

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

Migrants Organise Limited

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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

Oracle 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.

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

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.

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

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.

Report (Continued)
For The Year Ended 31 March 2024

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](#).

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

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.

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

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.

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

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.

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

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.

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

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.

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

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.

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

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.

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

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.

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

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.

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

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 conversations 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.

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

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.

<i>Advice Category</i>	<i>Number of Case Outcomes</i>
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 £1,148,348 in 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:

A handwritten signature in black ink, appearing to read 'Roz Pendlebury', followed by a period.

Roz Pendlebury
Chair

A handwritten signature in black ink, appearing to read 'Kyle Sawhney'.

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
<hr/>					
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
<hr/>					
Total expenditure	8	141,769	1,006,579	1,148,348	990,786
<hr/>					
Net (expenditure)/income before transfers	10	(63,690)	(152,725)	(216,415)	65,667
Transfers between funds		-	-	-	-
<hr/>					
Net (expenditure)/income after transfers		(63,690)	(152,725)	(216,415)	65,667
<hr/>					
Total funds brought forward		345,769	529,636	875,405	809,738
<hr/>					
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.

Migrants Organise Limited

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 £	<i>Total</i> 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 £	<i>Total</i> 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:

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

10 Net (expenditure)/income

This is stated after charging the following:

	Total 2024 £	<i>Total 2023 £</i>
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 £	<i>Total 2023 £</i>
Aggregate compensation	173,500	<i>173,500</i>
	173,500	<i>173,500</i>

13 Staff costs

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

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

	2024	<i>2023</i>
Charitable activities and support	15	<i>12</i>
	15	<i>12</i>

The following employees received remuneration during the year between:

	2024	<i>2023</i>
60,000 – 69,999	-	<i>1</i>
70,000 – 79,999	2	<i>1</i>
80,000 – 89,999	-	<i>-</i>
	2	<i>2</i>

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	<u>6,928</u>	<u>6,928</u>
Depreciation		
At 1 April 2023	1,254	1,254
Charge for the year	2,798	2,798
At 31 March 2024	<u>4,052</u>	<u>4,052</u>
Net book value		
At 31 March 2024	2,876	2,876
At 31 March 2023	<u>5,674</u>	<u>5,674</u>

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

15 Debtors

	2024	2023
	£	£
Accrued income	-	-
Other debtors	-	5,417
	<hr/>	<hr/>
	-	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
	<hr/>	<hr/>
	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 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>Total 2023 £</i>
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)

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>Total</i> <i>2023</i> £
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.