024) - Migrants Organise released a report focusing on the living conditions of migrants in asylum accommodation. The research documented the unsanitary and cramped conditions in which many asylum seekers are forced to live in misleadingly called Asylum Hotels. People have no choice but to live in conditions that are not only unpleasant but also actively harmful to their health and dignity. Many of those surveyed were staying in temporary accommodation, often for extended periods, in environments described as dehumanising. The findings informed the launch of the #Homes4All coalition and were submitted as part of a written contribution to the House of Commons Inquiry on Asylum Accommodation in March 2025. This report serves as the basis for a broader, ongoing study on the long-term health impacts of poor housing conditions on individuals in the asylum system.

2.3. Abolish Reporting Campaign. Following the far-right violence of August 2024, Migrants Organise mobilised 137 organisations to call for the suspension of reporting requirements imposed on migrants without leave to remain. These reporting conditions, often requiring regular in-person visits to Home Office reporting centres, were described by members as a source of acute stress, fear, and logistical hardship.
Evidence submitted to the Independent Chief Inspector of Borders and Immigration (ICIBI) focused on the mental health toll and practical barriers that accompany mandatory reporting. Migrants without recourse to public funds often struggle to afford transport to reporting centres. Though reimbursements are technically available, many are unaware or unable to access this support. More worryingly, reporting appointments sometimes act as gateways to further questioning or detention. Testimonies included in the submission describe the trauma and uncertainty caused by these practices, which often discourage compliance rather than support it.
2.4. Creative and Community Research-Migrants Organise continued to document and share our members' creative and community-building work, utilising the "Migrants Organise Creates" platform and hosting exhibitions that explored themes of resilience, freedom, and hope. Weekly workshops, attended by over 200 people, provided a space for reflection and expression, particularly important for those experiencing isolation, destitution, or trauma. Exhibitions and online showcases featured work that explored themes of resilience, memory, freedom, and belonging. For many participants, these sessions offered more than an artistic outlet, they provided moments of connection, dignity, and emotional relief in what were otherwise extremely difficult circumstances.

2.5. A World Without Racism: Building Antiracist Futures, a book chapter authored by Migrants Organise, was included in the 2025 book A World Without Racism: Building Antiracist Futures, published by Pluto Press. The piece reflects on the principles underpinning the Solidarity Knows No Borders movement and explores how grassroots organising efforts have helped communities resist the impact of the UK's hostile immigration policies. It examines the central role of those with experience in leading this work and outlines strategies used to build broad-based coalitions across the migrant rights and racial justice sectors.

2.6. OISC Consultation Intervention - In January, Migrants Organise participated in a consultation meeting with the Office of the Immigration Services Commissioner (now the Immigration Advice Authority). The meeting focused on the Authority's proposal to introduce new registration fees for not-for-profit organisations offering immigration advice.

Migrants Organise raised serious concerns about the implications of this proposal. Many organisations, already operating beyond capacity, feared they would be unable to absorb the costs, leaving clients with even fewer options for free legal support. Other groups also voiced these concerns in a coordinated response led by Refugee Action. Following widespread opposition, the proposal was placed on hold. The Immigration Advice Authority acknowledged the concerns in their published analysis of consultation feedback, recognising the potential damage such a fee structure could cause to an already overstretched sector.

This proposal from OISC/IAA has since been put on pause, following a resounding rejection from the immigration sector that they were forced to acknowledge in the analysis of responses to their consultation.

2.7. Care Act Investigation - Systemic Failure in Service of the Hostile Environment

There is a quiet crisis unfolding in local authorities across the country, one that reveals not just a lack of preparedness, but a more profound institutional indifference to some of society's most marginalised groups.

With support from the Strategic Legal Fund, Migrants Organise initiated an investigation into how the Care Act, intended to ensure support for individuals with care needs, is being applied to migrants and people seeking asylum. What we found was not merely a gap in service provision, but the outline of a systemic failure.

Over the past year, we submitted more than 200 Freedom of Information (FOI) requests to local authorities and interviewed 11 professionals working in the field. The findings are as troubling as they are predictable: the majority of local authorities neither understand the needs of migrants and asylum seekers, nor do they have systems in place to support them.The confusion is often shockingly basic. When asked via FOI to provide data on individuals with "No Recourse to Public Funds" (NRPF), several councils responded by inquiring about the meaning of the term. These are not obscure legal definitions; they are foundational to understanding eligibility for state support.

To probe further, we asked all 33 local authorities in London two simple questions:
How many individuals are currently being supported under the Care Act by social services?
Of those, how many have NRPF, and how many are seeking asylum?

Only 17 authorities could answer the first question. Just 13 provided data on the second. In one of the wealthiest, most administratively resourced cities in the world, more than half of local councils do not have basic information on the status or needs of the people they are meant to serve.

This isn't about numbers on a spreadsheet. When local authorities fail to track or understand the immigration status of those in need, the consequences ripple outward. Social workers are left unequipped to offer appropriate support. People with complex needs are left in limbo. The Community Programme at Migrants Organise, like many other advice workers, regularly encounters these failures when trying to secure care for those entitled to it.

We are currently preparing a formal report in partnership with Wilson Solicitors and seeking Counsel's opinion on whether the lack of data and awareness could form the basis for a legal challenge.

At its core, this is not a story about bureaucracy. It's a story about invisibility. When people are not counted, they are not cared for. And when they are not cared for, the promise of equal rights under the Care Act becomes little more than a fiction for those who need it most.

3. Training & Events

3.1. "Migrants and Mental Health Disability All-Day Conference" On November 15, 2024, Migrants Organise and Doughty Street Chambers co-hosted this event, which brought together over 100 participants, both in-person and online, including legal professionals, statutory service colleagues, volunteers, and supporters. The conference focused on best practices for immigration and Court of Protection professionals working with migrants who have mental health disabilities, particularly those who may lack the capacity to navigate complex immigration and welfare systems. The Keynote Address was delivered by Professor Dinesh Bhugra, Emeritus Professor of Mental Health and Cultural Diversity at King's College London, a leading authority on cross-cultural psychiatry and migrant mental health.

3.2. Organising4Power (O4P)
Last year, 75 grassroots organisers from across the UK took part in the Organising4Power (O4P) programme-a global training initiative created by the late Jane McAlevey, the influential American labour organiser and educator. McAlevey, whose work shaped the strategies of union and community organisers around the world, developed O4P to provide practical tools for building collective power and resisting systemic injustice.Migrants Organise connection to McAlevey dates back over a decade and is rooted in a shared commitment to bottom-up, participatory organising work that begins by listening, mapping power, and acting together. This most recent round of O4P sessions deepened those organising skills for participants, offering a rare space for learning across borders.

3.3. Stand Up! Speak Out!
Now in its third series, Stand Up! Speak Out! has grown into a key training programme for those working at the intersection of migration and public services. Co-developed by Migrants Organise, PAFRAS, Social Workers Without Borders, and the Solidarity Knows No Borders (SKNB) community, the training equips public sector workers and community members to resist the Hostile Environment.

The 2025 series, titled "The Power of Words," explores how language shapes public attitudes toward migration and offers strategies for frontline professionals to counter racist and dehumanising narratives. To date, 2,121 people have registered to take part in the 25 planned seminars. The programme blends legal expertise, lived experience, and practical action. Right to Remain produced a blog about their session, and the full list of sessions is available here.

3.4. "Resisting Borders and Technologies of Violence"
In partnership with Books Against Borders and Haymarket Books, Migrants Organise ran a five-week reading group in 2024 focused on the emerging role of digital technologies in border enforcement. The series brought together 30 organisers to study how surveillance tools-such as facial recognition, immigrant databases, digital IDs, and electronic monitoring-are being used to expand the state's power over migrants.
The discussions were grounded in critical scholarship and frontline experience, aimed at supporting organisers to understand and resist the expansion of digital border regimes. This initiative formed part of Migrants Organise wider political education work. More details can be found here.

3.5. Organising and Mobilising Training
Through the Solidarity Knows No Borders community, Migrants Organise co-delivered 22 organising sessions last year on key aspects of community organising. The sessions focused on building skills in movement strategy, campaign planning, and grassroots mobilisation, with a particular emphasis on migrant justice.
We also supported infrastructure development for grassroots groups across the UK and continued to work alongside GMB, Unite and Unison to enhance organising capacity within union branches representing migrant workers.

3.6. "Access to What Justice: Rebuilding a sustainable, good-quality legal aid system"
In collaboration with UCL and the Public Law Project, Migrants Organise hosted a high-level event on the future of legal aid: "Access to What Justice: Rebuilding a sustainable, good-quality legal aid system." Abtisam Mohamed MP attended this event. A member of the Hope and Justice Collective, comprising people affected by the lack of legal advice, passionately spoke about the need for access to justice for migrants and asylum seekers. Senior officials from the Ministry of Justice and the Legal Aid Agency were in attendance, providing an opportunity for direct dialogue on the state of legal representation and the consequences of chronic underfunding.

4. Community Programme at Migrants Organise:

4.1. They Came for Safety. What They Found Was Precarity

Between April 2024 and March 2025, through its Community Programme, Migrants Organise supported 985 individual members through casework and activities. These were not isolated cases. Together with their 311 dependents - children, siblings, and partners, the total number of people impacted reached 1,296. These figures, however stark, cannot quite convey the slow grind of bureaucracy, the strain of homelessness, or the confusion of navigating a system that rarely speaks your language.Among the 985 members, 320 were women, 664 were men, and 1 person identified as outside of the binary. The people who came through the doors of Migrants Organise brought with them stories of war, exploitation, bureaucracy, but also hope and resilience. What united them was not their history, but the fact that the systems meant to protect them were, more often than not, failing them.60% of these individuals had no immigration status at all, or held one so precarious that it offered little in the way of protection. Just under half, 450 individuals, were asylum seekers, still awaiting a decision on their claim. Another 36 were refused asylum seekers, living in limbo, and 41 were categorised as overstayers. Only a third (333 people) held refugee status. Fewer than two dozen individuals had Indefinite Leave to Remain (21), Humanitarian Protection (20), or Limited Leave to Remain (46). British citizens were in the minority, just eight individuals. A further mix of statuses rounded out the list, including discretionary leave, family reunion visas, and one lone student on a Tier 4 visa.

Taken together, this paints a picture of profound legal uncertainty, lives paused, pending, or already falling through the cracks of the hostile environment policy, now normalised in all our public services.

The community was diverse, comprising people from 92 nationalities. The list reads like an atlas of crisis: Afghans, Sudanese, Iranians, Eritreans, Palestinians, Syrians, and dozens more, each person arriving with a story of what they had fled, and what they were still struggling to find.

Their living conditions were equally precarious. A staggering 84% of members were either homeless or living in insecure housing. The most significant proportion - 540 people, were accommodated in asylum support hotels, settings frequently described as overcrowded, isolating, and unsafe. Another 117 were placed in temporary accommodation, while social services housed 33 and 26 were in emergency shelters. Fifteen people were sleeping rough. Others were sofa-surfing (23), staying with friends or family (31), or placed in hostels (22). Only 3.2%, or 32 individuals, were in permanent accommodation, and a further 104 were private tenants, many of them at risk of eviction or living in poor conditions.
These figures reveal a hidden geography of precarity, mapped not by choice but by the lack of it.

But numbers never tell the whole story. They don’t convey the desperation of a mother navigating a benefits system that’s rewritten the rules to take away her child’s entitlement. They don’t explain how a young man from Gaza ends up on the street in a city he fled to for safety, refused access to housing because he has no “local connection”. They can’t show how the state’s failures are absorbed, case after case, by a small team of caseworkers, advocates and volunteers.

And yet, here we are again, at the end of another financial year, attempting to capture in words the weight of a system built to grind people down, and the stubborn, necessary work of pushing back.

4.2. Living in Crisis

The overwhelming majority of those we supported this year lived in insecure housing. More than half were warehoused in asylum hotels, some in dormitory-style rooms with shared facilities that are frequently unfit for habitation. Barely one in seven had anything resembling permanent housing. This is not a temporary emergency. It is a managed condition, engineered precarity through deliberate for-profit outsourcing and bureaucratic hostility. In this context, finding someone a room with a lock, a shower, and a postcode can feel like a revolutionary act. That’s what it took in the case of a disabled gay asylum seeker who lived for months in an all-male asylum hotel without appropriate bathroom access, until he was hospitalised. It took multiple interventions, refusals and extensive medical evidence to secure him suitable accommodation in London. This is the level of effort required to obtain the bare minimum.

4.3. When Support Is A Struggle

Access to basic entitlements, such as food, shelter, and legal advice, is often dictated not by law but by capacity. The capacity of underfunded legal aid firms, overstretched charities, and local authorities. The capacity of our team, juggling crises with impossible speed and dedication.

Time and again, people were made homeless not because they were ineligible for support, but because they were too invisible or inconvenient. One of our members was evicted from asylum support accommodation due to a solicitor's error. Another nearly met the same fate when his appeal was lost in a backlog at the Tribunal. In both cases, we stepped in. We challenged decisions, found emergency accommodation, and ensured that lives were not discarded.

Meanwhile, others, like a woman, a disabled survivor of torture, were repeatedly shifted between unsuitable placements, triggering fresh mental health crises each time. It is a kind of violence by the administration. At the heart of it all lies immigration status.

Of the 985 members we supported, more than 60% had no leave to remain or held only temporary protection. Almost half were actively seeking asylum. A further 4% were refused and left with no route to support or housing.
This isn't just a technical problem; it's a strategy. A government that withholds stability also withholds rights. And when people are left without rights, their lives shrink. They are rendered unrecognisable in the systems that should support them.

We saw this in a case of a refugee granted status, yet unable to access benefits because his eVisa wouldn't register. We saw it in the case of a mother who spent three years rebuilding her life after surviving human trafficking, only to face endless delays in securing housing and reuniting with her children. We see it every week, in every borough, with every letter from the Home Office.

4.4. Income and Isolation

Employment remains a distant prospect for many members as their immigration status does not give them permission to work. Fewer than 2% of our members were in-work this year. Only a third received welfare benefits. And 6% had no income at all. They lived on the margins, supported by asylum support (Section 95 payments), social services, or nothing at all.
People like a young refugee from Gaza who arrived in London with nothing, fell through the cracks almost instantly. A family contact promised him work, but it evaporated upon arrival. With no money, no housing, and no support network, he became homeless. Only through community collaboration, with local mosques, shelters, and volunteers, were we able to secure a safe place for him to stay and begin rebuilding.

This is the reality of an immigration system that refuses to provide even temporary safety.

4.5. Casework is a Lifeline of Organising Resistance

What unites these stories is not just hardship. It is the act of collective defiance that followed.

We did not simply respond to emergencies. We held legal representatives to account, securing appeals and reinstatements where none had been planned. We exposed failures in digital infrastructure, drawing attention to systemic eVisa issues that now block many new refugees from accessing fundamental rights. Together with a law clinic, we challenge policy changes, such as the lawfulness of the Government's new Child Benefit backdating policy for refugees.

And we did this not alone, but alongside our members, partners and communities. We helped people take cases to the tribunal, register children at school, challenge reporting conditions, and demand justice when none was offered. These are the daily acts that begin to shift power, without which people cannot speak out and organise.

What emerges from this data is not just a snapshot, but a system-wide indictment. These are not edge cases. These are people actively seeking safety, stability, and the right to belong, yet kept in limbo by policies that confuse, delay, and often deny.

The numbers, 985 members, 311 dependents, 92 nationalities, suggest breadth. But behind each statistic is a person navigating decisions made in Home Office backrooms, letters arriving in languages they don't read, and accommodation in places they've never heard of, filling up pockets of private contractors. The work done this year by the Migrants Organise Community Programme team was not just about support. It was about recognition. About advocacy. About organising in the centre of a hostile environment.

This is not charity. This is solidarity. And these are our members' stories.

4.6. "Evicted Before Anyone Read the Email: Bureaucratic Failure Made Young Person Homeless"

When the phone call came, KG had less than 24 hours before he was due to be evicted. A young asylum seeker from Afghanistan, KG, had been living in an asylum support hotel in East London. He had no idea his asylum claim had been refused. No letter had arrived. No warning was given. But according to the Home Office, his case was closed, and he was to leave the premises by the following day.

Confused and frightened, he contacted his caseworker at Migrants Organise. What followed was a grim illustration of how badly the UK's asylum system is functioning, and how quickly one administrative oversight can push someone into street homelessness. Staff at the charity immediately contacted the Home Office to halt the eviction, pointing out that KG had never received a decision letter and had therefore been unable to appeal. They also contacted his solicitor. The response from the legal firm was as worrying as it was routine: they had never received any decision, they said, and had no idea the case had been refused.

But when the Home Office replied later that day, they attached an email chain that told a different story. The decision letter had been sent to the solicitor not once, but twice, over a period of three months. The email sat unread in their inbox. By the time the appeal was finally submitted, late in the afternoon of his eviction date, it was too late. The Home Office said the case had already been processed. That evening, KG was evicted and became homeless.

For several nights, he slept rough. Migrants Organise booked him into emergency accommodation and encouraged him to request help from Migrant Help, a charity contracted by the Home Office to provide support. He was eventually offered a place in Liverpool, but refused to go. London was where his support networks were. His friends were here. His GP. His community. Five days later, after further lobbying by our caseworker, he was allowed to return to his old asylum hotel accommodation.

This case is not an anomaly. It exposes how the collapse of legal aid and chronic under-resourcing of legal firms leads to missed appeals and preventable evictions. The solicitor wasn't malicious. They were just overwhelmed. But that's how people end up on the street. For KG, the cost was not just lost shelter. It was a stark reminder that in Britain's asylum system, an unread email can be all that separates safety from homelessness.

4.7. "I Trusted You, So I Said Yes": A Young Gazan, Protection Followed by Homelessness

24-year-old BA arrived in Britain through a journey no one should have to make. He fled Gaza using traffickers, crossed Europe hidden in trucks, and eventually reached Calais, where he was smuggled across the Channel. When his case was so compelling that he was granted Humanitarian Protection, he was briefly placed in Liverpool. By the time winter set in, he was sleeping rough in Westminster.

He had no local connection to the borough, so the homelessness team declined to house him. They gave him a phone number for StreetLink, the national outreach service. One freezing night, waiting on the pavement for help to arrive, he collapsed from the cold and woke up in the hospital.

The nurse who treated him refused to discharge him until she could find a shelter. Through a chain of referrals from Crisis, to the British Palestinian Committee, to Migrants Organise, he was eventually brought in from the cold.

What he found was not just a room, but a space to be still. "We offered him tea, a shower, somewhere to sit," his caseworker said. "Sometimes that's all it takes to stop the downward spiral."

But the crisis wasn't over. The night shelter placement was temporary. Staff at Migrants Organise helped him apply to Hackney Night Shelter and put his name on waiting lists for supported housing across the city. But when a place was offered in southeast London. It was too far, he said. But the real reason came out slowly: his trauma had attached itself to geography. The only place he felt safe was near our office where he had been helped.

The refusal triggered an eviction notice, and once again, he had nowhere to go; he began expressing suicidal thoughts. The team held an emergency safeguarding meeting. His mental health, already fragile, had deteriorated again, and we referred him to an Arabic-speaking psychologist. A conversation with Hackney Night Shelter led to an extension of his stay.Eventually, another housing offer came in. This time, after much reassurance, he accepted."I only said yes because I trust you," he told his caseworker.

BA's story reflects a wider crisis unfolding quietly across the capital: the growing number of newly recognised refugees left homeless by local authority rules and bureaucratic blind spots. Though officially welcome, many face the same street-level exclusion they had in the asylum system. His experience also shows something else: that the solution isn't always a housing referral or a benefit form. Sometimes, it's continuity. Familiar faces. A front door that stays open even when others are shut.

4.8. The Kafkaesque Journey Through the Appeal System Almost Ends Up in Homelessness

EM did what he was told. After the Home Office refused his asylum claim, he acted quickly. With no legal representative to guide him, he went to a community organisation and submitted an appeal by email to the Immigration Tribunal well within the deadline.

A few weeks later, a letter arrived from the Home Office. It informed him that his asylum support, housing, and subsistence payments would be terminated. According to their records, he had no ongoing claim. The problem wasn't that he hadn't appealed. The problem was that the Tribunal hadn't processed it yet.

For the Home Office, that technicality was enough to strip him of his room in a Hackney hostel and make him destitute. He was being punished for the Tribunal's delay. The appeal was lodged. It was valid. But because it hadn't yet been entered into the system, the Home Office acted as if it didn't exist.

Calls and emails to the Tribunal yielded no result. The backlog was enormous, they said. The paper appeal was waiting to be reviewed. No appeal reference number could be issued. Without that number, the Home Office said they could not confirm that the claim was live, and without confirmation, EM would be evicted.

Our team submitted a fresh appeal to the Asylum Support Tribunal in a last-minute attempt to halt the eviction. It worked, but only temporarily.

What makes the case all the more alarming is how common it has become. The shift toward an overstretched, digital-first immigration system leaves those without lawyers especially vulnerable. Legal aid firms utilise an online portal where appeals are logged instantly and assigned reference numbers in real-time. Unrepresented individuals, like EM, must rely on postal or emailed submissions, which can sit unprocessed for weeks.

His caseworker said "In practice, it means asylum seekers without lawyers are treated as if they've done nothing, even when they've done everything they can."

The Home Office insists it needs confirmation before continuing support. But the delays are not the applicant's fault. They are the system's. For EM, the near-eviction was more than a scare. It underscored the precariousness of his position in Britain, a country where following the rules is not always enough. He remains in his hostel, for now.

4.9. Digital Right to Remain: You Do Not Exist

GM was granted refugee status. Like others in his situation, he was supposed to receive an eVisa-a digital record of his legal right to live and work in the UK. But when he tried to log in to the Home Office system, the screen displayed the same message every time: "We cannot show proof of your status."

The irony was not lost on him. After months of interviews, assessments, and uncertainty, he had finally been granted protection, only to find that, in practice, it made no difference. Without a working eVisa, he was unable to access Universal Credit or housing assistance. He couldn't prove to landlords, employers or banks that he was allowed to stay in the country. The system said he existed, but offered no evidence. "It's like being told you're free but not being given the keys to leave the cell," his caseworker said.

There were two errors. The first issue was technical: during his initial interview, his date of birth was recorded incorrectly, which prevented login. That was eventually fixed. But the second error was more problematic; his status hadn't been properly uploaded. His case is not unique. Staff at Migrants Organise have supported at least three others facing identical issues in recent months. The eVisa rollout, intended to streamline status verification, has instead created new layers of digital exclusion, particularly for individuals without smartphones, bank accounts, or the necessary support to navigate online systems.

For now, GM is managing. He has a bank account, which has limited the immediate damage. But others are not so resilient. For many new refugees, the gap between a legal decision and survival remains defined by a single login error and continues to hold them back.

4.10 Community Activities - Where Healing and Organising Meet

Alongside legal casework and battles with bureaucracy, there is another just as essential aspect of our work that keeps people going: community. For many of our members, navigating the hostile environment isn't just about paperwork or policy; it's about surviving isolation, trauma, in addition to the daily challenges of destitution.

At Migrants Organise, we understand that connection is a lifeline. We created spaces that bring people together to heal and start anew. Since September 2024, in our new space, every week, between 15 and 20 community activities have offered a rhythm and routine to over 200 members taking part in walking groups, storytelling circles, football, dance, art sessions, sewing, gardening, English classes, and our women's group.

Mental health support was also a central component of our Community Programme activities. Qualified practitioners offered one-to-one sessions for members struggling with trauma, PTSD, anxiety, and depression, often born of violence and displacement, and too often met with silence or stigma. These sessions were delivered in a way that recognised the cultural and personal context of our members' experiences.

In a survey of 17 members at the end of 2024, they all reported that the weekly sessions had helped them. Almost all, 94%, said they felt less lonely. This is what they wrote:

"I feel more supported because of the people I have met and the activities I am involved in.

"When I do not have a family to go to I know I can go to Migrants Organise and they will help me."

"Before I was taking my antidepressants and every time, I go there they made me happy, they were like family."

"I made friends at Migrants Organise. I have lots of people I connect with through the activities, meeting people from different backgrounds has allowed me to learn a lot from each other."

"Today was such a great day, I really needed to get out of the house. I feel everything has left my body. I was so heavy and I now feel so light."

In June and July 2024, as part of Refugee Week, members didn't just attend events, they made them. They co-produced our Summer Resilience Festival, taking part in the 10km London Legal Walk, live music, community kitchens, and creative workshops. There was joy and sweat, food and music, friends and laughter. It was, for a few weeks, a glimpse of the kind of world we're trying to build, not just a world without the hostile environment, but one full of dignity, connection, and hope.

5. Migrant Justice Organising: Growing Power, Dismantling the Hostile Environment One Fight at a Time

5.1. Patients Not Passports In an era where healthcare has become another frontier in Britain's Hostile Environment, the Justice for Omisha Campaign stood out, not only for its moral clarity but for its results. The campaign, which challenged the denial of NHS care to a young migrant woman, was awarded the Sheila McKechnie Foundation's David & Goliath Award, an acknowledgement of grassroots resilience against institutional cruelty. Backed by over 11,000 petition signatures and sustained media attention, it helped pull back the curtain on how NHS policies are weaponised against migrants.Despite staff changes at both Migrants Organise and Medact, the Patients Not Passports (PNP) campaign achieved critical victories in 2024, rooted in a mix of legal advocacy, political education, and community organising. A standout moment was the launch of an interactive digital toolkit designed to support migrants and healthcare workers navigating NHS charging systems, with rollout events in Swansea and Sheffield helping to broaden its reach.
In East London, local meetings deepened alliances with healthcare workers. Know Your Rights workshops empowered migrants to understand and challenge exclusionary practices. Ties were also strengthened through the Organising for Power programme, led by Jane McAlevey, which grounded strategy in shared values and struggle.

But structural injustice doesn't yield easily. Data-sharing between the NHS and the Home Office and upfront charges continue to restrict healthcare access and deepen racialised health inequalities. While the Vaccines for All campaign garnered support from 375 organisations, system-wide reform remains elusive, making long-term mobilisation essential.

The PNP network spans over 15 local groups challenging health exclusions across the country. In March 2025, the North London chapter held public meetings, while Cambridge activists ran the "No Borders in the NHS" workshop. Looking ahead, a national PNP Summit is planned for May 2025, gathering campaigners to chart a collective path forward into the SKNB Summit in October.

5.2. Access to Justice Campaign Following the Government's announcement in November 2024 that it would be investing £20 million each year into immigration and housing legal aid, we have used this moment to build our power and voice, to speak out about the extent of the legal aid crisis that we are seeing and to push for the further changes that are needed to provide sustainable and universal access to legal advice for those who need it.

In January, the Government opened a consultation on the proposed increase in funding in order to inform its final decision. Whilst members of our practitioners' group did work together to submit unified and joint responses, namely via the Immigration Law Practitioners Association opening up a survey for members of the group to contribute to rather than have to work on their own response, the actual remit of the consultation was very limited and was primarily confined to technical changes only relevant to law firms' finance departments.

So we responded with action, and organised an in-person public action outside the Ministry of Justice on 24 March, just after the consultation closed. This ensured that as civil servants began to consider responses to their consultation, they were also forced to hear the voices and messages of those whose input they had not invited. A mix of 20 legal aid workers, charity advisers, campaigners and community leaders gathered to write messages on placards based on the message that "sticking plaster solutions are not enough", to plaster them to our backs and to force those entering and leaving the Ministry of Justice to listen to and speak with us. It was a powerful moment, and we spoke with around 10 civil servants, while being seen by many more. People left galvanised and keen to organise more public actions.

5.3. The Homes for All Housing Justice Housing, especially for people seeking asylum, has long been a site of institutional neglect and a source of profit for unscrupulous companies. Amid growing need, last year, Migrants Organise launched the #Homes4All coalition, a cross-sector campaign with a simple premise: everyone deserves to live in dignity.Jawad Anjum, who joined as a full-time organiser in July 2024, has organised with residents living in insecure accommodation, including asylum hotels and properties run by Clearsprings Ready Homes. In one case, organisers worked with residents of a hotel in RBKC to expose poor conditions. In another, they began organising in Hackney, where a fire incident in March put lives at risk.

Resources were developed for those forced onto the Bibby Stockholm barge, which has since been shut down. Meanwhile, work continued with Medact and our members on a housing and health impact survey, with early findings submitted to the Home Affairs Select Committee. The organising group now meets fortnightly, with national efforts moving toward a Housing Justice Summit in Coventry in May 2025, co-hosted with Coventry Asylum And Refugee Action Group (CARAG).

5.5. The Abolish Reporting What does resistance look like when the state has the power to track your location, demand your compliance, and detain you at will? For the Abolish Reporting campaign, coordinated by Digital Organiser Mallika Balakrishnan, it means fighting back-not just with data or petitions, but with people power.

In the past year, the Abolish Reporting Campaign has significantly reduced harm, strengthened solidarity, and confronted the UK's hostile immigration policies, and continued efforts to build the power of people affected, bring communities together, and drive systemic reforms.

Backed by 137 organisations and MPs like Olivia Blake, the campaign called for the suspension of Home Office reporting requirements, particularly during the dangerous far-right mobilisations of 2024. Across the UK, info stalls at reporting centres (like Lunar House) shared legal information with asylum seekers and supported them in resisting exploitative bail conditions.

Through regular online and in-person meetings, action plans, and listening sessions, we engaged hundreds of migrants and allies to cultivate grassroots leadership and solidarity networks. Supporters operate information stalls outside reporting centres (e.g. Lunar House) to educate asylum seekers on challenging bail conditions and asserting their rights.
But the terrain is shifting. GPS tagging, digital reporting, and data-sharing mandates are replacing physical reporting, intensifying surveillance.

The expansion of state surveillance, including GPS tagging and digital reporting mandates, forces individuals to respond to Home Office texts and emails within strict deadlines, often requiring consent to share location data. Migrants Organise, BID and Privacy International warn that this data risks misuse for criminal justice proceedings or immigration enforcement. Between September 2021 and March 2022, 94% of GPS tag data requests for immigration cases came from police or probation services, indicating systemic efforts to criminalise migrants. These operations rely on privatised contractors, prompting the campaign to adopt corporate boycott strategies targeting these companies.

The campaign's evolving tactics now combine community mobilisation, policy advocacy, corporate accountability measures, and calls to boycott to dismantle punitive immigration controls.

5.6. Yorkshire Organising - Migrants Organise has anchored its work in Yorkshire around grassroots mobilisation, policy advocacy, and cross-community solidarity to counter systemic racism and far-right threats. Collaborating with groups like the City of Sanctuary, ASSIST, Voices of Voiceless Immigration Detainees Yorkshire (VVIDY), TUC, South Yorkshire Migration and Asylum Action Group (SYMAAG), the organisation co-hosted a February 2025 Sheffield workshop focused on detention and enforcement strategies, uniting activists to share tactics for resisting punitive immigration measures.

Our Yorkshire Organiser, Sarli Nana, has driven local efforts to dismantle the Home Office's reporting regime, combining public education campaigns, parliamentary lobbying, and legal aid workshops that equip migrants with tools to challenge detention and unfair bail conditions. During crises like the Rotherham hotel attack-a flashpoint in 2024's far-right mobilisations- Sarli coordinated emergency responses with local allies, providing safety support for asylum seekers targeted by hostility.

The Solidarity Knows No Borders (SKNB) programme in Yorkshire expanded its reach in 2024, hosting 33 events, including the Freedom Seekers Festival, which engaged several thousand participants through workshops and talks to counter anti-migrant narratives. By elevating migrant leadership in public discourse, the campaign has shifted regional narratives away from scapegoating and toward collective resilience. The SKNB framework has further strengthened networks across Yorkshire, enabling communities to resist threats through coalition-building and rapid-response protocols that pre-emptively address them.

5.7. Solidarity Know No Borders: Turning Struggle Into Strategy for Migrant Justice Organising

In a political landscape disfigured by the Hostile Environment, where cruelty is not a side effect but the point, Migrants Organise has chosen to speak out and organise. The above are not separate campaigns straining against injustice in their own corners. From hospital waiting rooms to immigration reporting centres, from asylum hotels to courtrooms and council estates, our campaigns are not just acts of resistance; they are building blocks for a movement.

From the fight for healthcare access to the struggle against reporting requirements, from hotel fire hazards to legal aid cuts, each campaign is a thread in a tapestry of collective defiance, stitched together by the Solidarity Knows No Borders community into something larger, something with momentum, muscle and memory.

Each campaign is rooted in the daily indignities endured by migrants, but it does not stop there. Through each organised effort, we name the system, we confront it, and then we organise to change it. What ties all of the campaigns together is a shared commitment to ensure that these struggles are isolated. Instead, they are understood as symptoms of the same disease: a racist, punitive system that devalues migrant lives and corrodes our society.

The Justice for Omisha campaign didn't just expose the cruelty of NHS charging; it exposed the logic of a government that sees borders even in hospital beds. In Sheffield and Swansea, as digital toolkits were launched and “Know Your Rights” workshops held, people were not just given information; they were better equipped to fight back. Meanwhile, in the shadow of Lunar House and detention centres, campaigners have gone from handing out leaflets to demanding an end to reporting regimes and surveillance tech that criminalise the very act of seeking safety.

In March, outside the Ministry of Justice, legal aid workers stood with community leaders bearing placards that read “Sticking plaster solutions are not enough.” And they meant it. Because whether the injustice is legal, medical, or material, the state has made it clear that it will not fix what it does not see as broken. The power must come from deep roots, from coalitions like the #Homes4All campaign, where hotel residents organise not just for clean sheets, but for dignity.

This is what movement-building looks like. And like any movement worth its name, it is rooted in community, guided by clarity, and fuelled by the knowledge that no one campaign, no one leader, no one action is enough on its own. But together, under the banner of Solidarity Knows No Borders, they form something stronger: a living, breathing resistance that dares to imagine, and organise for, a world beyond the Hostile Environment.

And then there is Yorkshire, the engine room of SKNB grassroots organising. Through workshops, festivals, and emergency responses, the movement in Yorkshire has demonstrated that anti-racist organising doesn’t just respond to crises, it preempts them. The work in this region is a blueprint for how national strategy is grounded in local relationships.

This is where the SKNB framework matters most. It’s not a slogan, it’s a structure. In 2024-25, members of SKNB coordinated over 70 events across the UK, including mass meetings, training sessions, organising gatherings, legal education sessions, and public actions.

In October 2025, the SKNB Summit will gather organisers, campaigners, and community leaders to do what the government fears most: think strategically, act collectively, and refuse to be divided. Because while the Hostile Environment wants us to be isolated, SKNB reminds us that solidarity, not charity, is our superpower. And this power is not an abstraction. It’s built every time a refugee mother learns her rights, every time a legal or healthcare worker joins a protest, every time an asylum seeker refuses to be silent. Campaign by campaign, workshop by workshop, city by city, this is what dismantling the Hostile Environment looks like. It doesn’t happen all at once. But it’s happening now. And it’s happening together.

6. Media and Narrative Change

6.1. The Cambridge Journal of Law, Politics and Arts (July 2024) published “People Not Boats: Sacrificing Human Rights on the Altar of the Hostile Environment in the UK,” by Migrants Organises’ Zrinka Bralo in which she critically examines the UK’s hostile environment immigration policies and their devastating impact on migrants and refugees, highlighting a system designed to dehumanise and criminalise people seeking safety

https://www.migrantsorganise.org/people-not-boats-sacrificing-humanrights-on-the-altar-of-the-hostileenvironment-in-the-uk/
6.2. What is Evil, Free Thinking, BBC Radio 4, featuring Zrinka Bralo, CEO of Migrants Organise, December 2024.
https://www.bbc.co.uk/programmes/m0025ld8
6.3. Immigration - How Politics Failed, BBC 2 Documentary, November 2024 - featuring Zrinka Bralo, CEO of Migrants Organise.
https://www.bbc.co.uk/programmes/m0024q9z
6.4. That is Me On Screen podcast - July 2024.
https://okre.org/articles/ep-5-zrinka-and-joon-lynn-migrants-in-uk/
6.5. Our under-resourced legal aid system is dangerous. It needn't be this way - OpenDemocracy, by Frances Timberlake, Access to Justice Organiser .
https://www.opendemocracy.net/en/20-million-legal-aid-funding-not-enough-migrants-asylum-seekers/
6.6. You can stop the Rwanda raids. Here's how, Open Democracy, Zrinka Bralo, CEO.
https://www.opendemocracy.net/en/rwanda-refugee-raids-hostile-environment/
6.7. How to resist the far-right violence in the UK, Dazed Magazine.
https://www.dazeddigital.com/life-culture/article/64297/1/resist-far-right-violence-in-the-uk-racism-islamophobia

7. Organisational Growth and Development

In the past year, our team grew to 20 staff, 7 of them part-time. We now have a new Housing Justice Organiser, Jawad Anjum and Ethan Chua, who replaced Aliya Yule in September 2024 as Access to Healthcare Organiser. The Organising team now has seven Organisers (2 part-time). Last year, three new caseworkers joined the team - a bilingual Arabic speaker, Latefa Guemar, to support newly arrived Palestinians and Elinor Kirchwey and Laurie Hartley to deliver advice and increase capacity in hotels housing people seeking asylum in Hackney. The casework team now has seven Caseworkers (2 part-time).

The rest of the team are two core office staff, the Communications Officer, the Grants Manager, the CEO and the Community Programme Director (4 are part-time).

The Board of Trustees in the past year saw two members step down due to ill health and other work commitments (Ali Lazizi from Moroccan Community in West London and Marzena Zukowska from POMOC), and three new Trustees joined the Board - Claire Doran, Group Head of Delivery (Research & Methods) at Nesta / BIT, Mariam Yusuf from Women Asylum Seekers Together in Manchester and Nanou Thassinda, our grassroots organiser from Homes for All and Access to Justice campaigns.
A core grant from the Keystone Fund supported our capacity to build organisational resilience, enhance our monitoring and evaluation systems and work with our staff and members to co-create inclusive working culture.

8. Acknowledgements

We are incredibly grateful to all the funders who supported our work this past year.
A B Charitable Trust; The Alan and Babette Sainsbury Charitable Fund; The A&O Shearman Foundation; Awards for All; The Belpech Trust; The Bromley Trust; Civic Power Fund; The D'Oyly Carte Charitable Trust; Disrupt Foundation; Esmée Fairbairn Foundation; Garden Court Chambers; Hackney Council; New Henry Smith Charity; John Ellerman Foundation; The Joseph Rowntree Charitable Trust; Justice Together Initiative; The Kensington and Chelsea Foundation; The Keystone Fund; The Leigh Trust; London Catalyst; London Legal Support Trust; The Mbili Charitable Trust; The National Lottery Community Fund; Paul Hamlyn Foundation; Sir Halley Stewart Trust; Sports England; Strategic Legal Fund; Trust for London; Unbound Philanthropy .

We also received invaluable support from many trusts that provide specific grants for individuals facing hardship and from many individuals through regular and one-off giving and our crowdfunding appeals. We want to thank all our donors who supported our public appeals. All your donations are used to support people who need it.

Staff Team
Aliya Yule, Access to Healthcare Organiser (until August 2024)
Brian Dikoff, Legal Officer
Elinor Kirchwey, Senior Caseworker (from September 2024)
Elizabeth Akoth Oduwo, Trainee Caseworker (until August 2024)

Erica Lang, Grants Manager
Ethan Chua, Access to Healthcare Organiser (from September 2024)
Ffion Wyn Evans, Communications Organiser
Frances Timberlake, Access to Justice Organiser
Francesca Valerio, Community Programme Director
Harriet Young, Trainee Caseworker (from September 2024)
Heike Langbein, Advice and Training Manager
Jawad Anjum, Housing Justice Organiser (from June 2024)
Justine Lecoq, Caseworker
Latefa Guemar, Bilingual Arabic Speaking Caseworker, (from September 2024)
Laurie Hartley, Senior Caseworker (from July 2024)
Leila Prasad, Office Assistant, (from December 2024)
Mallika Balakrishnan, Digital Organiser
Maymuna Osman, National Organiser
Micol Carmignani, Operations Manager
Sarli Nana, Migrant Organiser, York and Humber
Tristan Greene, Caseworker (from May 2024)
Zrinka Bralo, Chief Executive Officer

We would like to thank all our members, funders, more than 60 volunteers and mentors, staff, trustees, partners and supporters who gave their time, skills, money and goodwill to make Migrants Organise a place of solidarity and welcome.

Financial review

The Charity's income was £1,362,301 in the year ended 31 March 2025 compared to £931,933 in the year ended 31 March 2024. The total expenditure amounted to £1,240,185 in the year ended on 31 March 2025 compared to £1,148,348 in the year ended 31 March 2024. Migrants Organise Ltd ended the 2024/2025 financial year with a fund balance carried forward of £287,479 in general unrestricted funds, £191,563 in designated funds and £302,064 in restricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' operating expenditure. Based on the 2024/2025 expenditure, the target reserves is between £250,000 to £300,000. At the year-end free reserves amounted to £275,347.

Reserves Policy

The organisation's current reserves policy is to maintain sufficient cash flow for known commitments and to:
Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases.
Meet unexpected costs such as the breakdown of equipment, building costs, staff cover in case of illness, maternity leave, parental leave and legal costs defending Charity's interests.
Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears

Structure, governance and management

Nature of governing document

a. Constitution
Migrants Organise Ltd is a grassroots migrant and refugee rights organising platform. It works to grow the power of migrant and refugee communities through advice and support so that they can access their rights and organise to speak out for dignity and justice for all.

In the 2024/25 financial year, Migrants Organise Ltd employed twelve full-time and two part-time staff and benefited from the skills and commitments of hundreds of volunteers, who help deliver mentoring and casework support, carry out research, advocate and organise for positive social change.
The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 1077116). In the event of the company being wound up the members are required to contribute an amount not exceeding £1.

Recruitment and appointment of trustees

b. Method of Appointment or Election of Trustees
The appointment and removal of Trustees is decided by a majority of votes. At every Annual General Meeting, the longest serving one third of the Trustees are required to retire from office, although these Trustees are eligible for re-election.

The Charity seeks to recruit Trustees from amongst its members, users, and supporters with varied experience and expertise.

Organisational structure

c. Organisational Structure and Decision Making
The Charity is governed by a Board of Trustees comprising 10 members, who meet regularly in a year to administer the Charity. The members who served on the board throughout the year under review are named on page 1.

The Board of Trustees is the governing body responsible for the activities of the organisation. The role of the Board is to:

- Approve the budget for the year
- Approve signatories to the bank accounts
- Appoint staff where not delegated to the Chief Executive
- Receive reports from the Chief Executive on areas of concern
- Approve exceptional items of expenditure
- Monitor the organisation’s financial position based on regular reports
- Approve the annual accounts, auditor’s report and appointment

Major risks and management of those risks

d. Risk Management
The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk assessment has been carried out and this is updated annually. Significant external risks to funding and the need to respond to conditions in the local community make it necessary to review and diversify our activities regularly. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with Health and Safety requirements, Employment Law and the Data Protection Act.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Reappointment of auditor
In accordance with section 485 of the Companies Act 2006, a resolution for the re-appointment of Moracle Limited as auditors of the charity is to be proposed at the forthcoming Annual General Meeting.

The annual report was approved by the trustees of the charity on 25 September 2025 and signed on its behalf by:

.....
Roz Pendlebury
Chairperson

Migrants Organise Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Migrants Organise Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 25 September 2025 and signed on its behalf by:



.....
Roz Pendlebury
Chairperson

Migrants Organise Limited

Independent Auditor's Report to the Members of Migrants Organise Limited

Opinion

We have audited the financial statements of Migrants Organise Limited (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report to the Members of Migrants Organise Limited (continued)

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 20), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

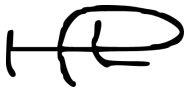
In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Detecting irregularities, including fraud

Use of our report
This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Morlai Kargbo (Senior Statutory Auditor)
For and on behalf of Moracle Limited, Statutory Auditor

Chartered Certified Accountants & Registered Auditors
960 Capability Green, Luton, England
LU1 3PE

25 September 2025

Migrants Organise Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	31 March 2025 £	31 March 2024 £
Income and Endowments from:					
Donations and legacies	3	36,563	4,369	40,932	30,647
Charitable activities	4	249,600	1,051,678	1,301,278	817,222
Other income		6,530	13,561	20,091	84,064
Total income		292,693	1,069,608	1,362,301	931,933
Expenditure on:					
Raising funds	5	-	(83,761)	(83,761)	(51,443)
Charitable activities	6	(101,129)	(1,049,295)	(1,150,424)	(1,096,905)
Total expenditure		(101,129)	(1,133,056)	(1,234,185)	(1,148,348)
Net income/(expenditure)		191,564	(63,448)	128,116	(216,415)
Transfers between funds		5,400	(5,400)	-	-
Net movement in funds		196,964	(68,848)	128,116	(216,415)
Reconciliation of funds					
Total funds brought forward		282,079	376,911	658,990	875,405
Total funds carried forward	16	479,043	308,063	787,106	658,990

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 16.

Migrants Organise Limited

(Registration number: 03673737)
Balance Sheet as at 31 March 2025

	Note	31 March 2025 £	31 March 2024 £
Fixed assets			
Tangible assets	12	12,132	2,876
Current assets			
Debtors	13	25,188	-
Cash at bank and in hand	14	761,089	665,365
		786,277	665,365
Creditors: Amounts falling due within one year	15	(11,303)	(9,251)
Net current assets		774,974	656,114
Net assets		787,106	658,990
Funds of the charity:			
Restricted income funds			
Restricted funds	16	308,063	376,911
Unrestricted income funds			
Unrestricted funds		479,043	282,079
Total funds	16	787,106	658,990

The financial statements on pages 24 to 35 were approved by the trustees, and authorised for issue on 25 September 2025 and signed on their behalf by:

.....
Roz Pendlebury
Chairperson

Migrants Organise Limited

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	31 March 2025 £	31 March 2024 £
Cash flows from operating activities			
Net cash income/(expenditure)		122,116	(216,415)
Adjustments to cash flows from non-cash items			
Depreciation		5,394	2,798
		127,510	(213,617)
Working capital adjustments			
(Increase)/decrease in debtors	13	(25,188)	5,417
Increase/(decrease) in creditors	15	8,052	(2,554)
Net cash flows from operating activities		110,374	(210,754)
Cash flows from investing activities			
Acquisitions of tangible assets		(14,650)	-
Net increase/(decrease) in cash and cash equivalents		95,724	(210,754)
Cash and cash equivalents at 1 April		665,365	876,119
Cash and cash equivalents at 31 March		761,089	665,365

All of the cash flows are derived from continuing operations during the above two periods.

Migrants Organise Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in the United Kingdom, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
196 Freston Road
London
England
W10 6TT

These financial statements were authorised for issue by the trustees on 22 September 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Basis of preparation
Migrants Organise Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

2 Accounting policies (continued)

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated on the basis of staff costs.

Governance costs
Governance costs which form part of Support costs and are those incurred in connection with enabling the Charity to comply with external regulation, and constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

Taxation
Charity is not registered for VAT

Tangible fixed assets
Individual fixed assets costing £500 or more are initially recorded at cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	33.3% straight line basis
Computer equipment & Furniture and fittings	25% straight line basis

2 Accounting policies (continued)

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	31 March 2025 £	31 March 2024 £
Regular giving and capital donations	36,563	4,369	40,932	30,647
	36,563	4,369	40,932	30,647

4 Income from charitable activities

	Unrestricted funds	Restricted		
	General	funds	31 March 2025	31 March 2024
	£	£	£	£
Capacity building	-	75,030	75,030	56,905
Community Organising	50,600	426,536	477,136	264,965
Community Programme	50,000	455,112	505,112	324,127
Organisational Infrastructure	149,000	95,000	244,000	171,225
	249,600	1,051,678	1,301,278	817,222

5 Expenditure on raising funds

a) Costs of generating donations and legacies

	Note	Restricted funds	31 March 2025	31 March 2024
		£	£	£
Cost of raising funds		83,761	83,761	51,443

6 Expenditure on charitable activities

	Unrestricted funds		Restricted	
	Designated	General	funds	Total funds
	£	£	£	£
Capacity Building Grants	-	-	61,992	61,992
Community Organising	26,600	-	315,667	342,267
Community Programme	25,000	-	470,835	495,835
Organisational Infrastructure	49,530	-	206,800	256,330
Total for 2025	101,130	-	1,055,294	1,156,424
Total for 2024	60,290	81,477	955,136	1,096,903

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Programme Costs £	Administrative Costs £	funds £
Staff costs	73,619	-	73,619
Governance costs	-	39,818	39,818
Office expenses	-	84,938	84,938
Total for 2025	73,619	124,756	198,375
Total for 2024	44,509	139,016	183,525

	Governance costs £	Finance costs £	31 March 2024 £
Staff costs	44,509	-	44,509
Governance costs	-	20,264	20,264
Office expenses	-	118,752	118,752
	44,509	139,016	183,525

Governance costs

	31 March 2025 £	2024 £
Audit fees		
Audit of the financial statements	7,200	6,000
	7,200	6,000

8 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	31 March 2025 £	31 March 2024 £
Audit fees	7,200	6,000
Depreciation of fixed assets	8,192	2,798

9 Staff costs

The aggregate payroll costs were as follows:

9 Staff costs (continued)

	31 March 2025 £	31 March 2024 £
Staff costs during the year were:		
Wages and salaries	708,886	652,843
Social security costs	71,324	66,190
Pension costs	25,615	20,904
	805,825	739,937

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	31 March 2025 No	31 March 2024 No
Charitable activities and support	20	15

The number of employees whose emoluments fell within the following bands was:

	31 March 2025 No	31 March 2024 No
£70,001 - £80,000	1	2
£80,001 - £90,000	1	-

The total employee benefits of the key management personnel of the charity were £217,371 (2024 - £220,088).

10 Auditors' remuneration

	31 March 2025 £	31 March 2024 £
Audit of the financial statements	7,200	6,000

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	6,928	6,928
Additions	14,650	14,650
At 31 March 2025	21,578	21,578
Depreciation		
At 1 April 2024	4,052	4,052
Charge for the year	5,394	5,394
At 31 March 2025	9,446	9,446
Net book value		
At 31 March 2025	12,132	12,132
At 31 March 2024	2,876	2,876

13 Debtors

	31 March 2025 £	31 March 2024 £
Other debtors	25,188	-

14 Cash and cash equivalents

	31 March 2025 £	31 March 2024 £
Cash at bank	761,089	665,365

15 Creditors: amounts falling due within one year

15 Creditors: amounts falling due within one year (continued)

	31 March 2025 £	31 March 2024 £
Other creditors	4,103	3,251
Accruals	7,200	6,000
	11,303	9,251

16 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General	282,079	292,693	(101,129)	5,400	479,043
Restricted funds	376,911	1,069,608	(1,133,056)	(5,400)	308,063
Total funds	658,990	1,362,301	(1,234,185)	-	787,106

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General					
General Funds	282,079	-	-	5,400	287,479
Designated					
Designated Funds	-	292,693	(101,129)	-	191,564
Total unrestricted funds	282,079	292,693	(101,129)	5,400	479,043
Restricted funds					
Capacity Building	2,799	75,030	(61,992)	-	15,837
Community Organising	129,901	426,537	(343,448)	(5,400)	207,590
Community Programme	85,818	472,882	(498,616)	-	60,084
Organisational Infrastructure	158,393	95,159	(229,000)	-	24,552
Total restricted funds	376,911	1,069,608	(1,133,056)	(5,400)	308,063
Total funds	658,990	1,362,301	(1,234,185)	-	787,106

16 Funds (continued)

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General				
General Funds	285,479	78,079	(81,479)	282,079
Designated				
Designated Funds	60,290	-	(60,290)	-
Total unrestricted funds	345,769	78,079	(141,769)	282,079
Restricted				
Capacity Building	33,818	56,905	(87,924)	2,799
Community Organising	167,509	291,390	(328,998)	129,901
Community Programme	131,632	305,292	(351,106)	85,818
Organisational Infrastructure	196,677	200,267	(238,551)	158,393
Total restricted funds	529,636	853,854	(1,006,579)	376,911
Total funds	875,405	931,933	(1,148,348)	658,990

17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2025 £
Tangible fixed assets	12,132	12,132
Current assets	786,277	786,277
Current liabilities	(11,303)	(11,303)
Total net assets	787,106	787,106

	Unrestricted funds General £	Total funds at 31 March 2024 £
Tangible fixed assets	2,876	2,876
Current assets	665,365	665,365
Current liabilities	(9,251)	(9,251)
Total net assets	658,990	658,990

MIGRANTS ORGANISE LTD

England & Wales - Charity number 1077116

Accounts

Company registration number: **03673737**

Charity registration number: **1077116**

Migrants Organise Limited
(A company limited by guarantee)

Annual Report and Financial Statements
For the year ended 31 March 2024

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Reference and Administrative Details
For The Year Ended 31 March 2024

Registered Company Number: 03673737 (England and Wales)

Registered Charity Number: 1077116

Registered Address: 196 Freston Road, London W10 6TT

Trustees

Ali Lazizi
Kyle Sawhney (Treasurer)
Lorraine Gilbert
Marzena Zukowska
Reza Khalesi
Roz Pendlebury (Chair)
Rayan Fakhoury
Dr Simon Cuff

Company Secretary
Zrinka Bralo

Bankers
Unity Trust Bank Plc
PO Box 7193, United Kingdom

Auditors
Moracle Limited
Chartered Certified Accountants & Registered Auditors
960 Capability Green, Luton, England LU1 3PE

Trustees' Report
For The Year Ended 31 March 2024

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2024. The Trustees have adopted the provisions of 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) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

Migrants Organise Ltd is a grassroots migrant and refugee rights organising platform. It works to grow the power of migrant and refugee communities through advice and support so that they can access their rights and organise to speak out for dignity and justice for all.

In the 2022/23 financial year, Migrants Organise Ltd employed twelve full-time and two part-time staff and benefited from the skills and commitments of hundreds of volunteers, who help deliver mentoring and casework support, carry out research, advocate and organise for positive social change.

The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 1077116). In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Method of Appointment or Election of Trustees

The appointment and removal of Trustees is decided by a majority of votes. At every Annual General Meeting, the longest-serving one-third of the Trustees are required to retire from office, although these Trustees are eligible for re-election. The Charity seeks to recruit Trustees from amongst its members and supporters with varied experience and expertise.

c. Organisational Structure and Decision Making

The Charity is governed by a Board of Trustees comprising nine members, who meet regularly during the year to administer the Charity. The members who served on the board throughout the year under review are named on page 1.

The Board of Trustees is the governing body responsible for the activities of the organisation. The role of the Board is to:

- Approve the budget for the year
- Approve signatories to the bank accounts
- Appoint staff where not delegated to the Chief Executive
- Receive reports from the Chief Executive on areas of concern
- Approve exceptional items of expenditure
- Monitor the organisation's financial position based on regular reports
- Approve the annual accounts, auditor's report and appointment

Trustees' Report (Continued)
For The Year Ended 31 March 2024

d. Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk assessment has been carried out, and this is updated annually. Significant external risks to funding and the need to respond to conditions in the local community make it necessary to review and diversify our activities regularly. Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions and projects. Procedures are in place to ensure compliance with Health and Safety requirements, Employment Law and the Data Protection Act.

OBJECTIVES AND ACTIVITIES

The objects for which the Charity is established are:

The relief of migrant and refugee individuals and communities, in particular, but not limited to those living in the London Boroughs, in any manner which is charitable in law as the Charity shall decide, in particular by:

(a) The advancement of education and training for employment

(b) The provision of facilities in the interests of social welfare with the object of improving the quality of life of the said migrant and refugee individuals and communities

(c) The relief of poverty

(d) The preservation and protection of health

(e) Support and advice to charitable organisations established for similar purposes in the area of benefit

(f) The promotion of activities to foster understanding between people from diverse backgrounds, and the cultivation of sentiment in favour of equality and diversity

(g) The promotion of social inclusion by preventing the said migrant and refugee individuals and communities from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Public Benefit

In setting our objectives and planning our activities, the board of trustees has carefully considered the Charity Commission's general guidance on public benefit.

Migrants Organise Ltd.'s charitable purpose is to promote the rights of migrants and refugees by supporting and strengthening the development of their community organisations, ensuring access to services and opportunities, and establishing effective partnerships with statutory and voluntary agencies, with the ultimate aim of developing self-sustainable communities capable of participation in and contribution to an inclusive society.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

Migrants Organise Ltd Vision and Mission

Migrants Organise **vision** is an inclusive, fair and equal society where migrants and refugees are treated with dignity and respect.
Migrants Organise **mission** is to create a platform with migrants and refugees, and supporters to act for dignity and justice for all.
Our **aim** is to organise and mobilise with migrants and refugees and our supporters into a solidarity movement that will deliver that change.

We translate this vision, mission and aim into **action** by doing the work to:

- **Connect** with each other and supporters who share our values in an intentional and relational way.
- **Build common ground** in our communities**,** organise and mobilise, and work in solidarity on the local and national level, tackling diverse and multiple issues of concern.
- **Grow our power** by sharing knowledge and resources and working together to build a coherent, organised, inclusive and strategic movement for change. We mentor, train, and develop leadership and platform migrants and refugees in a meaningful and dignified manner.
- **Speak out** and disrupt the normalisation of dehumanising narratives and policies by opening spaces for a new narrative and lived experience. We advocate, advise, welcome and celebrate.

Our communities are people seeking asylum, refugees, resettlement programme refugees, EU migrants, un/under-documented people, migrant students, migrant workers, settled minority communities, supporters and allies.

ACTIVITIES AND ACHIEVEMENTS in 2023/2024

Power in Organising, Dignity in Justice

The past year for Migrants Organise continued to be a highly hostile environment. Grassroots migrant justice organisers and allies have not had time to recover from the impact of the pandemic and see no end to relentless hostile attacks such as the Rwanda Plan and now an act of parliament.

In response to it, our focus continued to be on solidarity and resilience building to deepen the relationships of trust and maintain the well-being of many grassroots communities and organisers who feel isolated and targeted by hostile systems and structures and right-wing policies and groups.

We have a different story to tell. It is a story of hope as a discipline, something we practice daily and weave into our radical imagination of the journey to dignity, justice, and freedom. The new SKNB website we co-produced with our grassroots movement is just one of many positive, creative and inspiring steps in that journey of building our collective power.

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Migrants Organise work continued to be a holistic combination of direct advice and complex casework support for 830 people in London, with regular weekly psychosocial activities. Our direct daily relationships with people who are currently subjected to hostile environment policies and everyday borders inspire us and inform our issue-based organising campaigns, which are the building blocks of the overall organising, and the Solidarity Knows No Borders movement for systemic change.

Migrants Organise continued to provide a platform and act as a convenor of the space for this intersectional migrant justice movement building. The scarcity of resources for the grassroots groups and the relentless hostility means that we are still tasked with capacity building, production of resources for learning, mobilisation, resilience building and well-being while we work on decentralisation of the space.

In November 2023, Migrants Organise celebrated its 30th anniversary at an event in the British Library attended by more than 150 members, volunteers, and supporters. The short film from the anniversary event and the story of our journey can be seen here.

By March 2024, the Migrants Organise team grew to 14 full-time and two part-time staff members. Two new board members have joined us: Rayan Fakhoury, a barrister from Blackstone Chambers, and Marzena Zukowska, from Polish Migrants Organise for Change, who is also our new co-chair. We are currently working on our new strategic plan as the existing one expires in 2024, and we are also updating our governing documents and all policies and procedures as required by law.

We have successfully passed the annual Advice Now audit and acquired the ED certificate, the US equivalent of charitable status, enabling us to receive funding from US foundations.

More than 100 volunteers supported our work, mainly by mentoring our members and contributing their skills and expertise in many different areas of our work, such as facilitating meetings, teaching English, developing campaigns, or landing their creative talents in drama, dance, writing, cooking, gardening, etc.

Transitioning towards hybrid, post-pandemic working has been challenging as we moved to a much smaller office in Dalston, sharing with other community groups without adequate casework or organising workspace. In September 2024, we will be moving to a larger space; although this will be at an additional cost, it is essential for our holistic approach of direct advice, psychosocial group activities, and campaigning and organising.

The external environment in which we operate has changed at an unprecedented speed, adding to the immense challenges we face in our work. The most recent Rwanda Bill, an attempt to legislate against reality, is another in the chain of insidious, racist and hostile policies against vulnerable people. Legal Aid is almost non-existent, transferring the work of legal representation and advice to a very small number of charities, cornered into the legislative frameworks that make it almost impossible to help people in desperate need.

The right-wing rhetoric used by the government, aided by the new right-wing TV outlets and biased social media algorithms, has presented us all with a new challenge of defamatory hate speech and racist attacks.

In June 2023, after a year of negotiations and legal wrangling, we received an apology from Talk TV channel, part of the Murdoch empire, which defamed us in June 2022, unleashing a torrent of abuse and hate online. We received an offer to settle as we prepared to issue court proceedings. The offer met our minimum requirement: to pay our legal costs and damages and, crucially, publicly state that the damages have been paid as an actual admission of wrongdoing. Our statement about this victory can be seen on our website, and our barrister Mark Henderson's statement is here, and Press Gazette coverage is here.

This year, the theme of corporate outsourcing in the hostile environment stood out, especially in the Abolish Reporting campaign and other campaigns like the Housing Organising group and our work on the Bibby Stockholm Barge. The resources used by the government on enforcement, £5.4 billion now, stand in stark contrast to the denial of services to people in need, eviction and homelessness and collapse of legal aid for immigration advice.

Companies like Capita, Serco, Mears and Clearsprings contracted by the government to deliver the hostile environment policy have reported extortionate profits, yet this narrative of how the money is spent is still not mainstream, not even in the charitable sector.

Solidarity with Palestine has been a key issue in organising spaces and has had an additional impact on wider civil society and frontline workers' trauma, burnout and sense of silencing.

Grassroots Organising – Building Solidarity and Resilience

In 2023/24, despite unexpected and extraordinary external challenges, we organised with **140 grassroots** migrant and refugee community organisers around the UK.

Our Organisers held over **800 one-to-one** meetings with **450 individuals** (online and in person) from **32 cities** across the UK and Northern Ireland.

We also held around **35 monthly group** meetings, calls and webinars nationwide to share experiences and support each other, usually attended by 30 to 60 people. These are part of our relational, trust-building organising method of ongoing listening exercises to ensure we understand changing needs and emerging issues for people directly impacted by oppressive policies.

We organised and participated in **258 training/action planning sessions** with communities nationwide to share knowledge and resources for migrant justice organising. We have developed new relationships with the emerging Roma Rights Forum and with the migrant groups in Northern Ireland where we delivered residential organising training. Both groups joined the Solidarity Knows No Borders community and attended the Summit in October 2023.

Together, we took **47 organised actions of solidarity** and welcome with refugees and migrants.

We recorded over **3,000 registrations to attend the 24 webinar** sessions in the Stand Up Speak Out series, **delivered by 23 groups** and organisations, aimed at social and public sector workers who want to resist hostile policies. More than 1,000 people attended in 2023, and the new series of training webinars was launched in March 2024.

The team spoke **at 60 external meetings** to raise awareness about issues affecting our members and build alliances with other organisations working in the social justice sector, including faith groups, trade unions, professional associations, universities, etc.

Using the AirTable, we recorded **11,725 engagements** with people nationwide during these meetings, events and training sessions. Some are repeat participants, and we need more capacity to record detailed attendance data; however, we estimate that at least **4,000 people** were engaged on an ongoing basis.

In April 2023, **with over 120 migrant justice community campaigners and allies, we organised the** Solidarity Knows No Borders Yorkshire Summit in Sheffield**.** The regional and issue-based summits and the events were held in preparation for the National Solidarity Summit in London on September 30th and October 1st, 2023.

The Abolish Reporting campaign summit in May 2023 had to be postponed due to a rail strike and was further hindered by the withdrawal of the Right to Remain, one of the co-organisers, due to lack of capacity.

At the end of September, **140 grassroots organisers** came together at the two-day London Summit to connect, build trust, strategise, and make a plan for another year of resistance to hostile environment policies. Some highlights from the Solidarity Knows No Borders Summit 2023 can be seen here.

More knowledge and resources will be shared on the new Solidarity Knows No Borders website, which has been designed with the community to reflect the decentralised and collective way of working and the progress and evolution of the Fair Immigration Charter that was made in 2018. This Summit was co-organised by 14 members of the SKNB community nationally.

Organising Resources: Speaking Out – Growing Power

In 2023/24, using our visual notes and featuring images of our members, we produced several resources and toolkits for organising, campaigning, and legal capacity building to support efforts to respond to the hostile environment.

The new SKNB website is a repository for shared resources such as the Organising Workbook toolkit, which was designed by Migrants In Culture.

We also worked with Migrants in Culture to create a workbook for individuals to log issues that they encounter at the Bibby barge (in English, Arabic, and Farsi). We have made the workbook adaptable to use it in other contexts, e.g., in hotels or detention centres. We also created a detailed guide on How to Challenge the Notice to Be Moved to Bibby Barge.

We produced reports and guides such as the Illustrated Guide to the National Referral Mechanism.

We are developing links between migrant justice and climate justice, and in the past year, we co-branded the Global Strategic Communications Council's report on Dangerous Narratives, which got a very good response from colleagues. We have collated resources on intersections here.

All Eyes on Capita toolkit and set of resources for others to join our campaign to stop the flow of community funds to hostile environment profiteers like Capita. A key piece of this work was the No Income in Injustice Pledge for local councillors, which was designed to be useful to others in allied struggles.

We also worked with Liberty on Know Your Rights training and resources and Generation Rent on a joint housing survey in the private renting sector to inform the new joint housing rights campaign. For people affected by NHS charging, LRNM, we developed a Know Your Rights advocacy guide.

Solidarity Actions

In the past year, we have organised **47 actions of solidarity**; examples of these are regular solidarity actions at Lunar House Immigration Reporting Centre in Croydon by members of the Abolish Reporting London campaign who distribute teas, coffees, and translated signposting leaflets to people queueing to report to the Home Office in order to build solidarity and break through the silence and fear surrounding immigration reporting conditions.

We organised an in-person exhibition and panel, Home Bitter Home, highlighting Clearsprings' role in profiting from people's misery. We also took action in Tower Hamlets in defence of a member who was in a vulnerable situation living in accommodation not fit for human habitation (and won!). We also took action with our members at the Clearsprings headquarters when their profits were announced, which can be seen here.

With Privacy International and BID, we took action against Capita, the company which was contracted to carry out GPS surveillance of people on immigration bail. We purchased shares and infiltrated Capita AGM to raise questions about the GPS surveillance. In the spirit of no-small-victories, Capita lost the contract, but sadly, Serco has taken over, so the campaign continues.

In addition, after the Privacy International challenge, the UK's Data Protection Authority found the Home Office's cruel GPS tagging scheme to be unlawful.

Another essential part of growing our power is actions taken as part of the Community Programme, which ran 14 weekly group sessions to bring members together to address isolation and increase skills and confidence. A total **of 427 sessions** (including online groups) have been held over the period. This group work culminates in the Resilience Festival, a week-long celebration of members' activities in July 2023. In February 2024 they presented some of their work in the Hope exhibition at the Chelsea Theatre.

We organised quickly to respond to people being moved to the Bibby Barge in August 2023. We visited Portland twice in August 2023, and worked with their local volunteer group, Portland Global Friendship to assist individuals who were first moved to the barge. We represented 10 new members detained on the barge. We also organised the sector – together with ILPA, we facilitated three sector meetings over the summer to discuss various challenges around Home Office accommodation sites, such as Bibby and RAF Weathersfield. Each meeting had around 40 people attending.

We sent a pre-action protocol letter against the Home Office which led to the introduction of a 5 day notice period for individuals to challenge their move to the barge.

We created tri-lingual guidance for individuals and caseworkers to challenge the notice.

We worked with journalists from The Guardian and the Independent to highlight the issues faced by individuals early on.

Subsequently, we represented ten people detained on the Bibby Barge, and seven of them were granted refugee status and moved on.

Patients Not Passports' actions include, for example, the Justice for Omisha campaign launch, with the public launch of the online petition, which has reached 10,000 signatures.

Communications Infrastructure

Our organising training and narrative work insists on clarity that the hostile environment is not a 'failure of the system' – it is the system – hostile by design and doing precisely what it is supposed to do. This shift in understanding the problem as systemic (e.g., NHS as a system) and structural (society and the state) generates a better understanding of what alternative needs to be – a society based on mutuality, collaboration, solidarity, dignity and justice principles. It also provides organisers with better framing and understanding of the long-term timeline of the challenge and the need for alliance and organised power building.

Our communications strategy, famed in this way, is built into every aspect of our work. In addition to the resources produced, such as toolkits, videos, and media coverage already mentioned, we have a combined audience of 31,100 across our social media channels. Although our community is smaller on Instagram, we find that engagement works better and is a useful way of building relationships with supporters and organising community.

Twitter, or now X, due to its change of leadership and algorithm change has become not as useful, but we are maintaining our presence with an unpaid account.

Our newsletter grew steadily to 6,500 subscribers with excellent engagement rates.

Our digital organising practices have continued to improve. We now use segmented email lists for campaigns. This is helpful in transforming digital relationships into relational power- for example, segmented emails helped the Abolish Reporting group recruit three new consistent members of the group and several more action-takers who could be mobilised in the future. Our Search Engine Optimisation has improved.

We have worked on making new posts on the Migrants Organise website that feature tags, keywords and images (using templates created for the team) that help people find and click on our content.

Alongside these developments, we have improved our data privacy practices by updating our website privacy policy to accurately reflect our relationship with Action Network. We have also made sure our digital actions are all opt-in and are using GDPR-compliant and more privacy-respecting tools like Plausible Analytics on the new SKNB website. We've also developed and revised guidelines for dealing with online hate.

Capacity Building and Partnerships

As already mentioned in this report, everything we do is done in partnerships and collaborative networks. As Mariame Kaba, the organiser and abolitionist, said*, "everything worthwhile is done with other people."*

We have organised with several hundred organisations and communities around the UK and have now developed a relationship with the Migrant Centre in Northern Ireland and with Participation and the Practice of Rights (PPR) human rights and Anaka grassroots migrant women's collective in Belfast, where we delivered organising training and action planning in June 2023 and in February 2024. We have delivered similar training to the Women Asylum Seekers Together (WAST)in Manchester and the emerging Roma Rights Forum in Manchester, which is supported by the Roma Rights Group, also in Manchester.

Several groups we provided organisational infrastructure for, such as PMOC, Hastings Refugee Buddy Project, and Migrants In Culture, have now established their legal and financial structure. We have also developed joint projects and successfully fundraised and delivered them together.

We also continued infrastructure and platforming power building for the Voice of Domestic Workers, Haringey Welcome and Coventry Asylum and Refugee Action Group.

These are just a few examples of intentional, relational, grassroots organising tailored to the needs of the people we organise with and the context of the present. The same relational power-building is applied across all our organising for access to NHS, with trade unions and legal aid lawyers, as a strategy to shift away from a charitable and/or scarcity mindset to a solidarity and abundance mindset. This is proving to be a rather challenging process as so many organisations are struggling and trapped in the reactive way of working as opposed to the responsive mode. There are also economic forces at play in a highly competitive, under-resourced, grant-dependent ecosystem, reinforcing the framing of the neoliberal market economy that is the root of the problem.

Although the long-term plan is to decentralise the Solidarity Knows No Borders movement, the reality of the hostile environment, the onslaught of egregious policies and the scarcity of resources makes it more challenging for the grassroots organisers to extend much of their capacity for the movement infrastructure.

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In addition to virtual (the new website and regular online meetings) and physical spaces (the SKNB Summit), we are working on resources and campaign infrastructure to add to existing efforts, build resilience and prevent burnout. The new Organising Workbook, the Stand Up Speak Out webinar series, gatherings and artistic events and tailored training sessions build power and open up pathways for radical imagination to emerge for the vision of a better future.

The measure of confidence and power building ranges from various public actions organised and participated in, blogs, podcasts and media contributions and grassroots organisers' ability to include new members and guide and mentor them to join broader organised efforts for migrant justice.

Furthermore, it is measured by the shift in the grassroots mindset and matching narrative – how people build on their personal problems, connect these to systemic issues and expand their analysis and narrative into a broader demand for structural change of systems and structures that are root causes of the problem.

This stands in contrast to the traditional charitable approach of 'lived experience' storytelling, which is intended to shift feelings (empathy and compassion) but falls short of demanding structural change (ending the hostile environment).

Strategic Litigation

One of the tactics that we use in our organising is strategic litigation. In August 2023, we used it to compliment the actions above. We were represented by Wilson Solicitors and barristers at Garden Court Chambers; we sent a pre-action protocol letter to the Home Office challenging the use of the Bibby Stockholm as accommodation for people seeking asylum.

The letter, sent on August 6th 2023, to the Home Office's lawyers, asks that the Home Office stop the move of all individuals onto the Bibby Stockholm until and unless all concerns regarding the safety and suitability of the barge have been adequately addressed, including the necessary fire safety checks.

The letter also asks for a suitable and effective screening process to be put in place and for individuals to be provided at least 72 hours' notice, including at least one working day, of a move on board. Due to the outbreak of Legionella on the barge, our action is on hold, and we will be organising crowdfunding to cover our costs if we proceed with this strategic litigation case. In addition to producing the multilingual guide for people to challenge notice to be moved on the Bibby Barge, at the end of 2023, we were representing 16 of 32 people moved to the barge, and as of March 2024, seven of them were granted full refugee status. Our full legal briefing from October 2023 can be seen here.

Building Common Ground – Issue-Based Campaigns

In 2023/24, Migrants Organise continued organising the existing issue-based campaigns and developed two new campaigns in response to our members' experiences of the hostile environment.

These campaigns, targeting other systems and structures tasked with the implementation of everyday borders, such as NHS, landlords, often corporations, or social services, are the building blocks of the Solidarity Knows No Borders movement to end the hostile environment in its entirety, for which Migrants Organise provides resources and infrastructure.

All these campaigns are building blocks of the work done under the Yorkshire Solidarity Knows No Borders banner, where our regional Organiser works with 53 groups across the York and the Humber area.

Patients Not Passports (PNP)

Number of meetings: 47

Number of events/actions: 39

Number of groups: 50

Number of people attending: 1,457

The PNP is a longstanding access to healthcare campaign in partnership with Medact. Some Migrants Organise members have been denied healthcare since 2008, as the government experimented with various 'deterrent' policies.

Following the success of The Justice For Simba Campaign, Patients Not Passports organisers from groups **in 22 cities** have been organising to hold their local NHS trust accountable, support people in need and demand an end to racist NHS charging.

The new campaign focuses on a little girl Omisha, who was charged £76,000 for cancer treatment. In addition to an online petition, Omisha's parents were supported with publicity, securing coverage in several local news outlets. We worked with Reeja, Omisha's mother, to develop her writing, including publishing this article about the campaign, and working with allied campaigns including Just Treatment and Keep Our NHS Public to publicise the campaign further.

As a result of the publicity of the campaign, we secured meetings with the Chief Executive of BHRUT, Omisha's MP, Wes Streeting (also Shadow Health Minister), and the London Mayor's Health Team.

With Medact, we joined other organisations seeking to contribute to the COVID-19 inquiry but have been refused the core participant status. We are exploring other ways to ensure our members' experiences of charging and discrimination during the pandemic are heard and recognised.

In July 2023, the Government announced plans to fund its NHS Pay offer through increases to visa fees and the Immigration Health Surcharge. Patients Not Passports worked to rapidly counter the racist and divisive narratives through two responses to the announcement.

Campaigners from the PNP network organised a union member grassroots statement, 'Against the use of racist charges to fund public sector pay rises', signed by over 3,475 people from public sector unions.

Medact, Migrants Organise, and JCWI worked together to coordinate a joint statement from Unions and Migrant Organisations condemning the proposals 'An injury to one is an injury to all! Unions & migrant organisations' public sector pay rise statement', signed by 67 organisations including The British Medical Association, The GMB, NASUWT – The Teachers' Union, The National Education Union (NEU), Public and Commercial Services Union (PCS), UCU – University and College Union, Society of Radiologists.

A key part of our work is to support migrant communities to know their rights to healthcare, resist NHS charging where it arises and support colleagues in the sector to be able to challenge NHS charges effectively. With the Community Programme and five core PNP campaigners, we developed the **Medical Advice Panel** for healthcare workers to provide practical support to our members who require additional support or medical evidence as part of their immigration applications or accompanying applications.

This grew out of our members' struggle to get detailed medical letters from GPs and mainstream clinical services to help their cases. Through PNP, we work with a wide range of experienced healthcare professionals who are keen to volunteer their time to connect campaigning and frontline support.

We developed a training session for them, and the Medical Advice Panel has been running for six months.

We provide personalised advice and information and have developed resources to be able to support colleagues in the migration sector supporting people who have been charged for their healthcare, including **a Know Your Rights** advocacy guide for people impacted by charging.

We have worked with caseworkers at Hackney Migrant Centre, Haringey Migrant Support Centre, Maternity Action and Lewisham Refugee and Migrant Network (LRMN) to set up regular co-working spaces to troubleshoot and discuss advocacy in individual cases and share resources and legal connections.

In the past year, we have met three times - in April 2023, July 2023, and February 2024, and have set up a WhatsApp group to support our joint work.

We work with migrant community groups to develop 'Know Your Rights & Organising' Training. In February 2024, we began working with United Impact, a group of around 60 members of Project 17 who have No Recourse to Public Funds, to support the development of their campaign against NHS charging and the Immigration Health Surcharge.

In addition to seven **National Network Meetings** attended by 15 to 25 organisers, we also organised three online PNP New Joiners meetings, which have effectively brought new people into the campaign and got people from the network to volunteer to co-run the events with us to recruit new members.

Throughout this year, PNP stood in solidarity with striking workers, drawing connections between the NHS's underfunding, low pay for health workers, NHS privatisation, and the migrant charging regime.

We distributed over 15,000 leaflets on the picket lines through the PNP network. We ran teach-outs immediately after picket lines in East London and in Sheffield, delivering workshops on NHS charging and recruiting more health workers into the campaign.

We **mobilised 150 people** to join the national demonstration for the NHS, forming a No Borders in the NHS bloc, to connect our struggles. We also provided speakers for a number of national demos connecting the strikes, the hostile environment, and the Illegal Migration Bill.

To reach out to new audiences, our Access to Healthcare Organiser spoke at 12 events and national meetings, including at the Glastonbury festival, which has earned us another mention in the Daily Mail.

The Patients Not Passports website is being redeveloped and will be re-launched in 2024.

Abolish Reporting Campaign

Number of meetings: 60

Number of events/actions: 11

Number of groups: 1

Number of people attending: 500

This is a campaign against oppressive surveillance and criminalisation of people seeking protection or subject to internal border regimes who are living on bail, under the constant threat of immigration detention, and forced to report or be electronically tagged or tracked by GPS as reported by OpenDemocracy Capita: Councils that claim to give refugees 'sanctuary' still paying GPS tagging firm

Over the past year, the Abolish Reporting campaign has targeted the relationship between local authorities and the outsourcing company Capita, which profits from the hostile environment as holder of the £114m government contract to GPS track migrants 24/7.

Through our "All Eyes On Capita" initiative, we identified key local authorities in London who held contracts with Capita and worked to raise awareness and accountability. We built key councillor relationships in 3 local authorities (Haringey, Lewisham, and Croydon) and promoted the resources, briefing and solidarity pledge the campaign developed.

We engaged in several outreach actions, such as distributing 400 leaflets, displaying campaign materials and speaking at 6 community events for allied campaigns, to bring more people into the campaign and build relationships with other people taking action in the local authorities relevant to our campaign demands.

We took action outside the Capita's office at their AGM to highlight our campaign demands to investors and the leadership of the company. The two social media videos about our actions at Capita's AGM garnered 10,462 total plays on Instagram and are the two most-watched videos on our Instagram account during this reporting period and mostly reached accounts that did not already follow us.

The Abolish Reporting campaigners facilitated several action-planning meetings with a cross-sector coalition of charities taking action on reporting conditions and GPS tagging- the outcome of these meetings included public actions and coverage, a research report produced for our campaign, and resources for a joint digital action that led to 200 letters sent to our target and over 5,000 click-throughs.

In March 2024, we celebrated that Capita lost the GPS tagging contract to Serco, and the UK Data Protection Authority found the GPS tagging of migrants to be unlawful.

The Information Commissioner's Office (ICO) stated that "*An enforcement notice and a warning have been issued to the Home Office for failing to assess the privacy risks posed by the electronic monitoring of people arriving in the UK by unauthorised means. The warning issued also states that any future processing on the same basis will be in breach of data protection law and will attract enforcement action*

Regular bi-weekly Abolish Reporting campaign meetings, including a "new joiners" meeting attended by 5 to 10 organisers, were facilitated by a campaign member who was not Migrants Organise staff, building the decentralised confidence and power of people in the organising group.

These meetings resulted in campaign strategy, power analysis, and escalation, allowing for many of the actions. We also maintained a regular weekly presence in front of the Home Office in Croydon to inform and reach out to new people who may be subjected to the criminalisation of bail and surveillance systems, using the signposting leaflets developed by campaign members and translated into eight different languages.

As a result, we supported the confidence and power of multiple members of the Abolish Reporting campaign, people subjected to the bail and reporting, who were able to speak out about the campaign in public.

Abolish Reporting will be the key connective tissue for the regional organising and actions and the upcoming summit in Yorkshire, where there is a lot of focus on the enforcement of people who have been dispersed into asylum accommodation and stuck in the system for years.

Access to Justice Campaign

Number of meetings: 53

Number of events/actions: 36

Number of groups: 87

Number of people attending: 655

This is a new campaign that emerged from organising around the growing crisis in legal aid. In October 2022, it emerged from our casework that out of 1,068 attempted referrals to legal aid solicitors in the period of six months, we only managed to secure Legal Aid representation for just 30 people (success rate of 0.028%).

These are people who already had confirmation that they qualify for legal aid. Solicitors we reached out to knew that Migrants Organise would support these, usually highly vulnerable, people and that our caseworkers would also do much legal support work. However, very few firms take on legal aid clients, and community law centres are overwhelmed. We started outreach around this issue and realised that there is a crisis: thousands of people are stuck in an adversarial and hostile system with no legal advice or representation.

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In response, we started organising and have convened a group of 200 advice practitioners from charities and law firms, and academics who are now organising together, mapping out power to develop the public campaign and find solutions to immediate problems with access to legal advice and representation and envision solutions for meaningful access to advice and justice for people subjected to immigration control.

The group has taken many actions together, such as making a submissions Joint submission to the Joint Committee for Human Rights' review of the asylum system signed by 47 different organisations, publishing a survey of capacity of 210 legal aid providers in England and Wales.

This is in support of various strategic legal challenges being brought by law firms who are members of the group, and coordinating a response (and early publications of these responses) to the Ministry of Justice's recent call for evidence for their Review of Civil Legal Aid, which contributed to a "deluge" of submissions.

We secured additional resources from the Justice Together Initiative and the new Access to Justice Organiser joined the team in November 2023, to build the power and confidence of our members to join the campaign in a meaningful way.

The aim is to broaden the Access to Justice campaign beyond the initial work on the Legal Aid crisis. We are building on this mobilisation and using the approach and the learning from the Patients Not Passports campaign, where our members who experience the injustice of charging in the NHS organise and campaign with healthcare professionals and supporters to challenge the systemic racism and injustice of this egregious practice of denying essential and lifesaving services to people in need.

The Legal Aid organising group that we convene and facilitate now has over 200 members from around the UK and meets bi-monthly (hybrid meetings). This is supplemented by regular online communication. As always, our organising approach is focused on creating better relationships of trust and a better understanding of issues framed within the migrant justice struggle and aiming to instigate power-building actions.

In parallel to this, the new Organiser has been developing a members' community group aimed at building an understanding of the legal aid system and how to navigate it, as well as developing campaign actions on full access to justice for migrant communities. A group of 20 members meets on a weekly basis to share information and experiences, growing capacity to speak out about challenges and the impact of the lack of legal advice and representation on people's lives.

In partnership with the South London Refugee Association, we bring our respective members together, 35 people in total, to meet once a month for targeted workshops on organising and action planning on access to justice. So far, this has included workshops on the legal aid crisis, messaging around the importance of access to justice, and engaging with MPs in the context of a 'Take your MP to work' campaign.

Migrants Organise and Young Legal Aid Lawyers are co-developing an action targeting MPs and we are working on a roadmap for this combined community group, including bringing community members, legal practitioners, and charity workers together to campaign in unity on improving access to justice for migrants.

Housing Justice Campaign

Number of meetings: 39

Number of events/actions: 5

Number of groups: 20

Number of people attending: 798

Housing has been a challenge for migrants and refugees for decades; ever since the introduction of dispersal in the early 2000s, it has also been used as a deterrent feature in the hostile environment policy and as a form of control and surveillance, with a complete disregard for wellbeing or fundamental human rights. The privatisation of the provision of housing has made it even worse. Private companies such as G4S, and now Clearsprings, Serco and Mears effectively have a monopoly and extract extortionate profit while forcing vulnerable people into inhabitable dwellings without scrutiny or accountability.

In 2017, we started organising a housing rights campaign in Halifax with Sisters United, asylum-seeking women with children forced to live in a dump and dangerous properties run by G4S, contracted by the Home Office. In 2018 the campaign helped end the G4S contract, only to be replaced by Mears private company. The only way out of this unacceptable merry-go-round is to end the cycle of exploitation and enforcement by dismantling the hostile environment policy and the systems and structures that make it possible.

Through our advice casework, we have seen the deterioration of housing conditions for all migrants, and the impact on people stuck in so-called hotels, which in many cases are run like open detention facilities, has been detrimental to their mental and physical well-being. What started as a temporary measure during the pandemic has become a new form of abuse and oppression.

In response, we developed a new organising strand on housing issues focusing on the Clearsprings Ready Homes housing provider and expanding across all issues in housing. Home Bitter Home campaign started with a successful first organising action, which can be seen here, and it gained attention from the Tower Hamlets Council here.

The exhibition Home Bitter Home in January 2023 curated by the people living in harsh conditions, motivated the group to continue organising, despite being targeted by far-right group online.

In the past year, every aspect of housing has emerged as urgent for our organising; in addition to new detention facilities in barges and evictions from asylum hotels, the government planned to change the law to declassify asylum accommodation, so it is no longer HMO (houses in multiple occupancy). The proposal meant that the local authorities would no longer have any oversight over the state of the accommodation, including fire safety.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

This was the last line of defence against abusive and exploitative companies such as Clearsprings. The plan was scrapped in February 2024, thanks to organised actions by the sector with the Fire Brigade Union.

Migrants Organise members contributed to the Generation Rent report by sharing their experiences of living in temporary and private rented accommodation where many are consistently forced to live in undignified conditions. Housing in a Hostile Environment, launched by Olivia Blake MP and our members in the House of Commons, is available here.

Over the past year housing members group carried out a number of organising actions to build the campaign, including:

1. Outreach (reaching out to people in their community to talk about the living conditions, 121s, leafleting, attending and speaking at other events)
2. Research: contributed to research with Generation Rent on the conditions in temporary accommodation and launched the report at Parliament
3. Raising awareness: in-person exhibition and panel highlighting the role that Clearsprings play in profiting from people's misery
4. An action in Tower Hamlets in defence of a member who was in a vulnerable situation living in accommodation not fit for human habitation (and won!)
5. Digital day of action - over 100 people sent letters to Clearsprings demanding that they immediately improve conditions in accommodation provided by them and to drop the contract with the Home Office
6. Day of action outside Clearsprings HQ in Essex to hand deliver their demands!

All of these actions have been crucial in building the collective power. The group has made connections with people undergoing similar experiences to them (such as Brighter Futures, a young people's group at Praxis that launched its housing Manifesto in the summer of 2023 with speakers from Migrants Organise Housing group) and also with other organisations that have been campaigning for housing justice more broadly, like Shelter, Generation Rent, and Safer Renting.

The Housing group has started to make plans for this year, including building on the past months' actions to escalate the campaign against Clearsprings.

The Housing Justice campaign group are demanding that:

1. There is an immediate improvement in the conditions in asylum accommodation.
2. That the contract with Clearsprings is dropped, and no other company is able to profit from the provision of asylum accommodation.
3. The contract for asylum accommodation is given back to Local Authorities as an intermediate step towards community housing provision.
4. Housing is made available in communities - where people can thrive.

Over the past year, we conducted a number of one-to-one conversions with people working across different sectors who all expressed concern with the housing and asylum system in this country and agreed that there needed to be collaboration across sectors in order to win.

As a result of organising, a number of representatives from different organisations agreed that a vision or set of horizons should be created as principles that bind us together and framing that we can use to connect our campaigns and work going forward. It was important to liberate time and space to be able to imagine together - a process which took some months.

We have combined our powers into the new partnership campaign Homes for All, which was launched in February 2024. It brings together Shelter, Refugee Action, Generation Rent, Praxis, Helen Bamber Foundation, and Brighter Futures, with an open call for others to join in as groups or individuals.

We are in the process of seeking further resources for housing justice campaign organising and will be recruiting a new organiser to support this work.

Climate Justice is Migrant Justice

Over the past year, we have built an informal coalition of climate and migrant justice organisations that are encouraging and developing work at the intersection of climate and migrant justice.

One of our members from Vietnam, a victim of trafficking, came to us because he was first refused and then charged for his NHS cancer treatment. When he shared his story with us, he told us that he had been a fisherman in a village in Vietnam, but as a result of changes in the environment and not being able to fish there any more, he had fallen into extreme debt and troubles, which forced him to escape to the UK.

This is still a very unacknowledged but important factor in forced migration. Unfortunately, during the pandemic, our member went missing from one of the hotels, and we were unable to locate him. But we were left with the reality of the impact of climate breakdown in his story and what had forced him across borders into the hands of the hostile environment immigration system, which ultimately failed him.

In the past year, we dedicated more time to work on the intersection of **climate and migrant justice**, organising around the principles of the 'right to stay' – to defend communities from the impacts of climate change and the 'right to move' – safely and with dignity, when staying is not possible or desirable. We supported the 'Dangerous Narratives' briefing on climate migration alongside other resources, co-hosted two roundtables bringing together groups from the migrant and climate justice sectors, and supported SKNB members to take part in an online public meeting attended by more than 300 people.

We are seeking further resources to increase our capacity to do more grassroots organising around climate justice and migrant justice.

Direct Access to Justice and Support

As seen in many examples, our Organising is holistically linked with our direct advice provision via our **Community Programme.** We have two level 3 OISC immigration advisers, one at OISC level 2 and two at level 1. We are also registered with the Advice Quality Standards (AQS) quality mark that must be renewed yearly following an audit, which we passed with excellent feedback in November 2023.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

In our casework, we use Advice Pro and can track more detailed demographic data:

In the past year, **we supported 872 people** (551 members and their 232 dependents), 253 adults are female, and 298 are male.

59 of our members were granted status between July and December 2023. 58% of our members had no or insecure immigration status (compared to 60% in 2022 and 57% in 2021).

Nationalities of members: 89 different nationalities:
Afghan, Albanian, Algerian, American, Angolan, Antiguan, Australian, Azerbaijani, Bangladeshi, Barbadian, Beninese, Brazilian, British, Bulgarian, Burkinabe, Burmese, Burundian, Cameroonian, Chadian, Chilean, Chinese, Colombian, Congolese, Cypriot, Czech, Ecuadorian, Egyptian, Eritrean, Ethiopian, Finnish, Gambian, Georgian, Ghanaian, Grenadian, Guinean, Honduran, Indian, Iranian, Iraqi, Italian, Ivoirian, Jamaican, Jordanian, Kenyan, Kuwaiti, Lebanese, Liberian, Libyan, Lithuanian, Malaysian, Mauritanian, Mauritian, Mongolian, Moroccan, Namibian, Nepalese, Nicaraguan, Nigerian, Nigerien, Pakistani, Palestinian, Philippine, Polish, Portuguese, Romanian, Russian, Saint Lucian, Salvadoran, Sierra Leonean, Somali, Spanish, Sri Lankan, Sudanese, Syrian, Tanzanian, Timorese, Tobagonian, Togolese, Trinidadian, Tunisian, Turkish, Ugandan, Ukrainian, Uzbekistani, Venezuelan, Vietnamese, Yemeni, Zambian, Zimbabwean

Housing has been the most challenging aspect of our work.

77% of our members are homeless or live in insecure accommodation.

33% of our members were accommodated in asylum support accommodation (hotel or dispersal accommodation). 64 children were accommodated in asylum support accommodation, of which 26 children lived in hotels. Only 23.4% of our members live in permanent council or private rented accommodation.

165 members (31% of all members) are accommodated in Home Office asylum support accommodation.

98 members and their 26 dependents stayed in hotel accommodation (compared to 80 members and 14 dependents in 2022).

The majority of our members are unable to work or claim welfare benefits because of their immigration status and are therefore in receipt of support through Social Services (Care Act, Section 17 support), the Home Office (asylum support such as Section 4, Section 95, Section 98) or NRM support as victims of trafficking.

13% of our members are destitute and do not have access to any form of statutory financial support.

41% of our members receive welfare benefits of which 3% are in employment.

In 2023, we had **64 one-to-one support matches**. 43 of them were mentoring matches, and 21 members were matched with Mary Raphaely, a qualified psychotherapist, for wellbeing calls/meetings.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

The table below highlights our main areas of work: asylum support, immigration (immigration & asylum, OISC—Immigration, NRM), welfare benefits, health, and housing.

Advice Category	*Number of Case Outcomes*
Asylum Support	70
Community Care	4
Destitution Support	**629**
Education	16
Employment / Volunteering	14
Health (Mental / Physical)	73
Housing	**163**
Immigration - Asylum	**112**
NHS debts/charging	3
NRM (modern slavery)	20
OISC – Immigration	**122**
Welfare Benefits	**162**
Total	**1,388**

14 different group activities took place every week, allowing members to learn new skills, make new friends, feel less isolated, build a strong support system, support each other and have a lot of fun together.

In July 2023, we completed another Resilience Festival – numerous activities focusing on the resilience-building of some of our most vulnerable members, starting with the Legal Walk fundraiser in June.

This year, the impact of the hostile immigration legislation, hateful debate, and media coverage makes the need for additional support and resilience more urgent than ever.

In February 2024, our members presented some of their resilience-building work in the Hope exhibition at the Chelsea Theatre.

Migrant Mental Capacity Advocacy (MMCA)

Adults with severe mental health issues receive little support navigating the immigration and social welfare system, though they may lack the mental capacity to do so. As a result, many are unable to regularise their status and face the full brunt of the hostile environment.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

In October 2017, we started the Migrants Mental Capacity Advocacy (MMCA) work to fill this gap and to ensure that the same basic protection is there for people facing the immigration appeals system as there is for people in the mainstream court system. This is the first and still only project of its kind in the UK. We provide tailored and holistic direct support for complex mental health while advocating for systemic changes through organising, capacity building, policy and strategic litigation. Read more in our report, *Without Capacity: Mental Capacity as a Barrier to Justice in the Immigration System* here

In the past year, while we continued to support and match *litigation friends* to ensure the rights of people lacking mental capacity have this basic safeguard, we worked strategically to get the immigration tribunals to adopt a Presidential Guidance Note on the use of litigation friends. This will be the first such guide in the whole Tribunal system. We worked with ILPA and the Law Society to continue underlining this importance for over a year until they finally agreed.

We are currently working with Doughty Street Chambers to organise a professional conference on migrants and mental health issues. At this conference, we will highlight and platform some of the key issues faced by front-line organisations when working with people who lack mental capacity in the immigration system.

FINANCIAL REVIEW

The Charity's income was £931,933 in the year ended 31 March 2024 compared to £1,056,453 in the year ended 31 March 2023. The total expenditure amounted to £1,148,348in the year ended on 31 March 2024 compared to £990,786 in the year ended 31 March 2023.

Migrants Organise Ltd ended the 2023/2024 financial year with a fund balance carried forward of £282,079 in general unrestricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' operating expenditure. Based on the 2023/2024 expenditure, the target reserves is between £250,000 to £300,000. As of 31 March 2024, the free reserves stood at £279,203.

The full Statement of Financial Activities is on page 30 of these accounts.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

Reserves Policy

The organisation's current reserves policy is to maintain sufficient cash flow for known commitments and to:

Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases.

- Meet unexpected costs such as the breakdown of equipment, building costs, staff cover in case of illness, maternity leave, parental leave and legal costs defending Charity's interests.

- Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears.

Acknowledgements

We are incredibly **grateful to all the funders** who supported our work this past year.

A B Charitable Trust; Awards for All; The Belacqua Charitable Trust, The Belpech Trust; The Blue Thread Foundation; The Bromley Trust; City Bridge Trust; Disrupt Foundation; Esmée Fairbairn Foundation; Hackney Council; The HD Wills 1965 Charitable Trust, Henry Smith Charity, John Ellerman Foundation; The Joseph Rowntree Charitable Trust; Justice Together Initiative; The Kensington and Chelsea Foundation; The Leigh Trust; London Churches Refugee Fund; London Legal Support Trust; The Mbili Charitable Trust; The National Lottery Community Fund; Network for Social Change; Paul Hamlyn Foundation; Royal Borough of Kensington and Chelsea; Sir Halley Stewart Trust; The Souter Charitable Trust, Sports England; St Peter De Beauvoir Church; Strategic Legal Fund; Trust for London; Unbound Philanthropy; Walking and Cycling Grants London funded by TfL in partnership with The London Marathon Foundation.

We also received invaluable support from many trusts that provide specific grants for individuals facing hardship and from many individuals through regular and one-off giving and our crowdfunding appeals.

We want to thank all our donors who supported our public appeals. All your donations are used to directly support people who need it.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

Staff Team

1. Aliya Yule, Access to Healthcare Organiser
2. Bethan Evans, Caseworker
3. Brian Dikoff, Legal Organiser
4. Erica Lang, Grants Manager
5. Esme Kemp, Caseworker
6. Ffion Wyn Evans, Communications Organiser
7. Francesca Valerio, Community Programme Director
8. Heike Langbein, Advice and Training Manager
9. Mallika Balakrishnan, Digital Organiser
10. Maymuna Osman, Migrant Organiser, National
11. Micol Carmignani, Operations Manager
12. Sarli Nana, Migrant Organiser, York and Humber
13. Son Olszewski, Trainee Caseworker
14. Zrinka Bralo, Chief Executive

We would like to thank all our members, funders, mentors, volunteers, staff, partners and supporters who gave their time, skills, money and goodwill to make Migrants Organise a place of welcome.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

There is no relevant information of which the independent Accountant is unaware; and
The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Accountant is aware of that information.

Trustees' Report (Continued)
For The Year Ended 31 March 2024

INDEPENDENT AUDITORS

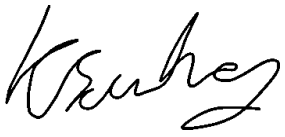
A resolution will be proposed at the annual general meeting for the re-appointment of Moracle Limited, Chartered Certified Accountants and Registered Auditors.

APPROVAL

This report was approved by the Board of Trustees on 21st September 2024 and signed on its behalf by:



Roz Pendlebury
Chair



Kyle Sawhney
Treasurer

Independent Auditor's Report to the trustees of Migrants Organise Limited For The Year Ended 31 March 2024

We have audited the financial statements of Migrants Organise Limited (the 'Charity') for the year ended 31 March 2024 set out on pages 18 to 31. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).
In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you, where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the trustees of Migrants Organise Limited (continued)

For The Year Ended 31 March 2024

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements
- the Trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small company’s regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent Auditor's Report to the trustees of Migrants Organise Limited (continued)

For The Year Ended 31 March 2024

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



.....

Morlai Kargbo (Senior Statutory Auditor)
For and on behalf of Moracle Limited
Statutory Auditor
960 Capability Green, Luton
England, LU1 3PE
United Kingdom

Date: 21st September 2024

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Income and Endowments from:					
Donations and legacies	4	**21,607**	**9,040**	**30,647**	*56,495*
Charitable activities	5	**3,427**	**813,795**	**817,222**	*987,136*
Other activities	6	**53,045**	**31,019**	**84,064**	*12,822*
Total income		**78,079**	**853,854**	**931,933**	*1,056,453*
Expenditure on:					
Raising funds		**-**	**51,443**	**51,443**	*24,691*
Charitable activities	7	**141,769**	**955,136**	**1,096,905**	*966,085*
Total expenditure	8	**141,769**	**1,006,579**	**!,148,348**	*990,786*
Net (expenditure)/income before transfers	10	**(63,690)**	**(152,725)**	**(216,415)**	*65,667*
Transfers between funds		**-**	**-**	-	-
Net (expenditure)/income after transfers		**(63,690)**	**(152,725)**	**(216,415)**	*65,667*
Total funds brought forward		*345,769*	*529,636*	*875,405*	*809.738*
Total funds carried forward	17	**282,079**	**376,911**	**658,990**	*875,405*

All of the charity's activities derive from continuing operations during the above two periods.

Balance Sheet as at 31 March 2024

	Note	2024 £	*2023 £*
Fixed assets			
Tangible assets	14	**2,876**	5,674
Current assets			
Debtors	15	**-**	*5,417*
Cash at bank and in hand		**665,365**	876,120
		668,241	*881,537*
Creditors: Amounts falling due within one year	16	**(9,251)**	*(11,806)*
Net current assets		**656,114**	869,731
Net assets		**658,990**	875,405
Restricted funds		**376,911**	529,636
Unrestricted funds			
General funds		**282,079**	285,479
Designated funds		**-**	60,290
Total unrestricted funds		**282,079**	*345,769*
Total funds	17	**658,990**	875,405

The Charity's Financial Statements have been prepared in accordance with the provisions applicable to companies subject to small companies' regime.

The financial statements were approved and authorised for issue by the trustees on 21st September 2024 and signed on their behalf by:



Roz Pendlebury - Chair

The accompanying notes on pages 33 to 41 form part of these financial statements

Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	*2023 £*
Cash flows from operating activities			
Net cash income		**(216,415)**	*65,667*
Adjustments to cash flows from non-cash items			
Depreciation	14	**2,798**	*1989*
Working capital adjustments			
Decrease/(increase) in debtors	15	**5,417**	*4,723*
Increase/(decrease) in creditors	16	**(2,554)**	*(23,369)*
Net cash flows from operating activities		**210,755**	*49,010*
Cash flows from investing activities			
Purchase of tangible fixed assets	14	**-**	*(4,758)*
Net cash flows from investing activities		-	*-*
Net increase in cash and cash equivalents		**(210,755)**	*44,251*
Cash and cash equivalents at 1 April 2023		**876,120**	*831,869*
Cash and cash equivalents at 31 March 2024		**665,366**	*876,120*
Reconciliation of net cash flow to movement in net funds			
Increase / (Decrease) in cash		**(210,755)**	*44,251*
Net funds at 1 April 2023		**871,120**	*831,869*
Net funds at 31 March 2024		**665,365**	*876,120*

All of the cash flows are derived from continuing operations during the above two periods.

Notes to the Financial Statements
For the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in United Kingdom, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The address of its registered office is: 196 Freston Road, London, England, W10 6TT. These financial statements were authorised for issue by the trustees on 21st September 2024.

2 Accounting policies

2.1 Basis of preparation of Financial Statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

2.2 Going concern

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

2.3 Fund accounting

Unrestricted income/ funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income / funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2.4 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 grant, 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.

2.5 Expenditure All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources. Overheads and other salaries are allocated between the expense headings on the basis of head count.

2.6 Liabilities are recognised when there is a legal or constructive obligation committing the charity to the expenditure.

2.7 Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated on the basis of staff costs**.**

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

2.8 Governance costs which form part of Support costs and are those incurred in connection with enabling the Charity to comply with external regulation, and constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

2.9 Tangible fixed assets and depreciation

Assets costing more than £1,000 are capitalised. Depreciation is provided using the following rates and bases to reduce by annual instalments the cost, less estimated residual values, of tangible assets over their estimated useful lives.

Computer equipment & Furniture and fittings	- 25% straight line basis Office
equipment	- 33.3% straight line basis

2.10 Stock

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow-moving stocks. Net realisable value is based on selling price less anticipated costs to completion and selling costs.

3.1 Statement of Cash Flows

The charity has prepared a Statement of Cash Flows as required for accounts prepared in accordance with the under FRS 102 and under the requirements of the Charities SORP.

3.2 Going concern

The trustees have at the time of approving the financial statements, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

3.3 Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors including expectations of future events that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

4 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Donations from individuals	**21,607**	**9,040**	**30,647**	*56,495*
Other Donations	**-**	**-**	-	*-*
	21,607	**9,040**	**30,647**	*56,495*

5 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Migrant Organising	**-**	**264,965**	**264,965**	*322,883*
Community Programme	**3,427**	**320,700**	**324,127**	*301,709*
Organisational Infrastructure	**-**	**171,225**	**171,225**	*278,503*
Capacity Building	**-**	**56,905**	**56,905**	*84,672*
	3,427	**813,795**	**817,222**	*987,137*

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

6 Income from other activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Refund and other income	**53,045**	**31,019**	**84,064**	*12,822*
	53,045	**31,019**	**84,064**	*12,822*

7 Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Community Programme	68,488	317,857	**386,345**	*395,496*
Organisational Infrastructure	65,142	220,355	**285,497**	*230,358*
Migrant Organising	8,139	328,999	**337,138**	*274,865*
RW RBKC	-	-	**-**	*13,235*
Capacity Building		87,925	**87,925**	*51,897*
	141,769	955,136	**1,096,905**	*965,850*

8 Analysis of total expenditure

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Total 2023 £*
Direct costs	**36,624**	**188,260**	**224,884**	*132,482*
Staff costs	**105,145**	**634,794**	**739,939**	*671,717*
Support costs (note 9)	**-**	**183,525**	**183,525**	186,587
	141,769	1,006,579	**1,148,348**	*990,786*

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

9 Analysis of support costs allocated to charitable activities

Current year:

	Programme costs	**Administrative costs**	***Total 2024***
	£	**£**	**£**
Staff costs	**44,509**	**-**	**44,509**
Governance costs	**-**	**20,264**	**20,264**
Office expenses	**-**	**118,752**	**118,752**
	44,509	**139,016**	**183,525**

Previous year:

	Programme costs	*Administrative costs*	*Total 2023*
	£	*£*	*£*
Staff costs	*67,939*	*-*	*67,939*
Governance costs	*-*	*44,307*	*44,307*
Office expenses	*-*	*74,341*	*74,341*
	67,939	*118,648*	*186,587*

10 Net (expenditure)/income

This is stated after charging the following:

	Total 2024	*Total 2023*
	£	*£*
Depreciation		
Audit remuneration – audit services	**6,000**	*4,800*
– other services	-	-

11 Trustees' remuneration and benefits

During the year, no trustees received any remuneration (2023: £Nil), benefits in kind (2023: £Nil) or reimbursements of expenses (2023: £Nil) in their roles as trustees.

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

12 Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	Total 2024 £	*Total 2023 £*
Aggregate compensation	**173,500**	*173,500*
	173,500	*173,500*

13 Staff costs

	2024 £	*2023 £*
Wages and salaries	**652,844**	*592,415*
Social security costs	**66,191**	*61,280*
Pension costs	**20,904**	*18,022*
	739,939	*671,717*

The average number of full-time equivalent employees during the year was as follows:

	2024	2023
Charitable activities and support	**15**	12
	15	12

The following employees received remuneration during the year between:

	2024	*2023*
60,000 – 69,999	**-**	*1*
70,000 – 79,999	2	*1*
80,000 – 89,999	**-**	*-*
	2	*2*

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

14 Tangible fixed assets

	Computer equipment £	*Total £*
Cost		
At 1 April 2023	**6,928**	**6,928**
Additions	**-**	**-**
At 31 March 2024	**6,928**	**6,928**
Depreciation		
At 1 April 2023	**1,254**	**1,254**
Charge for the year	**2,798**	**2,798**
At 31 March 2024	**4,052**	***4,052***
Net book value		
At 31 March 2024	**2,876**	**2,876**
At 31 March 2023	*5,674*	*5,674*

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

15 Debtors

	2024 £	*2023* *£*
Accrued income	-	*-*
Other debtors	**-**	*5,417*
	-	*5,417*

16 Creditors: amounts falling due within one year

	2024 £	*2023* *£*
Trade creditors and accruals	**6,000**	*8,995*
Social security and other taxes	**3,251**	*2,811*
	9,251	*11,806*

Notes to the Financial Statements (Continued)
For the Year Ended 31 March 2024

17 Funds

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds	345,769	78,079	(141,769)	-	**282,079**
Restricted funds	529,636	853,854	(1,006,579)	-	**376,911**
	875,405	931,933	1,148,348	-	**658,990**

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General Funds	285,479	78,079	(81,479)	-	**282,079**
Designated funds	60.290	-	(60,290)	-	**-**
Total unrestricted funds	345,769,	-	(141,769)	-	**282,079**
Restricted funds					
Capacity Building	33,818	56,905	(87,924)	-	**2,799**
Migrant Organising	167,509	291,390	(328,998)	-	**129,901**
Community Programme	131,632	305,292	(351,106)	-	**85,818**
Organisational Infrastructure	196,677	200,267	(238,551)	-	**158,393**
Total restricted funds	**529,636**	**853,854**	**1,006,579**	**-**	**376,911**
Total funds	**875,405**	**931,933**	**1,148,348**	**-**	**658,990**

Funds (Continued)
£Nil of restricted income in the year was approved to be allocated to unrestricted funds by grant providers as part of annual budget submissions, in order to fund ongoing governance and support costs.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2024

18 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2024 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2023 £*
Tangible fixed assets	2,876	-	**2,876**	*5,674*	*-*	*5,674*
Current assets	288,454	376,911	**665,365**	*351,901*	*529,636*	*881,537*
Current liabilities	(9,251)	-	**(9,251)**	*(11,806)*	*-*	*(11,806)*
Total net assets	**282,079**	**376,911**	**658,990**	*345,769*	*529,636*	*875,405*

19 Related party transactions

There were no related party transactions in the year and previous year.

20 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

21 Lease commitments

The charity's minimum operating lease payments are as follows:

	2024 £	*2023 £*
Within one year	-	-
Between one and five years	-	-
	-	-

22 VAT

The Charity is not registered for VAT, therefore all costs are inclusive of VAT that cannot be recovered.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2024

23 Pension Scheme

The charity operates a defined Contribution Pension Scheme for its employees. The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

24 Comparative statement of financial activities (SOFA) (2023)

	Unrestricted funds £	*Restricted funds* £	*Total 2023* £
Income and endowments from:			
Donations and legacies	*35,764*	*20,731*	*56,595*
Charitable activities	*50,000*	*937,137*	*987,137*
Other activities	-	*12,822*	*12,822*
Total income	*85,764*	*970,690*	*1,056,454*
Expenditure on:			
Raising funds	-	*24,691*	*24,691*
Charitable activities	*85,764*	*880,331*	*966,095*
Total expenditure	*85,764*	*905,022*	*990,786*
Net income before transfers	-	*65,667*	*65,667*
Transfers between funds	*(14,964)*	*14,964*	-
Net income after transfers	*(14,964)*	*80,631*	*65,667*
Reconciliation of funds			
Total funds brought forward	*360,733*	*449,005*	*809,738*
Total funds carried forward	*345,769*	*529,636*	*875,405*

25 Analysis of changes in net funds

The charity had no debt during the year.

MIGRANTS ORGANISE LTD

England & Wales - Charity number 1077116

Accounts

Company registration number: **03673737**

Charity registration number: **1077116**

Migrants Organise Limited
(A company limited by guarantee)

Annual Report and Financial Statements
For the year ended 31 March 2023

Migrants Organise Limited

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Reference and Administrative Details

For The Year Ended 31 March 2023

Registered Company Number: 03673737 (England and Wales)

Registered Charity Number: 1077116

Registered Address: 196 Freston Road, London W10 6TT

Trustees
Ali Lazizi
Kyle Sawhney (Treasurer)
Lorraine Gilbert
Marzena Zukowska
Reza Khalesi
Roz Pendlebury (Chair)
Rayan Fakhoury
Dr Simon Cuff

Company Secretary
Zrinka Bralo

Auditors
Moracle Limited, Chartered Certified Accountants & Registered Auditors

Migrants Organise Ltd Trustees' Report

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2023. The Trustees have adopted the provisions of 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) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

Migrants Organise Ltd is a grassroots migrant and refugee rights organising platform. It works to grow the power of migrant and refugee communities through advice and support so that they can access their rights and organise to speak out for dignity and justice for all.

In the 2022/23 financial year, Migrants Organise Ltd employed twelve full-time and two part-time staff and benefited from the skills and commitments of hundreds of volunteers, who help deliver mentoring and casework support, carry out research, advocate and organise for positive social change.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 1077116). In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Method of Appointment or Election of Trustees

The appointment and removal of Trustees is decided by a majority of votes. At every Annual General Meeting, the longest-serving one-third of the Trustees are required to retire from office, although these Trustees are eligible for re-election. The Charity seeks to recruit Trustees from amongst its members and supporters with varied experience and expertise.

c. Organisational Structure and Decision Making

The Charity is governed by a Board of Trustees comprising nine members, who meet regularly during the year to administer the Charity. The members who served on the board throughout the year under review are named on page 1.

The Board of Trustees is the governing body responsible for the activities of the organisation. The role of the Board is to:

- Approve the budget for the year
- Approve signatories to the bank accounts
- Appoint staff where not delegated to the Chief Executive
- Receive reports from the Chief Executive on areas of concern
- Approve exceptional items of expenditure
- Monitor the organisation's financial position based on regular reports
- Approve the annual accounts, auditor's report and appointment

d. Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk assessment has been carried out, and this is updated annually. Significant external risks to funding and the need to respond to conditions in the local community make it necessary to review and diversify our activities regularly. Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions and projects. Procedures are in place to ensure compliance with Health and Safety requirements, Employment Law and the Data Protection Act.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

The objects for which the Charity is established are:

The relief of migrant and refugee individuals and communities, in particular, but not limited to those living in the London Boroughs, in any manner which is charitable in law as the Charity shall decide, in particular by

(a) The advancement of education and training for employment

(b) The provision of facilities in the interests of social welfare with the object of improving the quality of life of the said migrant and refugee individuals and communities

(c) The relief of poverty

(d) The preservation and protection of health

(e) Support and advice to charitable organisations established for similar purposes in the area of benefit

(f) The promotion of activities to foster understanding between people from diverse backgrounds, and the cultivation of sentiment in favour of equality and diversity

(g) The promotion of social inclusion by preventing the said migrant and refugee individuals and communities from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Public Benefit

In setting our objectives and planning our activities, the board of trustees has carefully considered the Charity Commission's general guidance on public benefit.
Migrants Organise Ltd.'s charitable purpose is to promote the rights of migrants and refugees by supporting and strengthening the development of their community organisations, ensuring access to services and opportunities, and establishing effective partnerships with statutory and voluntary agencies, with the ultimate aim of developing self-sustainable communities capable of participation in and contribution to an inclusive society.

Migrants Organise Ltd Vision and Mission

Migrants Organise **vision** is an inclusive, fair and equal society where migrants and refugees are treated with dignity and respect.
Migrants Organise **mission** is to create a platform with migrants and refugees, and supporters to act for dignity and justice for all.
Our **aim** is to organise and mobilise with migrants and refugees and our supporters into a solidarity movement that will deliver that change.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

We translate this vision, mission and aim into **action** by doing the work to:

- **Connect** with each other and supporters who share our values in an intentional and relational way.
- **Build common ground** in our communities**,** organise and mobilise, and work in solidarity on the local and national level, tackling diverse and multiple issues of concern.
- **Grow our power** by sharing knowledge and resources and working together to build a coherent, organised, inclusive and strategic movement for change. We mentor, train, and develop leadership and platform migrants and refugees in a meaningful and dignified manner.
- **Speak out** and disrupt the normalisation of dehumanising narratives and policies by opening spaces for a new narrative and lived experience. We advocate, advise, welcome and celebrate.

Our communities are people seeking asylum, refugees, resettlement programme refugees, EU migrants, un/under-documented people, migrant students, migrant workers, settled minorities communities, supporters and allies.

Activities and Achievements in 2022/2023

In 2022/23, despite many extraordinary external challenges, we organised with 140 grassroots migrant and refugee community organisers around the UK to address urgent issues emerging from new and existing policies and provide essential support to vulnerable people.

The impact of the pandemic has been compounded by the cost of living crisis, relentless hostile attacks by media, right-wing groups and a hostile policy environment that has been challenging to manage for many organisations and communities.

The focus of our organising in the highly hostile legislative environment has been on solidarity and resilience building in order to deepen the relationships of trust and support each other through difficult times. The priority identified by our community is to maintain the well-being of many grassroots communities and organisers who feel isolated, overwhelmed and targeted by right-wing policies and groups, as well as negative media discourse.

In 2022, our Organisers held over 800 one-to-one mentoring meetings with 450 individuals from 32 cities across the UK and Northern Ireland. The Fair Immigration Movement (FIRM) Charter, launched in 2020, is now supported by 68 organisations and signed by over 2,000 individuals. We held 35 regular monthly group calls and webinars with community organisers around the country to share experiences and support each other, usually attended by 30 to 60 people.

We organised and took part in 242 training sessions with communities around the country to provide capacity building for their local organising. The organising team spoke at 55 external meetings to raise awareness about issues affecting our members and build alliances with other organisations working in the social justice sector, including faith groups, trade unions and professional associations, universities etc.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

Together we took 42 organised actions of solidarity and welcome for refugees and migrants.

In June 2022, we marked a decade since the introduction of the Hostile Environment immigration policy by coming together, building resilience and raising awareness about the challenges migrants and refugees are experiencing. We supported Solidarity Knows No Borders network members to organise 60 events in 12 cities. Thousands of people participated in vigils, picnics, training, art installations, cultural events, carnivals, gigs, and conferences to unite communities in solidarity for dignity and justice. Although planned earlier in the year, the Week of Action started with actions to halt deportations to Rwanda. It mobilised tens of thousands of people around the country against this egregious policy.

To mark the occasion, during Refugee Week, Migrants Organise organised a public lecture *From "Go Home Vans" to Rwanda Asylum Deal: A Decade of Hostile Environment* by an award-winning writer Kamila Shamsie**.** The lecture was followed by a panel discussion of grassroots Solidarity Knows No Borders members sharing their experiences. The Guardian published the shorter version of the lecture, and the entire lecture, including the video, is on our website.

Organising learning and action planning sessions this year focused on frequent legal changes in immigration, lack of legal aid, housing organising tactics, mental capacity issues, campaigning, public speaking, media and social media, power analysis and local organising etc. We also produced reports and guides such as the Illustrated Guide to the National Referral Mechanism.

We continued supporting people lacking mental capacity. With the No Recourse to Public Funds (NRPF) Network, we produced the Briefing on Legal Challenge on the Lack of Litigation Friends of Last Resort in the First Tier and Upper Tribunals. In collaboration with Speak Up Radio, we produced a podcast series in which our members talked about the impact of the immigration experience on their mental health - six episodes can be heard here.

Strategic litigation produced some results. For example, we continued with our Migrants Mental Capacity Advocacy (MMCA), the only initiative in England and Wales that strategically looks at the intersection between mental health and immigration. We provided specialist support for 58 individuals who lacked the mental capacity to navigate and engage with the immigration system while at the same time advocating for systemic change through community organising, capacity building, training, policy and strategic litigation work.

We published our 'Without Capacity' Report and launched a legal challenge with the Public Law Project and Garden Court Chambers concerning the Home Office's failure to provide EU citizens living in the UK with an accessible and humane process for settling in the UK after Brexit. In August 2022, we issued another strategic legal challenge for migrants with mental capacity issues and sent a pre-action letter to MoJ.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

Abolish Reporting campaign has improved the lives of people forced to report in person by advocating for telephone reporting – more details here. With the Greater Manchester Immigration Aid Unit, we produced the guide to the rules change. The Abolish Reporting organising group now has 140 members who are organising every two weeks and growing.

In October 2022, it emerged from our casework that out of 1,100 attempted referrals to legal aid solicitors in the previous six months, we only managed to secure Legal Aid representation for just 30 people. Because of the systemic problems with Legal Aid contracts and pay, very few firms take on legal aid clients, and community law centres are overwhelmed. As a result, thousands of people are stuck in an adversarial and hostile system with no legal advice or representation.

In response, we started organising and have convened a group of 50 advice practitioners and academics who are now organising together, mapping out power to develop the public campaign and find solutions to immediate problems with access to legal advice and representation. The Legal Aid organising group made a joint submission to Joint Committee on Human Rights in 2022 and coordinated work on Asylum Questionnaires, taking their first public action.

We are developing a new organising strand emerging from the experiences of many of our members living in substandard housing or hotel accommodation and intimidated and threatened when asked for basic necessities. The first organising action of the housing campaign in Tower Hamlets Council improved the living conditions of our members, who were left with no choice but to live in the accommodation provided by the for-profit companies. The exhibition Home Bitter Home in January 2023 and this first victory inspired many others to speak out and start organising.

The highlight of the growing Patients Not Passports Access to Healthcare campaign has been the success of The Justice For Simba Campaign, which supported Simba and his family to get full refugee status and more than £120,000 of NHS charges for his stroke treatment by the hospital in Sheffield, has been dropped. ITV and the Guardian covered the news, which boosted the Patients Not Passports campaign, with many affected people speaking up and organising. More than 50 PNP organisers from groups in 22 cities came together for a two-day Summit in September 2022 hosted in partnership with Medact to plan and organise together, and new campaign focusing on a little girl Omisha who was charged £76,000 for cancer treatment has been developed using similar community organising model as with Justice for Simba campaign with a people at the sharp end of the system driving the campaign.

Our regional organiser in York and Humber, who was part of the Justice for Simba campaign in Sheffield, and increased our capacity for regional organising with 25 local community groups who delivered the Yorkshire Solidarity Summit, attended by 114 delegates from 60 groups and campaigns for migrant justice supporting each other and building trust and resilience.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

In March 2023, we recorded over 2,200 registrations to attend the 20-session Stand Up! Speak Out! webinar series co-created by grassroots organisers and public sector workers who deal with the impact of hostile policies daily.

All our Organising emerged from and is holistically linked with our advice provision via our Community Programme**,** which provides direct access to justice for many people who could not find, access or pay for advice**.** We have two level 3 OISC immigration advisers, one at OISC level 2 and one at level 1. We are also registered with the Advice Quality Standards (AQS) quality mark that must be renewed every two years following an audit.

We supported 555 members and 196 of their dependents from April 2022 to March 2023. 238 adults are female, and 316 are male.

We have seen an increase in people with no or insecure immigration status in 2022 - 2023 (60% compared to 57% in 2021).

In 2022 - 2023, 45% of our members were going through the asylum system (34% had initial asylum claims, and 11% had been refused), and 14% of our members were overstayers.

The Brent Borough Times newspaper reported the experience of one of our members supported by our caseworkers:

***Asylum seeker suicidal after eviction from Home Office housing*.**

This is, sadly, just one of many examples of injustices we try to address through our advice work.

The majority of our members live in insecure housing and/or are homeless (asylum support accommodation 36%, emergency accommodation 3%, hostel 6%, hosting 2%, NRM accommodation 3%, rough sleeper 1%, social services accommodation 8%, staying with friends or sofa surfing 11%, temporary accommodation 8%). 2% of our members live in other forms of accommodation.

Only 6% are housed in permanent social housing accommodation, and 14% are private tenants.

190 members (34% of all members) receive asylum support, and 187 of the 190 members are also accommodated by the Home Office in asylum support accommodation. This is the first year we recorded how many members live in hotel accommodation as there has been a sharp increase in members staying in hotel accommodation long term. In December 2022, 80 members and their 14 dependents stayed in hotel accommodation (s95 hotel, s4 hotel, s95 hotel & NRM support, s98).

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

The majority of our members are unable to work or claim welfare benefits because of their immigration status and are therefore in receipt of support through Social Services (Care Act, Section 17 support), the Home Office (asylum support such as Section 4, Section 95, Section 98) or NRM support as victims of trafficking. 18% of our members are destitute and do not have access to any form of financial aid.

Only 3% of our members are in employment, which pays sufficiently that they do not need to claim additional benefits. Another 3% are employed (often on zero-hour contracts) and need to increase their earnings with Universal Credit.

In order to help people manage destitution and depression while stuck in this hostile system for many years, we organise many activities for people. In the past year, the Community Programme provided 10 weekly group sessions to bring members together to address isolation and increase skills and confidence. A total of 435 sessions have been held in the past year. This group work culminated in the Resilience Festival, a week-long celebration of members' activities in July 2022.

Matching members with volunteer mentors and buddies is vital to our holistic approach to addressing isolation, supporting well-being, and increasing community connections, friendship, and access to other support. This process enables migrants to take action to help themselves, with some members, in turn, becoming peer mentors to help and encourage others. 70 members over the year had 800 one-to-one in-person sessions with mentors and buddies. In total 94 volunteers supported the work of the Community Programme during the year.

As immigration is primarily debated and reported as a 'problem', it has been much more challenging for community members to feel heard, understood and included in mainstream society. We are especially concerned for the welfare of all of our members, especially those housed in areas where right-wing groups can easily target them. All of that can have a silencing effect on people whose voice is often missing in the immigration debate. That is why we provide safe spaces and platforms for our members to organise and speak out on their terms.

In December 2022, our members who originally joined to get advice and now started organising talked about their experience of our Community Programme and Organising and produced a short video and a blog which helped raise £20,000 from public donations to support new members in need.

In partnership with Speak Up Radio Migrants Organise, members produced Losing Myself: Mental Health in a Hostile Environment podcast series in which they share the impact of hostile policies on their mental well-being.

All our work is planned and delivered in organised, decentralised partnerships based on need and rooted in shared values of the Solidarity Knows No Borders community.

We are grateful for the support from many faith institutions such as Churches Together in Britain and Ireland, the London Churches Refugee Network, the Joint Public Issues Team:

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

Baptist, Methodist, and United Reformed Churches, working together for peace and justice, the Muslim Council of Britain and several local churches around the country. We have long-standing partnerships with hundreds of organisations and groups around the country. For example, with Medact and DocsNotCops, with whom we work on the Patients Not Passports Campaign. We also worked with Liberty on Know Your Rights training and resources and Generation Rent on a joint housing survey in the private renting sector to inform the new joint housing rights campaign. We are working with Climate Outreach to develop a campaign to raise awareness about climate as a push factor in forced migration and connect the migrant justice campaign with the climate justice campaign.

We continued working with immigrant organising coalitions in the US via the National Partnership for New America (NPNA) organising coalition and Transatlantic Migration Democracy Dialogue. Two of our organisers attended and spoke at the National Immigration and Integration Conference (NIIC) in December 2022 in Virginia.

FUTURE PLANS

Our work is growing, and we are looking for resources to increase our advice and organising capacity as migrants and refugees face increased barriers to their rights and dignity.

We are planning the biggest-ever Solidarity Knows No Borders national summit in the Autumn of 2023 to mobilise new organisers and allies across the country and many regional and campaign convening and actions.

We look forward to organising with migrant and refugee communities in the existing and new communities and geographical areas.

In November 2023, Migrants Organise is celebrating its 30th anniversary, and we will be organising an event to mark this momentous birthday.

Volunteering at Migrants Organise Ltd

Volunteers are the heart and soul of Migrants Organise. Volunteers support our various activities and campaigns and are always there for our members and staff. When needed, they also host refugees and migrants in their homes and fundraise for our hardship fund to support destitute people.

We are incredibly grateful to 120 wonderful volunteers, in addition to our Trustees, for their time, generosity and solidarity.

FINANCIAL REVIEW

The Charity's income was £1,056,453 in the year ended 31 March 2023 compared to £ 969,332 in the year ended 31 March 2022. The total expenditure amounted to £ 990,786 in the year ended on 31 March 2023 compared to £ 889,171 in the year ended 31 March 2022.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

FINANCIAL REVIEW (Continued)

Migrants Organise Ltd ended the 2022/2023 financial year with a fund balance carried forward of £345,769 in general unrestricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' operating expenditure. Based on the 2022/2023 expenditure, the target reserves are £250,000. As of 31 March 2023, £60,290 of these unrestricted funds have been designated for the 2023/24 budget.

The full Statement of Financial Activities is on page 18 of these accounts.

Reserves Policy

The organisation's current reserves policy is to maintain sufficient cash flow for known commitments and to:

Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases.

- Meet unexpected costs such as the breakdown of equipment, building costs, staff cover in case of illness, maternity leave, parental leave and legal costs defending Charity's interests.
- Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears.

Acknowledgements

We are incredibly grateful to all the funders who supported our work this past year.

A B Charitable Trust; Aviva Community Fund; Awards for All; The Belpech Trust; The Blue Thread Foundation; The Bromley Trust; City Bridge Trust; Disrupt Foundation; Esmée Fairbairn Foundation; Garden Court Chambers; Greater London Authority; John Ellerman Foundation; The Joseph Rowntree Charitable Trust; The Julia and Hans Rausing Trust; Justice Together Initiative; The Kensington and Chelsea Foundation; Kusuma Trust UK; Lankelly Chase Foundation; Lantern Projects; The Leigh Trust; London Catalyst; London Churches Refugee Fund; London Legal Support Trust; The Mbili Charitable Trust; Migration Foundation; The National Lottery Community Fund; Network for Social Change; Orange Tree Trust; Paul Hamlyn Foundation; Positive Action in Housing; Rethink Mental Illness; Royal Borough of Kensington and Chelsea; Sir Halley Stewart Trust; Sports England. Swire Charitable Trust; Turning Point; North West London Integrated Care System; Trust for London; Unbound Philanthropy; Wates Foundation; Westminster City Council.

We also received invaluable support from many trusts that provide specific grants for individuals facing hardship and from many individuals through regular and one-off giving and our crowdfunding appeals. We want to thank all our donors who supported our public appeals. All your donations are used to directly support people who need it.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

Staff Team

1. Aliya Yule, Access to Healthcare Organiser
2. Bethan Evans, Caseworker
3. Brian Dikoff, Legal Organiser
4. Erica Lang, Grants Manager
5. Esme Kemp, Caseworker
6. Ffion Wyn Evans, Communications Organiser
7. Francesca Valerio, Community Programme Director
8. Heike Langbein, Advice and Training Manager
9. Mallika Balakrishnan, Digital Organiser
10. Maymuna Osman, Migrant Organiser, National
11. Micol Carmignani, Operations Manager
12. Sarli Nana, Migrant Organiser, York and Humber
13. Son Olszewski, Trainee Caseworker
14. Zrinka Bralo, Chief Executive

We would like to thank all our members, funders, mentors, volunteers, staff, partners and supporters who gave their time, skills, money and goodwill to make Migrants Organise a place of welcome.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

There is no relevant information of which the independent Accountant is unaware; and
The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Accountant is aware of that information.

Migrants Organise Ltd Trustees' Report (Continued)
For The Year Ended 31 March 2023

INDEPENDENT AUDITORS

A resolution will be proposed at the annual general meeting for the re-appointment of Moracle Limited, Chartered Certified Accountants and Registered Auditors.

APPROVAL

This report was approved by the Board of Trustees on 27th July 2023 and signed on its behalf by:



Roz Pendlebury
Chair



Kyle Sawhney
Treasurer

Independent Auditor's Report to the trustees of Migrants Organise Limited For The Year Ended 31 March 2023

We have audited the financial statements of Migrants Organise Limited (the 'Charity') for the year ended 31 March 2023 set out on pages 18 to 31. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).
In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you, where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the trustees of Migrants Organise Limited (continued)

For The Year Ended 31 March 2023

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements
- the Trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent Auditor's Report to the trustees of Migrants Organise Limited (continued)

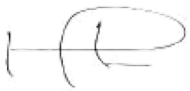
For The Year Ended 31 March 2023

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



.....

Morlai Kargbo (Senior Statutory Auditor)
For and on behalf of Moracle Limited
Statutory Auditor
960 Capability Green, Luton
England, LU1 3PE
United Kingdom

Date: 27th July 2023

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	4	35,764	20,731	**56,495**	92,197
Charitable activities	5	50,000	937,136	**987,136**	844,368
Other activities	6	-	12,822	**12,822**	32,767
Total income		85,764	970.689	**1,056,453**	*969,332*
Expenditure on:					
Raising funds		-	24,691	**24,691**	*23,603*
Charitable activities	7	85,764	880,331	**966,095**	*865,568*
Total expenditure		85,764	905,022	**990,786**	889,171
Net income before transfers		-	65,667	**65,667**	*80,161*
Transfers between funds		(14,964)	14,964	-	-
Net income after transfers		(14,964)	80,631	**65,667**	*80,161*
Total funds brought forward		360,733	449,005	**809,738**	*729,577*
Total funds carried forward	17	345,769,	529,636	**875,405**	*809,738*

All of the charity's activities derive from continuing operations during the above two periods.

Balance Sheet as at 31 March 2023

	Note	2023 £	*2022 £*
Fixed assets			
Tangible assets	14	**5,674**	2,904
Current assets			
Debtors	15	**5,417**	*10,140*
Cash at bank and in hand		**876,120**	831,869
		881,537	*842,009*
Creditors: Amounts falling due within one year	16	**(11,806)**	*(35,175)*
Net current assets		**869,731**	806,834
Net assets		**875,405**	809,738
Restricted funds		**529,636**	449,005
Unrestricted funds			
General funds		**285,479**	270,479
Designated funds		**60,290**	90,254
Total unrestricted funds		**345,769**	*360,733*
Total funds	17	**875,405**	809,738

The Charity's Financial Statements have been prepared in accordance with the provisions applicable to companies subject to small companies' regime.

The financial statements were approved and authorised for issue by the trustees on 27th July 2023 and signed on their behalf, by:

Roz Pendlebury - Chair

The accompanying notes on pages 21 to 31 form part of these financial statements

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	*2022* *£*
Cash flows from operating activities			
Net cash income		**65,667**	*80,162*
Adjustments to cash flows from non-cash items			
Depreciation	14	**1,989**	*969*
Working capital adjustments			
Decrease/(increase) in debtors	15	**4,723**	*3,607)*
Increase/(decrease) in creditors	16	**(23,369)**	*(6,240)*
Net cash flows from operating activities		**49,010**	*78,497*
Cash flows from investing activities			
Purchase of tangible fixed assets	14	**(4,758)**	*-*
Net cash flows from investing activities		-	*-*
Net increase in cash and cash equivalents		**44,251**	*78,497*
Cash and cash equivalents at 1 April		**831,869**	*753,372*
Cash and cash equivalents at 31 March		**876,120**	*831,869*
Reconciliation of net cash flow to movement in net funds			
Increase in cash		**44,251**	*78,497*
Net funds at 1 April 2022		**831,869**	*753,372*
Net funds at 31 March 2023		**876,120**	*831,869*

All of the cash flows are derived from continuing operations during the above two periods.

Notes to the Financial Statements

For the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in United Kingdom, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The address of its registered office is: 196 Freston Road, London, England, W10 6TT. These financial statements were authorised for issue by the trustees on 27th July 2023.

2 Accounting policies

2.1 Basis of preparation of Financial Statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

2.2 Going concern

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

2.3 Fund accounting

Unrestricted income/ funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.
Restricted income / funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2.4 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 grant, 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.

2.5 Expenditure All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources. Overheads and other salaries are allocated between the expense headings on the basis of head count.

2.6 Liabilities are recognised when there is a legal or constructive obligation committing the charity to the expenditure.

2.7 Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated on the basis of staff costs**.**

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

2.8 Governance costs which form part of Support costs and are those incurred in connection with enabling the Charity to comply with external regulation, and constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

2.9 Tangible fixed assets and depreciation

Assets costing more than £1,000 are capitalised. Depreciation is provided using the following rates and bases to reduce by annual instalments the cost, less estimated residual values, of tangible assets over their estimated useful lives:

Computer equipment & Furniture and fittings	-	25% straight line basis
Office equipment	-	33.3% straight line basis

2.10 Stock

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow-moving stocks. Net realisable value is based on selling price less anticipated costs to completion and selling costs.

3.1 Statement of Cash Flows

The charity has prepared a Statement of Cash Flows as required for accounts prepared in accordance with the under FRS 102 and under the requirements of the Charities SORP.

3.2 Going concern

The trustees have at the time of approving the financial statements, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

3.3 Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors including expectations of future events that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

4 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Total 2022 £*
Donations from individuals	35,764	20,731	**56,495**	*83,540*
Other Donations	-	-	-	*8,657*
	35,764	20,731	**56,495**	*92,197*

5 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Total 2022 £*
Migrant Organising	-	322,882	**322,882**	*302,755*
Community Programme	-	301,079	**301,079**	*228,728*
Organisational Infrastructure	50,000	228,503	**278,503**	*312,885*
Capacity Building	-	84,672	**84,672**	-
	50,000	937,136	**987,136**	*844,368*

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

6 Income from other activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Total 2022 £*
Refund and other income	-	12,822	**12,822**	*32,767*
	-	12,822	**12,822**	*32,767*

7 Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Total 2022 £*
Community Programme	35,764	359,732	**395.496**	*291,018*
Organisational Infrastructure	50,000	180,358	**230,358**	*282.394*
Migrant Organising	-	274,865	**274,865**	*281,821*
RW Amnesty	-	-	**-**	*29,378*
RW RBKC	-	13,235	**13,235**	*4,560*
Capacity Building		51,896	**51,896**	*-*
	85,764	880,086	**965,850**	*889,171*

8 Analysis of support costs

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Total 2022 £*
Staff costs	-	671,717	**671,717**	*374,285*
Direct costs	-	132,482	**132,482**	*242,287*
Support costs (note 9)	66,676	119,911	**186,587**	*278,791*
	66,676	924,110	**990,786**	*895,363*

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

9 Analysis of support costs allocated to charitable activities

	Programme costs	**Administrative costs**	***Total 2023***
	£	**£**	**£**
Staff costs	67,939	-	**67,939**
Governance costs	-	44,307	**44,307**
Office expenses	-	74,341	**74,341**
	67,939	118,648	**186,587**

	Programme costs	*Administrative costs*	*Total 2022*
	£	*£*	*£*
Staff costs	*93,481*	-	*93,481*
Governance costs	-	*26,634*	*26,634*
Office expenses	-	*67,076*	*67,076*
Other operational expenses	-	*1,120*	*1,120*
	93,481	*94,830*	*188,311*

10 Auditors Remuneration

During the year a Total of £4,800 (2022: £4,800) was paid to the Auditors in relation to Audit services

	Total 2023	*Total 2022*
	£	*£*
Audit remuneration – audit services	**4,800**	*4,800*
– other services	-	-
	4,800	*4,800*

11 Trustees' remuneration and benefits

During the year, no trustees received any remuneration (2022: £Nil), benefits in kind (2022: £Nil) or reimbursements of expenses (2022: £Nil) in their roles as trustees.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

12 Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	Total 2023	*Total 2022*
	£	*£*
Aggregate compensation	**173,500**	*162.504*
	173,500	*162,504*

13 Staff costs

	2023	*2022*
	£	*£*
Wages and salaries	**592,415**	*498,342*
Social security costs	**61,280**	*48,097*
Pension costs	**18,022**	*14,897*
	671,717	*561,336*

The average number of full-time equivalent employees during the year was as follows:

	2023	2022
Charitable activities and support	**12**	12
	12	12

2 employees (2022:1) had emoluments in the band of £60,000-£69,999 in the current reporting period.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

14 Tangible fixed assets

	Computer equipment £	*Total £*
Cost		
At 1 April 2022	8,179	**8,179**
Additions	4,758	**4,758**
Disposals	(6,009)	**(6,009)**
At 31 March 2023	6,928	**6,928**
Depreciation		
At 1 April 2022	5,274	**5,274**
Charge for the year	1,989	**1,989**
Disposals	(6,009)	**(6,009)**
At 31 March 2023	1,254	***1.254***
At 31 March 2023	5,674	**5,674**
At 31 March 2022	2,905	**2,905**

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

15 Debtors

	2023 £	*2022* *£*
Accrued income	-	*10,140*
Other debtors	**5,417**	-
	5,417	*10,140*

16 Creditors: amounts falling due within one year

	2023 £	*2022* *£*
Trade creditors and accruals	**8,995**	*18,246*
Social security and other taxes	**2,811**	*16,929*
	11,806	*35,175*

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

17 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds	360,733	85,764	85,764	(14,964)	**345,769**
Restricted funds	449,005	970,689	905,022	14,964	**529,636**
	809,738	1,056,453	992,702	-	**875,405**

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	270,479	-	-	15,000	**285,479**
Designated funds	90,254	-	-	(29,964)	**60,290**
Community Programme		35,764	35,764	-	
Organisational Infrastructure	-	50,000	50,000	-	**-**
Total unrestricted funds	360,733	85,764	85,764	(14,964)	**345,769**
Restricted funds	-	-	-	-	-
Capacity Building	-	85,672	51,854	-	**33,818**
Migrant Organising	147,760	294,614	274,865	-	**167,509**
Community Programme	137,849	343,374	359,337	9,745	**131,632**
Organisational Infrastructure	148,226	247,029	203,797	5,219	**196,677**
Refugee Welcome/Community	13,630	-	13,630	-	**-**
Women on the move awards	1,540	-	1,540	-	**-**
Total restricted funds	**449.005**	**970,689**	**905,022**	**14,964**	**529,636**
Total funds	**809,738**	**1.056,453**	**990,786**	**-**	**875,405**

Funds (Continued)
£Nil of restricted income in the year was approved to be allocated to unrestricted funds by grant providers as part of annual budget submissions, in order to fund ongoing governance and support costs.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

18 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2023 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2022 £*
Tangible fixed assets	5,674	-	**5,674**	*2904*	*-*	*2,904*
Current assets	351,901	529,636	**881,537**	*393,004*	*449,005*	*842,009*
Current liabilities	(11,806)	-	**(11,806)**	*(35,175)*	*-*	*(35,175)*
Total net assets	**345,769**	**529,636**	**875,405**	*386,565*	*420,554*	*807,119*

19 Related party transactions

There were no related party transactions in the year and previous year.

20 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

21 Lease commitments

The groups minimum operating lease payments are as follows:

	2023 £	*2022 £*
Within one year	-	*10,304*
Between one and five years	-	*-*
	-	*10,304*

22 VAT

The Charity is not registered for VAT, therefore all costs are inclusive of VAT that cannot be recovered.

Notes to the Financial Statements (Continued)

For the Year Ended 31 March 2023

23 Pension Scheme

The charity operates a defined Contribution Pension Scheme for its employees. The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

24 Comparative statement of financial activities (SOFA) (2022)

	Unrestricted funds £	*Restricted funds* £	*Total 2022* £
Income and endowments from:			
Donations and legacies	*73,164*	*19,033*	*92,197*
Charitable activities	*107,384*	*736,984*	*844,368*
Other activities	*-*	*32,767*	*32,767*
Total income	*180,548*	*788,784*	*969,332*
Expenditure on:			
Raising funds	*-*	*23,603*	*23,603*
Charitable activities	*140,838*	*724,730*	*865,568*
Total expenditure	*140,838*	*748,333*	*889,171*
Net income before transfers	*39,710*	*40,451*	*80,162*
Transfers between funds	*12,000*	*(12,000)*	*-*
Net income after transfers	*51,710*	*28,451*	*80,162*
Reconciliation of funds			
Total funds brought forward	*309,023*	*420,554*	*729,577*
Total funds carried forward	*360,733*	*449,005*	*809,738*

25 Analysis of changes in net funds

The charity had no debt during the year.

MIGRANTS ORGANISE LTD

England & Wales - Charity number 1077116

Accounts

Company registration number: **03673737**
Charity registration number: **1077116**

Migrants Organise Limited
(A company limited by guarantee)

Annual Report and Financial Statements for the Year Ended 31 March 2022

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Migrants Organise Limited

Reference and Administrative Details

Registered Company Number: **03673737** (England and Wales)
Registered Charity Number: **1077116**
Registered Address: 196 Freston Road, London W10 6TT

Trustees

Ali Lazizi, West London Moroccan Widadia
Kyle Sawhney, Data Engineer
Lorraine Gilbert, Head of Communications and Resident Involvement
Marion Vargaftig, Producer (until September 2021)
Marzena Zukowska, Polish Migrants Organise Limited for Change (from February 2022)
Mohamed Farah, Hodan Somali Community (until April 2021)
Reza Khalesi, Managing Partner
Roz Pendlebury, Psychotherapist
Rayan Fakhoury, Barrister (from February 2022)
Dr Simon Cuff, CofE Priest and Lecturer

Company Secretary: Zrinka Bralo

Auditor

Moracle Limited
Chartered Certified Accountants & Registered Auditors
960 Capability Green,
Luton, LU1 3PE
United Kingdom

Migrants Organise Limited

Trustees' Report for the Year Ended 31 March 2022

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2022. The Trustees have adopted the provisions of 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) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Migrants Organise Limited is a platform for migrants and refugees acting for justice. It aims to empower migrant and refugee communities by increasing their capacity to access services, campaign to end racism and discrimination, influence policy, and promote the rights and contributions of refugees and migrants.

Migrants Organise Limited employed twelve full-time and three part-time staff members and relies on the skills and commitments of a large number of volunteers, who help deliver mentoring and casework support, carry out research and evaluations, provide capacity building, organise communities and advocate for positive change.

The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 1077116). In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

Method of Appointment or Election of Trustees

The appointment and removal of Trustees is decided by a majority of votes. At every Annual General Meeting, the longest serving one-third of the Trustees are required to retire from office, although these Trustees are eligible for re-election. The Charity seeks to recruit Trustees from amongst its members, users, and supporters with varied experience and expertise.

Organisational Structure and Decision Making

The Charity is governed by a Board of Trustees comprising nine members, who meet regularly during the year to administer the Charity. The members who served on the board throughout the year under review are named on page 1.

The Board of Trustees is the governing body responsible for the activities of the organisation. The role of the Board is to:

- Approve the budget for the year
- Approve signatories to the bank accounts
- Appoint staff where not delegated to the Chief Executive
- Receive reports from the Chief Executive on areas of concern
- Approve exceptional items of expenditure
- Monitor the organisation's financial position based on regular reports
- Approve the annual accounts, auditor's report and appointment

Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk assessment has been carried out, and this is updated annually. Significant external risks to funding and the need to respond to conditions in the local community make it necessary to review and diversify our activities regularly. Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions and projects. Procedures are in place to ensure compliance with Health and Safety requirements, Employment Law and the Data Protection Act.

OBJECTIVES AND ACTIVITIES

The objects for which the Charity is established are:

- The relief of migrant and refugee individuals and communities, in particular, but not limited to those living in the London Boroughs, in any manner which is charitable in law as the Charity shall decide, in particular by:
- The advancement of education and training for employment
- The provision of facilities in the interests of social welfare with the object of improving the quality of life of the said migrant and refugee individuals and communities
- The relief of poverty
- The preservation and protection of health
- Support and advice to charitable organisations established for similar purposes in the area of benefit
- The promotion of activities to foster understanding between people from diverse backgrounds, and the cultivation of sentiment in favour of equality and diversity
- The promotion of social inclusion by preventing the said migrant and refugee individuals and communities from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society

Public Benefit

In setting our objectives and planning our activities, the board of trustees has given careful consideration to the Charity Commission's general guidance on public benefit.

Migrants Organise Limited's charitable purpose is to promote the rights of migrants and refugees by supporting and strengthening the development of their community organisations, ensuring access to services and opportunities, and establishing effective partnerships with statutory and voluntary agencies, with the ultimate aim of developing a self-sustainable community organisation capable of participation in and contribution to an inclusive society.

Migrants Organise Limited Vision and Mission

Migrants Organise Limited vision is an inclusive, fair and equal society where migrants and refugees are treated with dignity and respect.

Migrants Organise Limited **mission** is to create a platform with migrants and refugees and our allies to act together for dignity and justice for all.

Our aim is to organise and mobilise with migrants and refugees and our supporters into **a solidarity movement** that will deliver that change.

We translate this vision, mission and aim into **action** by doing the work to:

Connect with each other and allies who share our values in an intentional and relational way.

Build common ground and work strategically, organise and mobilise, and work in solidarity on the local and national policy levels, tackling diverse and multiple issues of concern.

Grow our power by sharing knowledge and resources and working together to build a coherent, organised, inclusive and strategic movement for change. We mentor, train, develop leadership and platform people with lived experience in a meaningful and dignified manner.

Speak out and disrupt the normalisation of dehumanising narratives and policies by opening up spaces for a new narrative and lived experience. We advocate, advise, welcome and celebrate.

Our communities are people seeking asylum, refugees, programme refugees, EU migrants, un/under-documented people, migrant students, migrant workers, settled BME communities, progressive supporters and allies. Our people – our members – migrants and refugees are at the heart of our movement, from governance to strategic planning, from campaigning to advocacy, fromorganising to integration.

Activities and Achievements in 2021/2022

The Covid 19 pandemic and the restrictions continued to have significant impact on our work throughout 2021/22. Migrants Organise Limited team continued working on building the confidence and capacity of more than 100 community organisers with first-hand experience of immigration in 31 cities across the UK. We worked with 62 organisations and groups, focusing on a long-term strategy of organising for dignity, justice, and welcome. We used the time during the lockdown and restrictions to work differently to build the network's capacity to speak out and connect with each other, other campaigners, and allies.

Our **Community Organising** work continued online and in person when possible. We held regular monthly calls with community organisers around the country to share experiences and support each other, usually attended by 50 to 60 people. This work culminated with an in-person two-day summit in October 2021 in London.

Under the banner #SolidarityKnowsNoBorders, the Migrant Organising Summit was organised and delivered by our team and core community leaders (with limited numbers due to covid restrictions).

86 migrants from around the UK were invited - 75 attended
50 of them were grassroots migrant and refugee organisers with lived experience
34 supporters were invited – 14 attended
45 people came from across London, and 30 came from across the UK
4 working groups emerged from the Summit and another series of actions, organising toolkit, video, and a vibrant WhatsApp group of 109 organisers from 24 cities in the UK.
Since the Summit 4 distinct working groups met several times and developed concrete action plans focusing on 1. comms, 2. know your rights education, 3. mobilising and actions, and 4. advice and support – protecting our communities. They meet separately to build capacity and feedback at the national monthly meetings.
A week of vigils and direct action was agreed upon and delivered from the 18th till the 28th of November 2021 – 1,500 participants
New plan for actions in June 2022 has been agreed upon.

The Solidarity Knows No Borders video has been viewed 44,800 times on Twitter (an extended 4-minute version can be seen on Instagram).

Our approach to building the capacity to speak out on issues was to be a platform and share resources as much as possible. To show that we truly listened and heard what community leaders need, in addition to shared spaces, facilitation, training, strategic planning, and direct support, we shared our resources to help organise and deliver actions. We also helped 11 community groups secure funding (all above 10K grants), and we held funding for two organisations while supporting them to get charity status.

We worked with Coventry Asylum and Refugee Action Group (CARAG) podcast Still We Rise to produce a series of podcasts with Solidarity Knows No Borders network members about their first-hand experiences of immigration and life in the UK. The average audience for the podcast is 12,500 listeners, with a peak of 25,435 during Refugee Week 2021. We have helped secure additional funding for CARAG and the podcast from three of our existing funders.

In the Summer of 2021, based on our action planning training, we developed a short Introduction to Migrant Organising toolkit for members to use in preparation for the Organising Summit in October. Our approach to training is rooted in the experience of our members and the learning outcomes they want. This allows us to adapt training for different settings so that our conversations are directed at filling in gaps rather than repeating or ignoring existing experiences and social change traditions. We found this approach to be more inclusive, empowering, and based on an equal exchange of learning and experience. This is in addition to the Community Organising Handbook produced by our members in May 2021.

The Fair Immigration Movement (FIRM) Charter launched in 2020 is now supported by 53 organisations, including diverse NGOs such as Greenpeace and Medact and coalitions such as the City of Sanctuary and No Accommodation (NACCOM) Network and signed by 1,950 individuals. In January 2022, we held a 'new joiners' online meeting, which 14 network members co-facilitated, with 450 people signing up and 178 participating. From January 2022, we started recording all organising sessions in the new database Air Table. For example, in February 2022, we participated and/or facilitated 60 meetings with community groups and partners.

The grassroots organising in 2021 focused on urgent issue-based campaigns. In addition to the successful Vaccine For All campaign, endorsed by 387 organisations and groups, which secured access to Covid 19 vaccine for all, including undocumented and under-documented people, we launched the Abolish Reporting campaign in partnership with These Walls Must Fall. We led advocacy efforts on Reporting Conditions that continued to be imposed on more than 100,000 people around the country. Initially, we brought together a coalition of 46 partners and convinced the Home Office to suspend reporting, but sadly, it resumed in the second lockdown. This has prompted another round of mobilising for protest action on 15th July 2021, which can be seen here, and media coverage in the Evening Standard can be seen here.

In May 2021, we gathered evidence from people in the emergency accommodation in hotels across London for the submission to the inquiry by the Independent Chief Inspector for Borders and Immigration, which can be seen here.

This work emerged from our **Community Programme, which is** largely London based, and combines a number of holistic strands, including casework, specialist immigration advice, emergency destitution support, one-to-one mentoring support and group psycho-social activities. Issues emerging from individual advice work inform organising work. We supported 544 individuals and their families from 84 different nationalities (compared to 77 in 2020).

After the Community Programme Director conducted a needs assessment and action plan with each person, which informed their immigration options and related needs, we allocated a dedicated caseworker to accompany and navigate each individual through the system. Our team speak several languages, but where needed, we organised additional interpreting services. In total, we held over 3000 one-one advice sessions and 300 specialist immigration sessions with our barrister. Outcomes varied for each person in particular to immigration status, accommodation, income, health, mental health and education.

An important area of our advice work was with the Greater London Authority (GLA), initially part of broader plans to protect London's rough sleepers from COVID19, who were put into temporary accommodation to limit wider transmission. In total, as part of GLA initiative, we provided wrap-around specialist support to 70 vulnerable migrants (non-UK nationals) in relation to their immigration and care needs. We identified trafficking claims and community care act referrals that unlocked access to other services and support.

During this period, we finalised our new destitution fund protocol and set up a crisis grant committee consisting of a trustee, member representative and our grants manager. This fund evolved out of responding to severe hardship needs during the pandemic and has allowed us to react quickly to emergency hardship situations where no other help is available. We took part in a call to action with other organisations in June during a difficult period in which asylum seekers were sent new pre-payment cards.

We continued our Migrants Mental Capacity Advocacy (MMCA), the only initiative of its kind in England and Wales that strategically looks at the intersection between mental health and immigration. We provided specialist support for 58 individuals who lacked the mental capacity to navigate and engage with the immigration system while at the same time advocating for systemic change through community organising, capacity building, training, policy and strategic litigation work. We published our 'Without Capacity' Report and launched a legal challenge with the Public Law Project and Garden Court Chambers concerning the Home Office's failure to provide EU citizens living in the UK with an accessible and humane process for settling in the UK after Brexit. We initiated strategic litigation and challenged the accessibility of the digital-only EU settlement scheme and its impact on people with impaired mental capacity, including more than 7,000 EU citizens with dementia. Even though we did not win the case in the High Court, we did not lose. The Home Office had to make changes and ensure that vulnerable people do not become undocumented and lose their support and benefits, including access to the NHS.

We have increased our advice capacity to provide immigration and asylum advice. Following our level 3 OISC registration, two caseworkers have passed their level 1 examinations and we have two accredited level 3 advisors. Another caseworker sat their level 2 exam in February and has since become registered at level 2. We had an Advice Quality Standards (AQS) audit in December, which was renewed for a further year. The assessor noted: *"The charity has managed to adapt to the new ways of working very effectively, with advisers handling both telephone advice and casework. AdvicePro, the case management system recently introduced by the charity, is helping to manage workloads and client relationships well… The assessor felt welcome working with MO and people were keen to contribute to the assessment process, which was a pleasure to carry out."*

In addition, we have continued to work with Jennifer Blair, immigration barrister from No5 Chambers, to provide oversight and additional specialist expertise and advice on each case, as well as outreach advice to other solicitors. We also supported the training, development and wellbeing needs of 111 volunteers not just working as caseworkers or litigation friends but also as group facilitators and buddy mentors.

Another important part of the Community Programme was running over 20 weekly group sessions to bring members together to address isolation and increase skills and confidence. A total of 427 sessions have been held over the period. The majority of weekly group work sessions were delivered online (350 sessions). Weekly in-person activities (77 sessions) include three walking groups in West, South and Central London and a running group. In February, we restarted some of the sessions in person from our new office in Dalston and new outreach space in Earls Court, including English, sewing, reading out loud and art sessions. Again some members who started their engagement with us by seeking advice or support also became facilitators leading sessions. In addition to regular weekly activities, we also organised an online Resilience Festival, which was a response to needs emerging from Covid-19, from April until Refugee Week in June. It involved offering support and opportunities to our members, volunteers and staff to recharge from the challenges of the pandemic and included a varied programme of wellbeing-related activities.

Matching members with volunteer buddies is a vital part of our holistic approach to addressing isolation, support wellbeing and increase community connections, friendship and access to other support. This process enables migrants to take action to help themselves, with some members, in turn, becoming peer mentors to help and encourage others. 400 members were supported by buddies over the year, totalling 2500 one-to-one sessions, mostly remote but also face to face, since September. Amna, a volunteer, provides detail on her volunteering experience in this interview. We also matched the most vulnerable members coping with trauma, PTSD, anxiety and depression to professional mental health practitioners.

The Community Programme worked in partnership with the Gate Theatre for over six months, where our members worked on an online exhibition New Dreams, was launched during Refugee Week in June 2021. Inspired by the theme of the week, *'We cannot walk alone',* New Dreams initiative comprised of four key activities enabling our members to build confidence and speak out to tell their stories through film, creative writing, paintings and podcasts.

We have also used media, social media, and public actions to platform issues and leaders to speak out, mobilise and raise awareness, always working in partnership whenever possible. In addition to creative initatives many of our members who come for advice and support build their confidence in group activities and start speaking out. For example, four of our members were interviewed for a 'Still We Rise' podcast. We collaborated with 'Advocacy Project's Speak Up Radio' to create a series of podcasts to raise awareness about the issue of mental health and migrants.

The Patients Not Passports partnership with Medact and the New Economics Foundation continued to organise for access to healthcare with healthcare professionals and people affected by the NHS charges.

Justice for Simba Campaign, whose petition reached 80,000 supporters, culminating in the Carnival of Resistance in September 2021. A short video from the event can be seen here. This event was accompanied by the article about Simba and NHS charging in the Guardian and the Voice. It was covered by ITV News too. We supported Simba's asylum claim, and in January 2022, Simba was granted full refugee status after 11 years of waiting. Soon after, more than £100,000 of NHS charges for stroke treatment were written off. The next step in the campaign is to create a safe space for other people who are being charged to come forward and speak out about their experiences.

The Vaccine for All campaign exposed the structural issue of GP surgeries refusing to register migrants despite a legal obligation. That is why many migrants who are documented could not access the Covid-19 vaccine in an equal way. We worked with the Bureau of Investigative Journalism on the report that exposed this problem and is helping us address the issue systemically.

In October 2021, to mark the anniversary of the introduction of NHS Charging, events, stalls, leafleting sessions, vigils, banner drops, and actions were organised with our members in 14 locations in Hastings, Brighton, Bristol, Lambeth, Lewisham, Tower Hamlets, Hackney, Waltham Forest, Cambridge, Leeds, Liverpool, Sheffield, Manchester, and Newcastle. Many of the local groups hosted multiple events or sessions. We commissioned and edited four new articles on different aspects of the charging regime (hosted between Migrants Organise Limited, Medact, and Docs Not Cops' blogs). We sent out over 15,000 leaflets - most of which were handed out around England. In the debrief, groups said they were exceptionally well received, especially outside hospitals where many street stalls took place.

The organising in 2021 focused on urgent issue-based campaigns. In addition to Vaccine For All, we launched an Abolish Reporting campaign in partnership with These Walls Must Fall. We led advocacy efforts on Reporting Conditions that continued to be imposed on more than 100,000 people around the country. Initially, we brought together a coalition of 46 partners and convinced the Home Office to suspend reporting, but sadly, it resumed in the second lockdown.

The Promote the Migrant Vote participatory voter registration drive for low propensity migrant and BAME voters for the local and Mayoral elections in May 2021 was mainly done online and via social media. We have updated the partnership website with voter registration resources in Arabic, Bengali, French, Hindi, Italian, Spanish, Portuguese, Polish, and Urdu and targeted migrant communities with posts on Facebook and other platforms to encourage them to register and vote.

In movement building with the Solidarity Knows No Borders community, we achieved one of the fundamental shifts in a broader understanding of the systemic framework, and we built enough trust and consensus over the values and the vision for the next stage of mobilisation and actions.

In December 2021, we held our in-person socially distanced AGM attended by more than 80 people, including our members. At the AGM, we launched the new website and our first Impact Report.

Challenges

In addition to Covid -19 and uncertainty and restrictions, we experienced several significant challenges this year. We received a high number of referrals and had to close to new referrals for several months in 2021 to assess new members and start supporting them. We developed new referral guidelines in autumn 2021 to better deal with the increased demand and better support our members. We also received more referrals from mental health teams / NHS, which are more complex and require substantial casework, many in Home Office emergency accommodation. The lack of guidance and clear communication on how long they might need to stay in emergency accommodations made it challenging to find appropriate support services and referrals.

The fall of Kabul and the resettlement of people from Afghanistan added a lot of pressure. There was and still is confusion around different statuses and entitlements, and we still have hundreds of people in inadequate temporary accommodation. Since 24th February, the war in Ukraine has created millions of refugees and generated stress and crisis for Ukrainians in the UK who were desperately seeking advice and support to bring their relatives over to safety. The unexpected outcome of this crisis is outpouring of goodwill and welcome from the public and even some usually unsympathetic media outlets. This will not improve the outcomes for refugees and migrants immediately, but it is a positive development.

Future plans

We will continue to support people with immediate needs and deliver specialist advice for the most urgent and complex cases, including support for those who are destitute and/or lack the capacity to engage with the immigration system. Also, as one of the few London-based OISC level 3 providers, we will develop ways to build advice capacity, and best practices in smaller migrant-led organisations. We will continue to support our members to take part in actions and events that campaign for an inclusive and welcoming society for all migrants, wherever they are from.

In the light of external post-pandemic pressures, economic crisis, significant wars and upheavals, including climate emergency leading to 100 million refugees in the world and new legislative frameworks that will limit access to protection and Migrants Organise Limited will continue to work in a collaborative and decentralised way to platform other grassroots partners and act as an infrastructure for the movement for dignity and justice for all. We will continue to provide direct access to justice for migrants and refugees in London and build the capacity of our partners to do so nationally.

Volunteering at Migrants Organise Limited

Volunteers are our champions and our ambassadors; they are the heart and soul of Migrants Organise Limited. Volunteers support our various projects and provide support for our members andstaff by giving their time and sharing their expertise. When needed, they also host refugees and migrants in their homes and fundraise for our hardship fund to support destitute people. We are incredibly grateful to all 111 of them for their time, generosity and support, as we know that the pasttwo years were tough for everyone.

FINANCIAL REVIEW

The Charity's income was £969,332 in the year ended 31 March 2022 compared to £998,830 in the year ended 31 March 2021. The total expenditure amounted to £889,171 in the year ended to 31 March 2022 compared to 764,057in the year ended 31 March 2021.

Migrants Organise Limited ended the 2021/2022 financial year with a fund balance carried forwardof £360,733 in general unrestricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' operating expenditure. Based on the 2021/2022 expenditure, the target reserves are £ 223,000. As of 31 March 2022, the actual reserves achieved were £267,575. At 31 March 2022 £90,254 of these unrestricted funds have been designated for the 2022/23 budget.

The full Statement of Financial Activities is set out on page 15 of these Accounts.

Reserves Policy

The organisation's current reserves policy is simply to maintain sufficient cash flow for known commitments and to:

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases.
- Meet unexpected costs such as the breakdown of equipment, building costs, staff coverin case of illness, maternity leave, parental leave and legal costs defending the Charity's interests
- Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears.

Acknowledgements

We are extremely grateful to all the funders who supported our work during the period.

A B Charitable Trust; The Adrian Swire Charitable Trust; Allen and Overy Foundation; The Ausin and Hope Pilkington Trust; Belpech Trust; Ben & Jerry's Foundation Fund - a fund of Tides Foundation; The Bromley Trust; City Bridge Trust; Esmée Fairbairn Foundation; Greater London Authority; John Ellerman Foundation; The Joseph Rowntree Charitable Trust; The Julia and Hans Rausing Trust; The Kensington and Chelsea Foundation; Kusuma Trust UK; Lantern Projects (USA); The Leigh Trust; London Catalyst; Lloyds Bank Foundation; London Churches Refugee Fund; Mind - Coronavirus Mental Health Response Fund; The National Lottery Community Fund; Network for Social Change; Oak Foundation; Orange Tree Trust; Open Society Foundations; Paul Hamlyn Foundation; People's Postcode Trust; Royal Borough of Kensington and Chelsea; Royal Borough of Kensington and Chelsea (Public Health); Sir Halley Stewart Trust; The Souter Charitable Trust; Sport England - This Girl Can Community Fund; Strategic Legal Fund; Trust for London; Unbound Philanthropy; Wates Foundation; and Westway Trust.

We also received invaluable support from many trusts that provide specific grants for individuals facing hardship and from many individuals through regular and one-off giving as well as through our crowdfunding appeals. We would like to thank all our individual donors who supported our public appeals. All your donations are used to directly support people who need it the most. Thank you!

Staff Team

1. Akram Salhab, Advocacy and Campaigns Officer
2. Aliya Yule, Access to Healthcare Organiser
3. Anya Draycott-Kapp, Caseworker
4. Bethan Evans, Caseworker
5. Brian Dikoff, Legal Organiser
6. Erica Lang, Grants Manager
7. Esme Kemp, Caseworker
8. Ffion Wyn Evans, Communications Organiser
9. Francesca Valerio, Community Programme Director
10. Heike Langbein, Advice and Training Manager
11. Mallika Balakrishnan, Digital Organiser
12. Maymuna Osman, Migrants Organise Limited, National
13. Micol Carmignani, Office Manager
14. Sarli Nana, Migrants Organise Limited, York and Humber
15. Zrinka Bralo, Chief Executive

We would like to thank all our members, funders, mentors, volunteers, staff, partners and supporters who gave their time, skills, money and goodwill to make Migrants Organise Limited a welcoming and thriving organisation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

There is no relevant information of which the independent Accountant is unaware; and
The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Accountant is aware of that information.

INDEPENDENT AUDITORS

A resolution will be proposed at the annual general meeting for the re-appointment of Morlai Kargbo, Moracle Limited, Chartered Certified Accountants and Registered Auditors.

APPROVAL

This report was approved by the Board of Trustees on 3rd October 2022 and signed on its behalf by



Roz Pendlebury
Chairperson

Migrants Organise Limited

Independent Auditor's Report to the trustees of Migrants Organise Limited for the Year Ended 31 March 2022

We have audited the financial statements of Migrants Organise Limited (the 'Charity') for the year ended 31 March 2022 set out on pages 15 to 29. The financial reporting framework that has beenapplied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).
In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) requireus to report to you, where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continueto adopt the going concern basis of accounting for a period of at least twelve months from thedate when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' reportthereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with thefinancial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude thatthere is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

Independent Auditor's Report to the trustees of Migrants Organise Limited for the Year Ended 31 March 2022 (continued)

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements
- the Trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

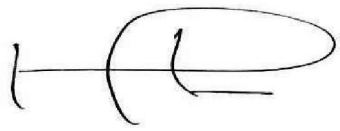
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Independent Auditor's Report to the trustees of Migrants Organise Limited for the Year Ended 31 March 2022 (continued)

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



.....

Morlai Kargbo (Senior Statutory Auditor)
For and on behalf of Moracle Limited
Statutory Auditor
960 Capability Green, Luton
England, LU1 3PE
United Kingdom

3rd October 2022

Migrants Organise Limited

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	*Total 2021 £*
Income and Endowments from:					
Donations and legacies	4	73,164	19,033	92,197	*50,118*
Charitable activities	5	107,384	736,984	844,368	*937,917*
Other activities	6	-	32,767	32,767	*10,795*
Total income		180,548	788,784	969,332	*998,830*
Expenditure on:					
Raising funds		-	23,603	23,603	*11,981*
Charitable activities	7	140,838	724,730	865,568	*752,076*
Total expenditure		140,838	748,333	889,171	*764,057*
Net income before transfers		39,710	40,451	80,162	*234,773*
Transfers between funds		12,000	(12,000)	-	-
Net income after transfers		51,710	28,451	80,162	*234,773*
Total funds brought forward		309,023	420,554	729,577	*494,804*
Total funds carried forward	17	360,733	449,005	809,738	*729,577*

All of the charity's activities derive from continuing operations during the above two periods.

The accompanying notes on pages 18 to 29 form part of these financial statements.

Migrants Organise Limited

(Registration number: 03673737)
Balance Sheet as at 31 March 2022

	Note	2022 £	*2021 £*
Fixed assets			
Tangible assets	14	2,904	*3,873*
Current assets			
Debtors	15	10,140	*13,747*
Cash at bank and in hand		831,869	*753,372*
		842,009	*767,119*
Creditors: Amounts falling due within one year	16	(35,175)	*(41,415)*
Net current assets		806,834	*725,704*
Net assets		809,738	*729,577*
Restricted funds		449,005	*420,554*
Unrestricted income funds			
General funds		270,479	*191,014*
Designated funds		90,254	*118,009*
		360,733	*309,023*
Total funds		809,738	*729,577*

The Charity's Financial Statements have been prepared in accordance with the provisions applicable to companies subject to small companies' regime.

The financial statements were approved and authorised for issue by the trustees on 3rd October 2022 and signed on their behalf, by



Roz Pendlebury
Chairperson

The accompanying notes on pages 18 to 27 form part of these financial statements

Migrants Organise Limited

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	*2021* *£*
Cash flows from operating activities			
Net cash income		80,162	*234,773*
Adjustments to cash flows from non-cash items			
Depreciation	14	969	*1,557*
		81,130	*236,330*
Working capital adjustments			
Decrease/(increase) in debtors	15	3,607	*1,570*
Increase/(decrease) in creditors	16	(6,240)	*29,270*
Net cash flows from operating activities		78,497	*267,170*
Cash flows from investing activities			
Purchase of tangible fixed assets	14	-	*(3,847)*
Net cash flows from investing activities		-	*(3,847)*
Net increase in cash and cash equivalents		78,497	*263,323*
Cash and cash equivalents at 1 April		753,372	*490,049*
Cash and cash equivalents at 31 March		831,869	*753,372*
Reconciliation of net cash flow to movement in net funds			
Increase in cash		78,497	*263,323*
Net funds at 1 April 2021		753,372	*490,049*
Net funds at 31 March 2022		831,869	*753,372*

All of the cash flows are derived from continuing operations during the above two periods.

Notes to the Financial Statements for the Year Ended 31 March 2022

1. CHARITABLE COMPANY STATUS

The Charitable Company is a company limited by guarantee. The members of the Charitable Company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

2. ACCOUNTING POLICIES

2.1 Basis of preparation of financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

2.2 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charitable Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charitable Company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.3 Income and endowments

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 grant, 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.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

2. ACCOUNTING POLICIES (CONTINUED)

2.4 Expenditure (continued)

Overheads and other salaries are allocated between the expense headings on the basis of headcount. Liabilities are recognised when there is a legal or constructive obligation committing the charity to the expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated on the basis of staff cost. Governance costs form part of Support costs and arethose incurred in connection with enabling the Charity to comply with external regulation, constitutionaland statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

2.5 Depreciation

Assets costing more than £1,000 are capitalised. Depreciation is provided using the following rates and bases to reduce by annual instalments the cost, less estimated residual values, of tangible assets over their estimated useful lives. Computer equipment – 25% on a straight-line basis.

2.6 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

2.7 VAT

The Charity is not registered for VAT.

2.8 Pension scheme

The charity operates a defined Contribution Pension Scheme for its employees. The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

2.9 Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors including expectations of future events that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods

3. Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £	*Total 2021* *£*
Donations from individuals	-	8,657	8,657	*50,118*
Other Donations	73,164	10,375	83,540	-
	73,164	19,033	92,197	*50,118*

4. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	*Total 2021* *£*
Community Programme	-	228,728	228,728	*374,031*
Organisational Infrastructure	100,000	212,885	312,885	*355,393*
Women on the Move Awards	-	-	-	-
Migrants Organising	7,384	295,371	302,755	*208,493*
	107,384	736,984	844,368	*937,917*

5. Income from other activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	*Total 2021* *£*
Property rental income	-	-	-	*20*
Refunds and other income	-	**30,127**	**30,127**	*10,775*
	-	**30,127**	**30,127**	*10,795*

6. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	*Total 2021 £*
Community Programme	26,774	264,244	291,018	291,540
Organisational Infrastructure	81,261	201,134	282,394	312,351
Refugees Welcome / Community Sponsorship	-	33,938	33,938	2,150
Women on the Move Awards	-	-	-	2,742
Migrants Organising	32,804	249,017	281,821	143,293
	140,839	748,333	889,171	752,076

7. Analysis of support costs

Charitable Activities Expenditure	Unrestricted funds £	Restricted funds £	Total 2022 £	*Total 2021 £*
Staff costs	82,108	455,626	537,734	*193,952*
Direct costs	6,737	161,514	168,251	*301,172*
Support costs (note 9)	-	170,449	170,449	*256,952*
	88,845	787,588	876,433	*752,076*

8. Analysis of support costs allocated to charitable activities

	Programme costs £	Administrative costs £	Total 2022 £
Staff costs	93,481	-	93,481
Governance costs	-	26,634	26,634
Office expenses	-	67,076	67,076
Other operational expenses	-	1,120	1,120
	93,481	94,830	188,331

	Programme costs £	Administrative costs £	*Total 2021 £*
Staff costs	156,018	-	*156,018*
Governance costs	-	10,758	-
Office expenses	-	76,734	76,734
Other operational expenses	-	13,442	*13,442*
	156,018	100,934	*256,952*

9. Net income

Net income is stated after charging /(crediting):

	Total 2022 £	*Total 2021 £*
Depreciation – owned assets	-	-
Audit remuneration – audit services	4,800	*3,500*
– other services	-	-

10. Trustees' remuneration and benefits

During the year, no trustees received any remuneration (2021: Nil), benefits in kind (2021: Nil) or reimbursements of expenses (2021: Nil) in their roles as trustees.

11. Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	Total 2022 £	*Total 2021 £*
Aggregate compensation	162,504	*120,588*
	162,504	*120,588*

12. Staff costs

	2022 £	*2021 £*
Wages and salaries	498,342	*400,735*
Social security costs	48,097	*42,492*
Pension costs	14,897	*13,963*
	561,337	*457,190*

The average number of full-time equivalent employees during the year was as follows:

	2022 £	*2021 £*
Charitable activities and support	12	*11*
	12	*11*

1 employee 2022 (2021:1) had emoluments in the band of £60,000-£69,999 in the current reporting period.

13. Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2021	8,179	8,179
Additions	-	
		-
At 31 March 2022	8,179	8,179
Depreciation		
At 1 April 2021	4,306	4,306
Charge for the year	968	968
At 31 March 2022	5,274	5,274
Net book value		
At 31 March 2022	2,905	2,905
At 31 March 2021	*3,873*	*3,873*

14. Debtors

	2022 £	*2021 £*
Prepayments	-	-
Accrued income	10,140	*13,747*
	10,140	*13,747*

15. Creditors: amounts falling due within one year

	2022 £	*2021 £*
Trade creditors and accruals	18,246	*27,266*
Social security and other taxes	16,929	*14,149*
	35,175	*41,415*

16. Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds	309,023	180,548	(140,838)	12,000	360,733
Restricted funds	420,554	788,784	(748,333)	(12,000)	449,005
	729,577	969,332	(889,171)	-	809,738

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	191,014	180,548	(140,838)	39,755	270,479
Designated funds	118,009	-	-	(27,755)	90,254
Total unrestricted funds	**309,023**	**180,548**	**(140,838)**	**12,000**	**360,733**
Restricted funds	-	-	-	-	-
Migrants Organising	98,261	298,516	(249,017)	-	147,760
Community Programme	138,079	264,014	(264,244)	-	137,849
Organisational Infrastructure	135,106	226,254	(201,134)	(12,000)	148,226
Refugee Welcome/ Community Sponsorship	47,568	-	(33,938)	-	13,630
Women on the move awards	1,540	-	-	-	1,540
Total restricted funds	**420,554**	**788,784**	**(748,333)**	**(12,000)**	**449,005**
Total funds	**729,577**	**969,332**	**(889,171)**	**-**	**809,738**

£12,000 of restricted income in the year was approved to be allocated to unrestricted funds by grant providers as part of annual budget submissions, in order to fund ongoing governance and support costs.

Designated funds of £90,254 were allocated towards the staff salaries, legal fees and project costs for 2022/23.

17. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £	Restricted funds £	*Total 2021 £*
Tangible fixed assets	2,904	-	2,904	3,873	-	*3,873*
Current assets	393,004	449,005	842,009	346,565	420,554	*767,119*
Current liabilities	(35,175)	(-)	(35,175)	(41,415)	-	*(41,707)*
Total net assets	**360,733**	**449,005**	**809,738**	**309,023**	**420,556**	***729,577***

18. Related party transactions

There were no related party transactions in the year and previous year.

19. Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

20. Lease commitments

The groups minimum operating lease payments are as follows:

	2022 £	*2021 £*
Within one year	10,304	*14,300*
Between one and five years	-	*10,304*
	10,304	*24,604*

21. VAT

The Charity is not registered for VAT, therefore all costs are inclusive of VAT that cannot be recovered.

22. Pension Scheme

The charity operates a defined Contribution Pension Scheme for its employees. The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

23. Comparative statement of financial activities (SOFA) (2021)

	Unrestricted funds £	Restricted funds £	*Total 2021 £*
Income and endowments from:			
Donations and legacies	40,421	9,697	*50,118*
Charitable activities	179,000	758,917	*937,917*
Other activities	20	10,775	*10,795*
Total income	219,441	779,389	*998,830*
Expenditure on:			
Raising funds	-	11,981	*11,981*
Charitable activities	41,674	710,402	*752,076*
Total expenditure	41,674	722,383	*764,057*
Net income before transfers	177,767	57,006	*234,773*
Transfers between funds	-	-	-
Net income after transfers	177,767	57,006	*234,773*
Reconciliation of funds			
Total funds brought forward	113,300	381,504	*494,804*
Total funds carried forward	309,023	420,554	*729,577*

25. Analysis of changes in net funds

The charity had no debt during the year.

MIGRANTS ORGANISE LTD

England & Wales - Charity number 1077116

Accounts

Company registration number: 03673737

Charity registration number: 1077116

Migrants Organise Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

For the Year Ended 31 March 2021

Migrants Organise Ltd

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Migrants Organise Ltd

Reference and Administrative Details

Registered Company Number
03673737 (England and Wales)

Registered Charity Number
1077116

Registered Office
2 Thorpe Close
London
W10 5XL

Trustees

Ali Lazizi	West London Moroccan Widadia
Claudia Lahaie	Social Work Researcher (resigned 15 September 2020)
Kyle Sawhney	Financial Data Scientist
Lorraine Gilbert	Community Engagement, Notting Hill Housing
Marion Vargaftig	Producer, Manifesta
Mohamed Farah	Hodan Somali Community
Reza Khalesi	Managing Partner in Atos
Roz Pendlebury	Psychotherapist – Chair
Dr Simon Cuff	Priest and Lecturer

Company Secretary
Zrinka Bralo

Auditor
Arnold Hill & Co LLP
Craven House
16 Northumberland Avenue
London
WC2N 5AP

Migrants Organise Ltd

Trustees' Report

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2021. The Trustees have adopted the provisions of 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) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

Migrants Organise Ltd is a platform for migrants and refugees acting for justice. It aims to empower migrant and refugee communities by increasing their capacity to access services, campaign to end racism and discrimination, influence policy, and promote the rights and contributions of refugees and migrants.

Migrants Organise Ltd currently employs five full-time and seven part-time staff members, and relies on the skills and commitments of a large number of volunteers, who help deliver mentoring and casework support, carry out research and evaluations, provide capacity building, organise communities and advocate for positive change.

The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 1077116). In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Method of Appointment or Election of Trustees

The appointment and removal of Trustees is decided by a majority of votes. At every Annual General Meeting, the longest serving one third of the Trustees are required to retire from office, although these Trustees are eligible for re-election.

The Charity seeks to recruit Trustees from amongst its members, users, and supporters with varied experience and expertise.

c. Organisational Structure and Decision Making

The Charity is governed by a Board of Trustees comprising nine members, who meet regularly during the year to administer the Charity. The members who served on the board throughout the year under review are named on page 1.

The Board of Trustees is the governing body responsible for the activities of the organisation. The role of the Board is to:

- Approve the budget for the year
- Approve signatories to the bank accounts
- Appoint staff where not delegated to the Chief Executive
- Receive reports from the Chief Executive on areas of concern
- Approve exceptional items of expenditure
- Monitor the organisation's financial position based on regular reports
- Approve the annual accounts, auditor's report and appointment

d. Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk assessment has been carried out and this is updated annually. Significant external risks to funding and the need to respond to conditions in the local community make it necessary to review and diversify our activities regularly. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with Health and Safety requirements, Employment Law and the Data Protection Act.

OBJECTIVES AND ACTIVITIES

The objects for which the Charity is established are:

The relief of migrant and refugee individuals and communities, in particular but not limited to those living in the London Boroughs, in any manner which is charitable in law as the Charity shall decide, in particular by:

(a) The advancement of education and training for employment

(b) The provision of facilities in the interests of social welfare with the object of improving the quality of life of the said migrant and refugee individuals and communities

(c) The relief of poverty

(d) The preservation and protection of health

(e) Support and advice to charitable organisations established for similar purposes in the area of benefit

(f) The promotion of activities to foster understanding between people from diverse backgrounds, and the cultivation of a sentiment in favour of equality and diversity

(g) The promotion of social inclusion by preventing the said migrant and refugee individuals and communities from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Public Benefit

In setting our objectives and planning our activities the board of trustees has given careful consideration to the Charity Commission's general guidance on public benefit.

Migrants Organise Ltd.'s charitable purpose is to promote the rights of migrants and refugees by supporting and strengthening the development of their community organisations, ensuring access to service and opportunities, and establishing effective partnerships with statutory and voluntary agencies, with the ultimate aim of developing a self-sustainable community organisation capable of participation in and contribution to an inclusive society.

Migrants Organise Ltd Vision and Mission

Migrants Organise's vision is inclusive, fair and equal society which accepts that migration is a fact of life and it should be organised.

We believe an immigration system that does not meet the basic needs of migrant and refugee populations is detrimental to the lives of these individuals as well as communities at large.

Migrants Organise **mission** is to create a platform with migrants and refugees and our allies to act together for justice and dignity.

Our aim is to organise and mobilise migrants and refugees and our allies into **a movement** that will deliver that change.

We translate this vision, mission and aim into **action** by doing the work to:

- **connect** with each other and allies who share our values in an intentional and relational way
- **build common ground** and work strategically, organise and mobilise, and work in solidarity on local and national policy level, tackling diverse and multiple issues of concern.
- **grow our power**, to share knowledge and resources and work to build a coherent, organised, inclusive and strategic movement for change. We mentor, train, develop leadership and platform people with lived experience in a meaningful and dignified manner
- **speak out** and disrupt normalization of dehumanizing narratives and policies by opening up spaces for a new narrative and lived experience. We advocate, advise, welcome and celebrate

Our communities are: people seeking asylum, refugees, programme refugees, EU migrants, un/under documented people, migrant students, migrant workers, settled BME communities, progressive supporters and allies. We strive to work '*with*' and not '*for*' our members. Our people – our members – migrants and refugees are at the heart of our movement, from governance to strategic planning, from campaigning to advocacy, from organising to integration.

Our core values and beliefs are

- We believe that migration is a fact of life
- We believe that, regardless of their immigration status, all people have a right to have rights.
- We believe that migrants and refugees have the right to live with dignity, free from fear and discrimination

- We know that communities are able and willing to welcome migrants and refugees and support their inclusion and stand with them in solidarity
- We believe that migrants and refugees can speak out and organise for dignity, justice, inclusion and equality

Activities and Achievements in 2020/2021

The pandemic and the lockdown have changed all our plans and tested our resilience and adaptability in an unprecedented manner. In the early stages of the lockdown, like many of our members and colleagues, we responded to the crisis through direct support.

We worked with colleagues from other voluntary organisations to create Covid-19 Mutual Aid Group Guide for Supporting Migrants and provided and disseminated information translated into community languages.

Through our Community Programme, we supported nearly 600 individuals and their families with advice for immigration, accommodation, access to healthcare and direct aid for food, temporary accommodation, and digital connectivity.

Thanks to the National Lottery funding, just before the lockdown, we were able to advertise and recruit a new Organiser, Maymuna Osman, who used to be our post-Grenfell Organiser until April 2019 when the funding for that work ran out. As she was not new to the team or the work, it was easy for her to start working remotely.

Our organising work successfully transitioned to Zoom and we held regular bi-weekly and then monthly calls for 40 to 60 community leaders around the country to share experiences and support each other.

Some of the organisations are community-based such as Coventry Asylum and Refugee Action Group or Polish Migrants Organise for Change; some are national interest groups such as the 3million working with EU citizens in the UK or Migrants In Culture that brings together migrant cultural workers, and some are geographical such as Haringey Welcome or Hastings Refugee Buddy Project.

We worked very closely with 20 grassroots organisations and intensely mentored 30 volunteer community organisers in these organisations. This includes regular one-to-one weekly meetings with our Organisers (more than 1,200 one-to-one conversations), regular monthly action planning and listening meetings with wider membership working on issues they identify (more than 40 meetings involving more than 300 migrant and refugee community members).

In our advocacy work, we co-authored and supported numerous appeals to the government to ease restrictions such as detention, reporting, deportations and NHS charges. In reporting we made progress and the government changed the guidelines and suspended reporting. We worked successfully with Haringey Council to house around 700 people with No recourse To Public Funds and worked with London Councils to advocate for a similar approach across London.

Partnership work in numbers:

- 370 organisations joined the Vaccine for All campaign
- 38 organisations, including Greenpeace, signed up the Fair Immigration Reform Movement (FIRM) Charter
- 46 organisations joined the call to suspend immigration reporting
- 54 advice colleagues took part in research on access to healthcare
- 60 MPs supported the findings and recommendations of that report.

The Patients Not Passports partnership provided a useful infrastructure to organise around access to healthcare. After reports of migrants dying from Covid-19, as they were too scared of NHS charges and data sharing with the Home Office to seek medical help, with our partners Medact and New Economics Foundation we conducted very swift research with frontline advice providers around the country in order to provide evidence for advocacy efforts.

The report was covered by the C4 News and was accompanied by a 38.Degrees online petition which reached

In October 2020 we launched our report entitled 'The International Struggle for Universal Healthcare' which looked at the different successes and models of organising that have been undertaken in Europe and in Britain's past to mitigate the impact of charging regimes for migrants. The webinar launch was attended by 225 people and broadcast live on YouTube and was intended as an organising resource to inform organising in this area.

The work on access to healthcare continued through regular national organising calls with more than 19 groups of doctors and healthcare workers around the country and organising local direct action networks using the learning from our pilot Justice for Simba Campaign, whose petition reached 66,000 supporters.

In February 2021 with Medact, we organised a Vaccine for All coalition of 370 organisations, including the medical bodies and local councils, to ensure everybody can access the vaccine safely. This campaign highlighted the gap in the provision of primary care and we worked with Doctors of the World and Public Health England to address that gap and we are working to ensure everyone is able to register with GPs who should not be asking for the proof of address or IDs.

Through London Transition Board's Communities Strategy Group, to which we were invited by our funders, we were able to do some strategic advocacy, around vaccine confidence and raise awareness about barriers to GP registration and subsequent barriers to access to vaccination for migrants and refugees.

In July 2020, after two years in the making, we launched the grassroots movement building campaign the Fair Immigration Reform Movement (FIRM) Charter now supported by 36 organisations and more than 1,250 individuals. The slow and steady rollout will continue over the next few months.

The FIRM Charter, now available in nine languages, is a vehicle for grassroots organising through which we engage communities and allies in positively re-imaging immigration and integration based on principles of 1. dignity, 2. justice, 3. welcome, and 4. action. The aim of the Charter, and activities related to it, is to build the capacity of migrants and refugees to work together nationally and build common ground as well as alliances while addressing the local and issue-based challenges in their communities and making organic connections with the need for systemic change - a complete overhaul of the hostile environment and racism.

In October 2020, Under the banner **#SolidarityKnowsNoBorders**, we provided a platform for 30 public vigils around the country which took place on 10th, 11th, and 12th October. Migrants Organise provided the infrastructure for these socially distanced vigils by conducting risk assessments, provided designed banners, masks, t-shirts, comms support, etc. More than 1,000 people took part in local actions and we reached more than 300,000 people on social media.

Between January and April 2021 we have launched a series of webinars to enhance learning and partnership working. The first webinar on lessons learned from the US immigrant electoral organising can be seen online.

Organising in 2021 was focused on urgent issue-based campaigns, in addition to Vaccine For All we launched an Abolish Reporting campaign in partnership with These Walls Must Fall. We led advocacy efforts on Reporting Conditions that continued to be imposed on more than 100,000 people around the country. Initially, we brought together a coalition of 46 partners and were able to convince the Home Office to suspend reporting, but sadly it has resumed in the second lockdown.

We also did work on emergency accommodation and gathered evidence from people in the accommodation for the Independent Chief Inspector for Borders and Immigration. This work emerged from our **Community Programme**, through which we provided direct aid, including clothing, food, digital devices, and connectivity to individuals in need.

We were also commissioned by the GLA to deliver support to people in emergency accommodation in hotels in London, focusing on those with trauma and mental health issues.

In 2020 we registered at OISC level 3 to provide immigration advice and have increased our advice capacity. Thanks to additional funding to employ two caseworkers and a part-time Grant's Manager. This is in addition to 11 emergency grants for direct aid for destitute and people in emergency accommodation in London.

In our direct casework, we supported more members in 2020 than in 2019. In 2020:

- 54% of our members were asylum seekers, compared to 46% in 2019.
- Our members have 77 different nationalities (compared to 71 in 2019).
- We received more referrals from mental health teams /NHS which tend to be more complex and require substantial casework, which takes much longer online.
- In total, the Community Programme worked with 583 people in 2020 compared to 520 in 2019 (dependents not included).

We are working with EU citizens in the UK on challenges they are experiencing as a result of Brexit, namely inadequate registration systems and lack of documentation, now preventing many of them from working or accessing services. With the Public Law Project, we are part of strategic litigation on behalf of 7,000 EU Citizens with dementia whose interests and lack of mental capacity have not been looked after by a digital-only settlement registration scheme.

To manage isolation, we continued our mentoring programme online: more than 50 volunteers are providing welfare checks for the most vulnerable people and organising around 25 group activities over Zoom.

Our members spoke out and shared their stories in blogs . They also channeled their experiences of exile and lockdown into poetry and published a book of poetry by people with lived experiences entitled Migrant Writes.

We have spoken at numerous online meetings by our existing partners, faith groups, academic events such as Princeton University Migration Lab Symposium, trade union meetings, arts coalitions such as What Next? Arts Coalition of 500 arts institutions.

We strengthened existing partnerships and developed new partnerships such as with These Walls Must Fall and London Churches Refugee Fund and Church Times. We have helped secure emergency funding for 10 grassroots organisations and held funding for three organisations that did not yet have charitable status.

The Women On the Move Awards event was held on the 6th March 2020 at the Royal Festival Hall during the WoW Festival, attended by 450 people, but we decided not to hold 2021 online during the pandemic. Instead, we supported three of our members to take part in IOM's event celebration of International Women's Day 20201.

The three Welcome Committees with whom we work focused on mutual aid and direct support as the Community Sponsorship scheme was suspended during the pandemic, demonstrating the importance of grassroots welcome.

We maintained a good working relationship with immigrant organising coalitions in the US via National Partnership for New Americans and Transnational Migration Democracy Dialogue and took part in National Immigrant integration Convening 2020 online, learning from their experiences with the new administration.

Finally, In March 2021 we re-launched the Promote the Migrant Vote drive for the local and Mayoral elections in May 2021 and supported our members to take part in Census 2021, both campaigns are increasing participation and visibility in democratic processes.

As our work moved online, we developed Digital Safeguarding Policy and updated all other policies to provide for an effective and safe working environment for staff, volunteers, and members.

Although we have always paid all our staff the Living Wage, in 2020 we become accredited members of the Living Wage Foundation.

Future Plans

The external environment represents a significant challenge and will continue to do so for a foreseeable future. The pandemic and the lockdown as well Brexit have induced the rise in hate attacks on many of the people we work with but has also galvanised leaders into action. Small concessions were extracted from the government on immigration detention and reporting, and we succeeded in getting some local authorities to provide support to

people who have No Recourse to Public Funds. In addition to the impact on health and mental health, economic hardship is affecting many people around the country, and despite 1.3 million people leaving the country in 2020, we are seeing an increase in negative discourse playing out in the public debate.

In terms of the impact, the pandemic forced us to reinvent our work to meet the new needs and still pursue a long-term strategic agenda such as development of grassroots leaders' ability, confidence and skills for democratic participation. The external environment changed very quickly and very dramatically, and as a team of organisers, advisors, as well as community leaders, we have shown focus, leadership, resilience, empathy, and experienced solidarity and support from all our funders, allies, supporters and volunteers. For that we are very grateful. We are also incredibly grateful for the support from new funders who enabled us to respond to urgent needs of our members.

As difficult as it may be, our assessment is that it is important to keep the focus on long-term systemic change, which requires us to build strong leadership and strong alliances and relationships, therefore, we are working on manageable building blocks of the movement and developing series of training webinars and other support that community leaders need to survive the pandemic and sustain their wellbeing for the work ahead.

Volunteering at Migrants Organise Ltd

The work our volunteers do is vital to the success of Migrants Organise. Volunteers support our various projects and provide support for our members and our staff by giving their time and sharing their expertise. When needed, they also host refugees and migrants in their homes and raise much needed funds for our hardship fund to support destitute people. Volunteers are our champions and our ambassadors; they are the heart and soul of Migrants Organise. We are particularly appreciative in a year when many volunteers have also had their own personal challenges and problems to deal with as a result of Covid-19 and we have run additional training sessions and developed resources to support them. Our volunteers last year were:

1. Abi Lampkin
2. Ahmad Abu Dahech
3. Ahimza Thirunavukarasu
4. Aisling Emma Watton
5. Ajay Thakuri
6. Aleksandar Djurasinovic
7. Alex Cisneros
8. Alexander Adams
9. Allison Schoner
10. Allison Smith
11. Amna Qureshi
12. Amy Ruth Childs
13. Ana Babic
14. Andy Butcher
15. Anne-France van de Put
16. Beth Jones
17. Carmen Caruso
18. Catherine Arnolds
19. Cecilia Bittner
20. Chana Rose Hale
21. Chinyere Ogbue
22. Chris Thomas
23. Coral Amiga
24. Darcy Gleeson
25. Duncan Grimes
26. Electra Simon
27. Ella Chisholm
28. Emma Bulmer
29. Emma Zürcher
30. Erdal Dincer
31. Frances Shaw
54. Liz Mason
55. Louise Arzur
56. Louise Duquenne
57. Lucy Shuttleworth
58. Lynn King
59. Maciej Bugala
60. Madeleine Cowley
61. Maria Wardale
62. Marie Kadouri
63. Marzena Zukowska
64. Megan Hector
65. Michael Crompton
66. Michele Klerx
67. Mohammed Mansaray
68. Mulugeta Fikadu
69. Nanou Thassinda
70. Naomi Blackwell
71. Nasrin Warsame
72. Natasha Spiers
73. Nathan D Ndlovu
74. Nicholas Kyprios
75. Niloofar Rafiei
76. Nosheena Javaid
77. Nourane Clostre
78. Oliver Persey
79. Onome Ugbeye
80. Pippa Brown
81. Priscilla Okoye
82. Ranem Shtiwi
83. Rebecca Hirst
84. Rena Multaputri

33. Gemma Edom
34. Genevieve Wheeler
35. Graham Peebles
36. Hannah McHugh
37. Hermanpreet Kaur
38. Imogen Edge-Partington
39. Isabel Buchanan
40. Jade Nester Gray
41. James Gillespie
42. Janis Jaffa
43. Jeffery Samuelson
44. Jenny Daly
45. Jess Meyer
46. Kathy Galashan
47. Katy Robinson
48. Karolina Krzystek-De Ranter
49. Kezia Pearce
50. Laura Stretz
51. Loraine Masiya Mponela
52. Lara ten Canten
53. Linh Nguyen
86. Rosemary Hardy
87. Sangeeta Bhagawati
88. Sara El Sheekh
89. Shahd Mousalli
90. Simon Loveday
91. Simbarashe Mujakachi
92. Sindbad Iksel
93. Steven Cooney
94. Susanna Gretz
95. Tessa van Gelderen
96. Theo Lester
97. Thirukkumaran Jeyaseelan
98. Toufiq Abhir
99. Udit Mahalingam
100. Uta Hope
101. Varsha Jagaesham
102. Waleed Ali
103. Wendy Pettifer
104. Will Ashon
105. Yasmin Hafesji

Collaborators

We would also like to thank the following for their specialist skills and contribution to our work and special projects:

Anvita Madan-Bahel
Bochra Lazizi
Indre Gimžiūnaitė
Jennifer Blair
Kat Lewis
Luzmira Zerpa
Mary Raphaely
Paloma Sanchez-Barrocal
Rachel Hackler
Suzie Bovell
Rada Lewis
Sarah Joynt-Bowe

Financial Review

The Charity's income was £998,830 in the year ended 31 March 2021 compared to £812,905 in the year ended 31 March 2020. The total expenditure amounted to £764,057 in the year ended to 31 March 2021 compared to £599,231 in the year ended 31 March 2020.

Migrants Organise Ltd ended the 2020/2021 financial year with a fund balance carried forward of £309,023 in general unrestricted funds. The Charity's reserves policy is to maintain unrestricted reserves to cover three months' operating expenditure. Based on the 2020/2021 expenditure, the target reserves are £191,014. As of 31 March 2021, £118,009 of these unrestricted funds have been designated for the 2021/22 budget.

The full Statement of Financial Activities is set out on page 15 of these accounts.

Reserves Policy

The organisation's current reserves policy is simply to maintain sufficient cash flow for known commitments and to:

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors, and commitments under leases
- Meet unexpected costs such as the breakdown of equipment, of building costs, staff cover in case of illness, maternity leave, parental leave and legal costs defending the Charity's interests
- Ensure that the organisation can continue to provide appropriate services to those who need them. Within this context, to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by a financial crisis and to provide working capital when funding is paid in arrears.

Acknowledgements

We are extremely grateful to all the funders who supported our work, many of whom provided additional support that enabled us to respond quickly and flexibly to emerging priorities and needs during this unprecedented and extraordinary year.

A B Charitable Trust; The Adrian Swire Charitable Trust; Allen and Overy Foundation; Barrow Cadbury Trust - COVID-19 Support Fund; The Blue Thread; The Bromley Trust; CAF Resilience Fund; City Bridge Trust; Crisis UK; Esmée Fairbairn Foundation; Garden Court Chambers; Greater London Authority; John Ellerman Foundation; The Joseph Rowntree Charitable Trust; The Kensington and Chelsea Foundation; Lantern Projects (USA); The Leigh Trust, London Catalyst; Lloyds Bank Foundation; London Churches Refugee Fund; Miriam Frankel Revocable Trust; Migration Exchange; Mind - Coronavirus Mental Health Response Fund; The National Lottery Community Fund; Open Society Foundations; Paul Hamlyn Foundation; People's Postcode Trust; The Rayne Foundation; Royal Borough of Kensington and Chelsea; Royal Borough of Kensington and Chelsea (Public Health); The Souter Charitable Trust; Thrive LDN; Trust for London; Unbound Philanthropy and Westway Trust.

We also received invaluable support from a number of trusts that provide specific grants for individuals facing hardship and from many individuals through regular and one-off giving as well as through our crowdfunding appeals that have supported access to food, clothing, accommodation and digital connectivity during the pandemic and lockdown.

Finally, huge thanks to all our individual donors who supported our public appeals. All your donations are used for direct hardship support for people who needed the most. Thank you!

Staff Team

1. Akram Salhab, Advocacy and Campaigns Officer
2. Aliya Yule, Access to Healthcare Organiser
3. Bethan Evans, Caseworker (from June 2020)
4. Brian Dikoff, Legal Organiser
5. Erica Lang, Grants Manager (from October 2020)
6. Ffion Wyn Evans, Communications Organiser
7. Francesca Valerio, Community Programme Director
8. Heike Langbein, Advice and Training Manager
9. Maymuna Osman, Migrant Organiser, National
10. Micol Carmignani, Office Manager
11. Sarli Nana, Migrant Organiser, Yorkshire and Humber
12. Zrinka Bralo, Chief Executive

Investment Policy and Performance

At the present time the trustees' policy is to maintain all such monies on deposits earning a market rate of interest.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgments and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

There is no relevant information of which the independent Accountant is unaware; and
The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the Accountant is aware of that information.

AUDITOR

A resolution to reappoint Arnold Hill & Co LLP as the Charity's Independent Auditor's will be proposed at the Annual General Meeting.

APPROVAL

This report was approved by the Board of Trustees on ……June 28, 2021……and signed on its behalf by



Roz Pendlebury
Chairperson



Kyle Sawhney
Treasurer

Roz + Kyle

Migrants Organise Ltd

Independent Auditor's Report to the Trustees of Migrants Organise Ltd

Opinion

We have audited the financial statements of Migrants Organise Ltd (the 'Charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

The scope our audit has been limited to a consideration of the following:

- Opening balances as at 1 April 2020;
- Closing balances as at 31 March 2021; and
- Profit and loss for the year ending 31 March 2021.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charities ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

The rapid and fluid development of the COVID-19 virus and its impact on the global economy and businesses around the world (as explained in note 2 to the financial statements), indicate the existence of uncertainty which may cast doubt about the Charity's ability to continue as a going concern. The financial statements do not include the adjustments that would result if the charitable company was unable to continue as a going concern.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

S. Clegg

.....

Stephanie Clegg,
Arnold Hill & Co LLP
Chartered Accountants and Registered Auditors
Craven House
16 Northumberland Avenue
London
WC2N 5AP

Date: 30/07/21

Migrants Organise Ltd

Statement of Financial Activities for the Year Ended 31 March 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	4	40,421	9,697	50,118	40,297
Charitable activities	5	179,000	758,917	937,917	760,171
Other activities	6	20	10,775	10,795	12,437
Total income		219,441	779,389	998,830	812,905
Expenditure on:					
Raising funds		-	11,981	11,981	17,276
Charitable activities	7	41,674	710,402	752,076	581,955
Total expenditure		41,674	722,383	764,057	599,231
Net income		177,767	57,006	234,773	213,674
Transfers between funds		17,956	(17,956)	-	-
Reconciliation of funds					
Total funds brought forward		113,300	381,504	494,804	281,130
Total funds carried forward	17	309,023	420,554	729,577	494,804

All of the Charity's activities derive from continuing operations during the above two periods and there are no recognised gains and losses other than those shown above in the statement of financial activities.

The accompanying notes form part of these financial statements.

Migrants Organise Ltd

(Registration number: 03673737)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	14	3,873	1,583
Current assets			
Debtors	15	13,747	15,317
Cash at bank and in hand		753,372	490,049
		767,119	505,366
Creditors: Amounts falling due within one year	16	(41,415)	(12,145)
Net current assets		725,704	493,221
Net assets		729,577	494,804
Restricted funds		420,554	381,504
Unrestricted income funds			
General funds		191,014	113,300
Designated funds		118,009	-
		309,023	113,300
Total funds	17	729,577	494,804

The Trustees' responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the Charity as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Charity. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 15 to 27 were approved by the trustees, and authorised for issue on 28/06/21..... and signed on their behalf by:

.....
Roz Pendlebury
Chairperson

The accompanying notes form part of these financial statements.

Migrants Organise Ltd

Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash income		234,773	213,674
Adjustments to cash flows from non-cash items			
Depreciation	14	1,557	1,083
		236,330	214,757
Working capital adjustments			
(Increase)/decrease in debtors	15	1,570	(15,317)
Increase/(decrease) in creditors	16	29,270	(2,192)
Net cash flows from operating activities		267,170	197,248
Cash flows from investing activities			
Purchase of tangible fixed assets	14	(3,847)	(999)
Net cash flows from investing activities		(3,847)	(999)
Net increase in cash and cash equivalents		263,323	196,249
Cash and cash equivalents at 1 April		490,049	293,800
Cash and cash equivalents at 31 March		753,372	490,049
Reconciliation of net cash flow to movement in net funds			
Increase in cash		263,323	196,249
Net funds at 1 April 2020		490,049	293,800
Net funds at 31 March 2021		753,372	490,049

All of the cash flows are derived from continuing operations during the above two periods.

Migrants Organise Ltd

Notes to the Financial Statements for the Year Ended 31 March 2021

1. Charity status

The Charity is limited by guarantee, incorporated in the United Kingdom, and consequently does not have share capital. Each of the Trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation. The address of its registered office is: 2 Thorpe Close, London, W10 5XL.

2. Accounting policies

2.1 Basis of preparation

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

2.2 Going concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to monitor the impact of COVID-19 and potential implications on future operations. The Trustees have undertaken a number of scenario projections to understand the potential impact on the Charity and remain satisfied that the Charity is able to meet its liabilities as they fall due over the next 12 months. Thus, it has adopted the going concern basis in preparing the annual financial statements.

2.3 Income

Unrestricted income funds are general funds that are available for use at the Trustees' discretion in furtherance of the objectives of the Charity. Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

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.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources. Overheads and other salaries are allocated between the expense headings on the basis of head count. Liabilities are recognised when there is a legal or constructive obligation committing the Charity to the expenditure. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and are allocated on the basis of staff cost. Governance costs which form part of Support costs and are those incurred in connection with enabling the Charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

2.5 Raising funds

Costs of raising funds comprise of costs associated to the fundraising events which the charity carries out. This includes access to fund raising resources and any professionals hired for these purposes.

2.6 Fixed assets

Fixed assets are included at cost less accumulated depreciation. Depreciation is provided using the following rates and bases to reduce by annual installments the cost, less estimated residual values, of tangible assets over their estimated useful lives as follows:

Computer equipment – 25% on straight line basis

Depreciation of an asset begins when it is available for use. Fixed assets are reviewed for impairment each year.

2.7 Financial instruments

The Charity makes use of only basic financial instruments which are initially recognised at transaction value and subsequently measured at settlement value. Financial instruments held by the entity comprise debtors, creditors and cash.

2.8 Judgements and key sources of estimation uncertainty

In the opinion of the Trustees there are no significant estimates or judgements included within the financial statements.

3. Summary of income from grant providers received during the year

	Unrestricted grants £	Restricted grants £
A B Charitable Trust	20,000	-
The Adrian Swire Charitable Trust	20,000	-
Barrow Cadbury Trust	-	19,900
The Bromley Trust	-	15,000
Charities Aid Foundation (CAF)	-	16,800
City Bridge Trust	-	92,025
Esmée Fairbairn Foundation	129,000	-
Greater London Authority	-	22,500
John Ellerman Foundation	-	35,000
The Joseph Rowntree Charitable Trust	-	44,803
The Kensington & Chelsea Foundation	-	27,000
Lloyds Bank Foundation	-	38,300
Migration Exchange	-	40,000
MIND - Coronavirus Mental Health Response Fund	-	18,000
The National Lottery Community Fund	-	91,438
The Open Society Foundation	-	59,381
Paul Hamlyn Foundation	-	57,610
People's Postcode Trust	-	15,000
Royal Borough of Kensington & Chelsea	-	73,679
Royal Borough of Kensington & Chelsea (Public Health)	-	27,500
Trust for London	-	33,500

The above lists all grant income received during the year that accumulated to over £5,000.

4. Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2020 £*
Donations from individuals	40,421	9,697	50,118	*23,600*	*16,697*	*40,297*
	40,421	9,697	50,118	*23,600*	*16,697*	*40,297*

5. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2020 £*
Community Programme	45,000	329,031	374,031	*20,000*	*198,244*	*218,244*
Organisational Infrastructure	80,000	275,393	355,393	*50,000*	*248,223*	*298,223*
Women On the Move Awards	-	-	-	-	*16,000*	*16,000*
Migrant Organising	54,000	154,493	208,493	-	*227,704*	*227,704*
	179,000	758,917	937,917	*70,000*	*690,171*	*760,171*

6. Income from other activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2020 £*
Property rental income	20	-	20	*3,270*	-	*3,270*
Refunds and other income	-	10,775	10,775	-	*9,167*	*9,167*
	20	10,775	10,795	*3,270*	*9,167*	*12,437*

7. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	*Unrestricted funds £*	*Restricted funds £*	*Total 2020 £*
Community Programme	5,528	286,012	291,540	*28,563*	*156,801*	*185,364*
Organisational Infrastructure	29,732	282,619	312,351	*6,162*	*206,545*	*212,707*
Refugees Welcome/Community Sponsorship	-	2,150	2,150	-	*450*	*450*
Women On the Move Awards	-	2,742	2,742	-	*17,951*	*17,951*
Migrant Organising	6,414	136,879	143,293	-	*165,483*	*165,483*
note 8	41,674	710,402	752,076	*34,725*	*547,230*	*581,955*

8. Analysis of support costs

	Unrestricted funds	Restricted funds	Total 2021	*Unrestricted funds*	*Restricted funds*	*Total 2020*
	£	£	£	*£*	*£*	*£*
Staff costs	12,059	289,113	301,172	*11,000*	*253,350*	*264,350*
Direct costs	29,615	164,337	193,952	*23,725*	*132,545*	*156,270*
Support costs (**note 9**)	-	256,952	256,952	-	*161,335*	*161,335*
	41,674	710,402	752,076	*34,725*	*547,230*	*581,955*

9. Analysis of support costs allocated to charitable activities

	Programme costs	Administrative costs	Total 2021
	£	£	£
Staff costs	156,018	-	156,018
Governance costs	-	10,758	10,758
Office expenses	-	76,734	76,734
Other operational expenses	-	13,442	13,442
	156,018	100,934	256,952

	Programme costs	*Administrative costs*	*Total 2020*
	£	*£*	*£*
Staff costs	*101,174*	-	*101,174*
Governance costs	-	*6,606*	*6,606*
Office expenses	-	*52,366*	*52,366*
Other operational expenses	-	*1,189*	*1,189*
	101,174	*60,161*	*161,335*

10. Auditor's remuneration

During the year, a total of £3,500 (2020: £nil) was payable to the auditors in relation to the audit services this year.

11. Trustees' remuneration and benefits

During the year, no Trustees received any remuneration (2020: Nil), benefits in kind (2020: Nil) or reimbursements of expenses (2020: Nil) in their roles as Trustees.

12. Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2021	*2020*
	£	£
Aggregate compensation	120,588	*110,001*

13. Staff costs

	2021	*2020*
	£	*£*
Wages and salaries	400,735	*329,512*
Social security costs	42,492	*25,886*
Pension costs	13,963	*10,126*
	457,190	*365,524*

The average number of full-time equivalent employees during the year was as follows:

	2021	*2020*
	11	*11*

One employee (2020: 1) had emoluments in the band £60,000-£69,999 in the current reporting period.

14. Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2020	4,332	4,332
Additions	3,847	3,847
At 31 March 2021	8,179	8,179
Depreciation		
At 1 April 2020	2,749	2,749
Charge for the year	1,557	1,557
At 31 March 2021	4,306	4,306
Net book value		
At 31 March 2021	3,873	3,873
At 31 March 2020	1,583	1,583

15. Debtors

	2021 £	*2020 £*
Prepayments	-	*1,567*
Accrued income	13,747	*13,750*
	13,747	*15,317*

16. Creditors: amounts falling due within one year

	2021	*2020*
	£	*£*
Trade creditors and accruals	27,266	*7,022*
Social security and other taxes	14,149	*5,123*
	41,415	*12,145*

17. Funds

	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Unrestricted funds	113,300	219,441	(41,674)	17,956	309,023
Restricted funds	381,504	779,389	(722,383)	(17,956)	420,554
Total funds	494,804	998,830	(764,057)	-	729,577

	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Unrestricted funds					
General funds	113,300	101,432	(41,674)	17,956	191,014
Designated funds	-	118,009	-	-	118,009
Total unrestricted funds	113,300	219,441	(41,674)	17,956	309,023
Restricted funds					
Migrant Organising	90,283	154,493	(136,879)	(9,636)	98,261
Community Programme	98,368	340,224	(297,993)	(2,520)	138,079
Organisational Infrastructure	138,953	284,572	(282,619)	(5,800)	135,106
Refugees Welcome / Community Sponsorship	49,618	100	(2,150)	-	47,568
Women On the Move Awards	4,282	-	(2,742)	-	1,540
Total restricted funds	381,504	779,389	(722,383)	(17,956)	420,554
Total funds	494,804	998,830	(764,057)	-	729,577

17. Funds (Continued)

£17,956 of restricted income in the year was approved to be allocated to unrestricted funds by grant providers as part of annual budget submissions, in order to fund ongoing governance and support costs.

18. Analysis of net assets between funds

	Unrestricted funds	**Restricted funds**	**Total 2021**	*Unrestricted funds*	*Restricted funds*	*Total 2020*
	£	**£**	**£**	*£*	*£*	*£*
Tangible fixed assets	3,873	-	3,873	*1,583*	-	*1,583*
Current assets	346,565	420,554	767,119	*123,862*	*381,504*	*505,366*
Current liabilities	(41,415)	-	(41,415)	*(12,145)*	-	*(12,145)*
Total net assets	309,023	420,554	729,577	*113,300*	*381,504*	*494,804*

19. Related party transactions

There were no related party transactions in the year or previous year.

20. Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

21. Lease commitments

The groups minimum operating lease payments are as follows:

	2021	***2020***
	£	***£***
Within one year	14,300	*14,300*
Between one and five years	10,304	*24,604*
	24,604	*38,904*

22. VAT

The Charity is not registered for VAT, therefore all costs are inclusive of VAT that cannot be recovered.

23. Pension scheme

The Charity operates a defined Contribution Pension Scheme for its employees. The pension costs charged in the financial statements represent the contribution payable by the Charity during the year.

24. Comparative statement of financial activities (SOFA) (2020)

	Unrestricted funds	Restricted funds	Total 2020
	£	£	£
Income and Endowments from:			
Donations and legacies	*23,600*	*16,697*	*40,297*
Charitable activities	*70,000*	*690,171*	*760,171*
Other trading activities	*3,270*	*9,167*	*12,437*
Total Income	*96,870*	*716,035*	*812,905*
Expenditure on:			
Raising funds	-	*17,276*	*17,276*
Charitable activities	*34,725*	*547,230*	*581,955*
Total expenditure	*34,725*	*564,506*	*599,231*
Net income	*62,145*	*151,529*	*213,674*
Transfer between funds	*(32,551)*	*32,551*	-
Reconciliation of funds			
Total funds brought forward	*83,706*	*197,424*	*281,130*
Total funds carried forward	*113,300*	*381,504*	*494,804*

25. Analysis of changes in net funds

The Charity had no debt during the year.