

Migrants Organise Limited

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 30<sup>th</sup> 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.

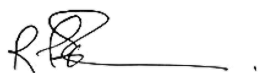
**Migrants Organise Ltd Trustees' Report (Continued)**  
**For The Year Ended 31 March 2023**

**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 27<sup>th</sup> 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)**

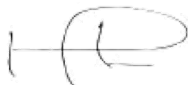
**For The Year Ended 31 March 2023**

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](http://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: 27<sup>th</sup> July 2023

## Migrants Organise Limited

**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 £
<b>Income and Endowments from:</b>					
Donations and legacies	4	35,764	20,731	<b>56,495</b>	92,197
Charitable activities	5	50,000	937,136	<b>987,136</b>	844,368
Other activities	6	-	12,822	<b>12,822</b>	32,767
<hr/>					
Total income		85,764	970,689	<b>1,056,453</b>	969,332
<b>Expenditure on:</b>					
Raising funds		-	24,691	<b>24,691</b>	23,603
Charitable activities	7	85,764	880,331	<b>966,095</b>	865,568
<hr/>					
Total expenditure		85,764	905,022	<b>990,786</b>	889,171
<hr/>					
Net income before transfers		-	65,667	<b>65,667</b>	80,161
Transfers between funds		(14,964)	14,964	-	-
<hr/>					
Net income after transfers		(14,964)	80,631	<b>65,667</b>	80,161
<hr/>					
Total funds brought forward		360,733	449,005	<b>809,738</b>	729,577
<hr/>					
Total funds carried forward	17	345,769,	529,636	<b>875,405</b>	809,738

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

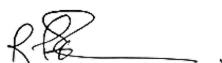
Migrants Organise Limited

**Balance Sheet as at 31 March 2023**

	<b>Note</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Fixed assets</b>			
Tangible assets	14	<b>5,674</b>	2,904
<b>Current assets</b>			
Debtors	15	<b>5,417</b>	10,140
Cash at bank and in hand		<b>876,120</b>	831,869
		<b>881,537</b>	842,009
<b>Creditors: Amounts falling due within one year</b>	16	<b>(11,806)</b>	(35,175)
<b>Net current assets</b>		<b>869,731</b>	806,834
<b>Net assets</b>		<b>875,405</b>	809,738
<b>Restricted funds</b>		<b>529,636</b>	449,005
<b>Unrestricted funds</b>			
General funds		<b>285,479</b>	270,479
Designated funds		<b>60,290</b>	90,254
<b>Total unrestricted funds</b>		<b>345,769</b>	360,733
<b>Total funds</b>	17	<b>875,405</b>	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 27<sup>th</sup> 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**

	<b>Note</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Cash flows from operating activities</b>			
Net cash income		<b>65,667</b>	80,162
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation	14	<b>1,989</b>	969
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	15	<b>4,723</b>	3,607
Increase/(decrease) in creditors	16	<b>(23,369)</b>	(6,240)
Net cash flows from operating activities		<b>49,010</b>	78,497
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	14	<b>(4,758)</b>	-
Net cash flows from investing activities		-	-
Net increase in cash and cash equivalents		<b>44,251</b>	78,497
Cash and cash equivalents at 1 April		<b>831,869</b>	753,372
Cash and cash equivalents at 31 March		<b>876,120</b>	831,869
<b>Reconciliation of net cash flow to movement in net funds</b>			
Increase in cash		<b>44,251</b>	78,497
Net funds at 1 April 2022		<b>831,869</b>	753,372
Net funds at 31 March 2023		<b>876,120</b>	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 27<sup>th</sup> 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**

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

**5 Income from charitable activities**

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

**Notes to the Financial Statements (Continued)****For the Year Ended 31 March 2023****6 Income from other activities**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Refund and other income	-	12,822	<b>12,822</b>	32,767
	-	12,822	<b>12,822</b>	32,767

**7 Expenditure on charitable activities**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Community Programme	35,764	359,732	<b>395,496</b>	291,018
Organisational Infrastructure	50,000	180,358	<b>230,358</b>	282,394
Migrant Organising	-	274,865	<b>274,865</b>	281,821
RW Amnesty	-	-	-	29,378
RW RBKC	-	13,235	<b>13,235</b>	4,560
Capacity Building	-	51,896	<b>51,896</b>	-
	85,764	880,086	<b>965,850</b>	889,171

**8 Analysis of support costs**

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



**Notes to the Financial Statements (Continued)****For the Year Ended 31 March 2023****9 Analysis of support costs allocated to charitable activities**

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

	<i>Programme costs £</i>	<i>Administrative costs £</i>	<i>Total 2022 £</i>
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
	<b>93,481</b>	<b>94,830</b>	<b>188,311</b>

**10 Auditors Remuneration**

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

	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Audit remuneration – audit services	<b>4,800</b>	4,800
– other services	-	-
	<b>4,800</b>	<b>4,800</b>

**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:

	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Aggregate compensation	<b>173,500</b>	<i>162,504</i>
	<b>173,500</b>	<i>162,504</i>

**13 Staff costs**

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

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

	<b>2023</b>	<i>2022</i>
Charitable activities and support	<b>12</b>	<i>12</i>
	<b>12</b>	<i>12</i>

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**

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

**Notes to the Financial Statements (Continued)**

**For the Year Ended 31 March 2023**

**15 Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accrued income	-	10,140
Other debtors	<b>5,417</b>	-
	<hr/> <b>5,417</b>	<hr/> <b>10,140</b>

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

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

**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 £
<b>Unrestricted funds</b>					
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	-	-
<b>Total unrestricted funds</b>	<b>360,733</b>	<b>85,764</b>	<b>85,764</b>	<b>(14,964)</b>	<b>345,769</b>
<b>Restricted funds</b>					
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	-	-
<b>Total restricted funds</b>	<b>449,005</b>	<b>970,689</b>	<b>905,022</b>	<b>14,964</b>	<b>529,636</b>
<b>Total funds</b>	<b>809,738</b>	<b>1,056,453</b>	<b>990,786</b>	<b>-</b>	<b>875,405</b>

**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**

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

**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:

	<b>2023 £</b>	<b>2022 £</b>
Within one year	-	10,304
Between one and five years	-	-
	<b>-</b>	<b>10,304</b>

**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)**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>Total 2022</i> £
<b>Income and endowments from:</b>			
Donations and legacies	73,164	19,033	92,197
Charitable activities	107,384	736,984	844,368
Other activities	-	32,767	32,767
<b>Total income</b>	<b>180,548</b>	<b>788,784</b>	<b>969,332</b>
<b>Expenditure on:</b>			
Raising funds	-	23,603	23,603
Charitable activities	140,838	724,730	865,568
<b>Total expenditure</b>	<b>140,838</b>	<b>748,333</b>	<b>889,171</b>
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
<b>Reconciliation of funds</b>			
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.