

Company registration number: 03673737

Charity registration number: 1077116

# Migrants Organise Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

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

# **Migrants Organise Limited**

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## **Migrants Organise Limited**

### **Reference and Administrative Details**

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

# **Migrants Organise Limited**

## **Trustees' Report**

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

### **Objectives and activities**

#### ***Objects and aims***

The objects for which the Company is established are:

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

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

#### ***Objectives, strategies and activities***

#### ***Public benefit***

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

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

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

# **Migrants Organise Limited**

## **Trustees' Report (continued)**

### **Migrants Organise Ltd Vision and Mission**

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

Migrants Organise mission is to create a platform with migrants and refugees, and supporters to act for dignity and justice for all.

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

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

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

Build common ground in our communities, organise and mobilise, and work in solidarity on the local and national level, tackling diverse and multiple issues of concern.

Grow our power by sharing knowledge and resources and working together to build a coherent, organised, inclusive and strategic movement for change. We mentor, train, and develop leadership and platform migrants and refugees in a meaningful and dignified manner. Speak out and disrupt the normalisation of dehumanising narratives and policies by opening spaces for a new narrative and lived experience. We advocate, advise, welcome and celebrate. Our communities are people seeking asylum, refugees, resettlement programme refugees, EU migrants, under-documented people, migrant students, migrant workers, settled minority communities, supporters and allies.

### **ACTIVITIES AND ACHIEVEMENTS in 2024/2025**

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

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

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

However, it was also a year marked by growth, reflection, and a focus on strengthening the structures needed to weather continued uncertainty and fortify our communities’ resilience.

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

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

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

## Migrants Organise Limited

### Trustees' Report (continued)

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

These are the highlights of our new developments:

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

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

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

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

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

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

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

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

## Migrants Organise Limited

### Trustees' Report (continued)

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

## 2. Policy Reports and Evidence-Based Advocacy

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

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

**2.3. Abolish Reporting Campaign.** Following the far-right violence of August 2024, Migrants Organise mobilised 137 organisations to call for the suspension of reporting requirements imposed on migrants without leave to remain. These reporting conditions, often requiring regular in-person visits to Home Office reporting centres, were described by members as a source of acute stress, fear, and logistical hardship.

Evidence submitted to the Independent Chief Inspector of Borders and Immigration (ICIBI) focused on the mental health toll and practical barriers that accompany mandatory reporting. Migrants without recourse to public funds often struggle to afford transport to reporting centres. Though reimbursements are technically available, many are unaware or unable to access this support. More worryingly, reporting appointments sometimes act as gateways to further questioning or detention. Testimonies included in the submission describe the trauma and uncertainty caused by these practices, which often discourage compliance rather than support it.

**2.4. Creative and Community** Research-Migrants Organise continued to document and share our members' creative and community-building work, utilising the “Migrants Organise Creates” platform and hosting exhibitions that explored themes of resilience, freedom, and hope. Weekly workshops, attended by over 200 people, provided a space for reflection and expression, particularly important for those experiencing isolation, destitution, or trauma. Exhibitions and online showcases featured work that explored themes of resilience, memory, freedom, and belonging. For many participants, these sessions offered more than an artistic outlet, they provided moments of connection, dignity, and emotional relief in what were otherwise extremely difficult circumstances.

## Migrants Organise Limited

### Trustees' Report (continued)

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

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

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

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

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

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

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

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

To probe further, we asked all 33 local authorities in London two simple questions:

How many individuals are currently being supported under the Care Act by social services?

Of those, how many have NRPF, and how many are seeking asylum?

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

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

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

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



# **Migrants Organise Limited**

## **Trustees' Report (continued)**

### **3. Training & Events**

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

### **3.2. Organising4Power (O4P)**

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

### **3.3. Stand Up! Speak Out!**

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

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

### **3.4. “Resisting Borders and Technologies of Violence”**

In partnership with Books Against Borders and Haymarket Books, Migrants Organise ran a five-week reading group in 2024 focused on the emerging role of digital technologies in border enforcement. The series brought together 30 organisers to study how surveillance tools—such as facial recognition, immigrant databases, digital IDs, and electronic monitoring—are being used to expand the state's power over migrants.

The discussions were grounded in critical scholarship and frontline experience, aimed at supporting organisers to understand and resist the expansion of digital border regimes. This initiative formed part of Migrants Organise's wider political education work. More details can be found [here](#).

### **3.5. Organising and Mobilising Training**

Through the Solidarity Knows No Borders community, Migrants Organise co-delivered 22 organising sessions last year on key aspects of community organising. The sessions focused on building skills in movement strategy, campaign planning, and grassroots mobilisation, with a particular emphasis on migrant justice.

We also supported infrastructure development for grassroots groups across the UK and continued to work alongside GMB, Unite and Unison to enhance organising capacity within union branches representing migrant workers.

### **3.6. “Access to What Justice: Rebuilding a sustainable, good-quality legal aid system”**

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

#### **4. Community Programme at Migrants Organise:**

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

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

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

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

Their living conditions were equally precarious. A staggering 84% of members were either homeless or living in insecure housing. The most significant proportion - 540 people, were accommodated in asylum support hotels, settings frequently described as overcrowded, isolating, and unsafe. Another 117 were placed in temporary accommodation, while social services housed 33 and 26 were in emergency shelters. Fifteen people were sleeping rough. Others were sofa-surfing (23), staying with friends or family (31), or placed in hostels (22). Only 3.2%, or 32 individuals, were in permanent accommodation, and a further 104 were private tenants, many of them at risk of eviction or living in poor conditions.

These figures reveal a hidden geography of precarity, mapped not by choice but by the lack of it.

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

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

##### **4.2. Living in Crisis**

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

#### **4.3. When Support Is A Struggle**

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

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

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

Of the 985 members we supported, more than 60% had no leave to remain or held only temporary protection. Almost half were actively seeking asylum. A further 4% were refused and left with no route to support or housing.

This isn't just a technical problem; it's a strategy. A government that withholds stability also withholds rights. And when people are left without rights, their lives shrink. They are rendered unrecognisable in the systems that should support them.

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

#### **4.4. Income and Isolation**

Employment remains a distant prospect for many members as their immigration status does not give them permission to work. Fewer than 2% of our members were in-work this year. Only a third received welfare benefits. And 6% had no income at all. They lived on the margins, supported by asylum support (Section 95 payments), social services, or nothing at all.

People like a young refugee from Gaza who arrived in London with nothing, fell through the cracks almost instantly. A family contact promised him work, but it evaporated upon arrival. With no money, no housing, and no support network, he became homeless. Only through community collaboration, with local mosques, shelters, and volunteers, were we able to secure a safe place for him to stay and begin rebuilding.

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

#### **4.5. Casework is a Lifeline of Organising Resistance**

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

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

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

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

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

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

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

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

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

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

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

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

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

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

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

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

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

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

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

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

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

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

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

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

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

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

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

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

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

#### **4.9. Digital Right to Remain: You Do Not Exist**

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

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

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

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

#### **4.10 Community Activities - Where Healing and Organising Meet**

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

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

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

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

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

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

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

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

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

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

## Migrants Organise Limited

### Trustees' Report (continued)

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

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

In East London, local meetings deepened alliances with healthcare workers. Know Your Rights workshops empowered migrants to understand and challenge exclusionary practices. Ties were also strengthened through the Organising for Power programme, led by Jane McAlevey, which grounded strategy in shared values and struggle.

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

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

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

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

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

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

## Migrants Organise Limited

### Trustees' Report (continued)

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

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

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

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

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

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

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

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

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

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



## **Migrants Organise Limited**

### **Trustees' Report (continued)**

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

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

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

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

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

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

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

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

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

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

## **6. Media and Narrative Change**

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

<https://www.migrantsorganise.org/people-not-boats-sacrificing-humanrights-on-the-altar-of-the-hostileenvironment-in-the-uk/>

6.2. What is Evil, Free Thinking, BBC Radio 4, featuring Zrinka Bralo, CEO of Migrants Organise, December 2024.

<https://www.bbc.co.uk/programmes/m0025ld8>

6.3. Immigration - How Politics Failed, BBC 2 Documentary, November 2024 - featuring Zrinka Bralo, CEO of Migrants Organise.

<https://www.bbc.co.uk/programmes/m0024q9z>

6.4. That is Me On Screen podcast - July 2024.

<https://okre.org/articles/ep-5-zrinka-and-joon-lynn-migrants-in-uk/>

6.5. Our under-resourced legal aid system is dangerous. It needn't be this way - OpenDemocracy, by Frances Timberlake, Access to Justice Organiser .

<https://www.opendemocracy.net/en/20-million-legal-aid-funding-not-enough-migrants-asylum-seekers/>

6.6. You can stop the Rwanda raids. Here's how, Open Democracy, Zrinka Bralo, CEO.

<https://www.opendemocracy.net/en/rwanda-refugee-raids-hostile-environment/>

6.7. How to resist the far-right violence in the UK, Dazed Magazine.

<https://www.dazeddigital.com/life-culture/article/64297/1/resist-far-right-violence-in-the-uk-racism-islamophobia>

### **7. Organisational Growth and Development**

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

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

The Board of Trustees in the past year saw two members step down due to ill health and other work commitments ( Ali Lazizi from Moroccan Community in West London and Marzena Zukowska from POMOC), and three new Trustees joined the Board - Claire Doran, Group Head of Delivery (Research & Methods) at Nesta / BIT, Mariam Yusuf from Women Asylum Seekers Together in Manchester and Nanou Thassinda, our grassroots organiser from Homes for All and Access to Justice campaigns.

A core grant from the Keystone Fund supported our capacity to build organisational resilience, enhance our monitoring and evaluation systems and work with our staff and members to co-create inclusive working culture.

### **8. Acknowledgements**

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

A B Charitable Trust; The Alan and Babette Sainsbury Charitable Fund; The A&O Shearman Foundation; Awards for All; The Belpch Trust; The Bromley Trust; Civic Power Fund; The D'Oyly Carte Charitable Trust; Disrupt Foundation; Esmée Fairbairn Foundation; Garden Court Chambers; Hackney Council; New Henry Smith Charity; John Ellerman Foundation; The Joseph Rowntree Charitable Trust; Justice Together Initiative; The Kensington and Chelsea Foundation; The Keystone Fund; The Leigh Trust; London Catalyst; London Legal Support Trust; The Mbili Charitable Trust; The National Lottery Community Fund; Paul Hamlyn Foundation; Sir Halley Stewart Trust; Sports England; Strategic Legal Fund; Trust for London; Unbound Philanthropy .

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

#### **Staff Team**

Aliya Yule, Access to Healthcare Organiser (until August 2024)

Brian Dikoff, Legal Officer

Elinor Kirchwey, Senior Caseworker (from September 2024)

Elizabeth Akoth Oduwo, Trainee Caseworker (until August 2024)

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

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

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

#### **Financial review**

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

#### **Reserves Policy**

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

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

# **Migrants Organise Limited**

## **Trustees' Report (continued)**

### **Structure, governance and management**

#### ***Nature of governing document***

##### **a. Constitution**

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

In the 2024/25 financial year, Migrants Organise Ltd employed twelve full-time and two part-time staff and benefited from the skills and commitments of hundreds of volunteers, who help deliver mentoring and casework support, carry out research, advocate and organise for positive social change.

The Company is constituted under a Memorandum of Association dated 25 November 1998 and is a registered charity (number 10771116). In the event of the company being wound up the members are required to contribute an amount not exceeding £1.

#### ***Recruitment and appointment of trustees***

##### **b. Method of Appointment or Election of Trustees**

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

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

#### ***Organisational structure***

##### **c. Organisational Structure and Decision Making**

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

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

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

## **Migrants Organise Limited**

### **Trustees' Report (continued)**

#### ***Major risks and management of those risks***

##### **d. Risk Management**

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

#### **Disclosure of information to auditor**

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

#### **Reappointment of auditor**

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

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



.....  
Roz Pendlebury  
Chairperson

## **Migrants Organise Limited**

### **Statement of Trustees' Responsibilities**

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

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

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

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

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

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



.....  
Roz Pendlebury  
Chairperson

## **Migrants Organise Limited**

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

#### **Opinion**

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

In our opinion the financial statements:

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

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

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

#### **Other information**

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

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

We have nothing to report in this regard.

## **Migrants Organise Limited**

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

#### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

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

#### **Responsibilities of trustees**

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

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

#### **Auditor responsibilities for the audit of the financial statements**

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

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

[Detecting irregularities, including fraud](#)

#### **Use of our report**

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



## **Migrants Organise Limited**

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



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

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

25 September 2025

## Migrants Organise Limited

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

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

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

The funds breakdown for 2024 is shown in note 16.

The notes on pages 27 to 35 form an integral part of these financial statements.

**Migrants Organise Limited**  
**(Registration number: 03673737)**  
**Balance Sheet as at 31 March 2025**

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

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



.....  
Roz Pendlebury  
Chairperson

The notes on pages 27 to 35 form an integral part of these financial statements.

## Migrants Organise Limited

### Statement of Cash Flows for the Year Ended 31 March 2025

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

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

The notes on pages 27 to 35 form an integral part of these financial statements.

# **Migrants Organise Limited**

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

### **1 Charity status**

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

The address of its registered office is:

196 Freston Road

London

England

W10 6TT

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

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

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

#### **Statement of compliance**

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

#### **Basis of preparation**

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

#### **Going concern**

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

#### **Income and endowments**

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

## **Migrants Organise Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)**

#### **2 Accounting policies (continued)**

##### **Expenditure**

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

##### ***Raising funds***

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

##### ***Charitable activities***

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

##### **Support costs**

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

##### **Governance costs**

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

##### **Taxation**

Charity is not registered for VAT

##### **Tangible fixed assets**

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

##### **Depreciation and amortisation**

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

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

# Migrants Organise Limited

## Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

### 2 Accounting policies (continued)

#### Trade debtors

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

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

#### Cash and cash equivalents

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

#### Borrowings

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

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

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

#### Fund structure

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

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

### 3 Income from donations and legacies

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

## Migrants Organise Limited

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 4 Income from charitable activities

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

#### 5 Expenditure on raising funds

##### a) Costs of generating donations and legacies

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

#### 6 Expenditure on charitable activities

	Unrestricted funds	Restricted	Total funds
	Designated £	General £	funds £
Capacity Building Grants	-	-	61,992
Community Organising	26,600	-	315,667
Community Programme	25,000	-	470,835
Organisational Infrastructure	49,530	-	206,800
<b>Total for 2025</b>	<u>101,130</u>	<u>-</u>	<u>1,055,294</u>
<b>Total for 2024</b>	<u>60,290</u>	<u>81,477</u>	<u>955,136</u>



## Migrants Organise Limited

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 7 Analysis of governance and support costs

##### Support costs allocated to charitable activities

	Programme Costs £	Administrative Costs £	funds £
Staff costs	73,619	-	73,619
Governance costs	-	39,818	39,818
Office expenses	-	84,938	84,938
<b>Total for 2025</b>	<u>73,619</u>	<u>124,756</u>	<u>198,375</u>
<b>Total for 2024</b>	<u>44,509</u>	<u>139,016</u>	<u>183,525</u>
	<b>Governance costs £</b>	<b>Finance costs £</b>	<b>31 March 2024 £</b>
Staff costs	44,509	-	44,509
Governance costs	-	20,264	20,264
Office expenses	-	118,752	118,752
	<u>44,509</u>	<u>139,016</u>	<u>183,525</u>

##### Governance costs

	<b>31 March 2025 £</b>	<b>2024 £</b>
Audit fees		
Audit of the financial statements	<u>7,200</u>	<u>6,000</u>
	<u>7,200</u>	<u>6,000</u>

#### 8 Net incoming/outgoing resources

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

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

#### 9 Staff costs

The aggregate payroll costs were as follows:

## Migrants Organise Limited

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 9 Staff costs (continued)

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

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

	<b>31 March 2025 No</b>	<b>31 March 2024 No</b>
Charitable activities and support	<u>20</u>	<u>15</u>

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

	<b>31 March 2025 No</b>	<b>31 March 2024 No</b>
£70,001 - £80,000	1	2
£80,001 - £90,000	<u>1</u>	<u>-</u>

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

#### 10 Auditors' remuneration

	<b>31 March 2025 £</b>	<b>31 March 2024 £</b>
Audit of the financial statements	<u>7,200</u>	<u>6,000</u>

## Migrants Organise Limited

### Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

#### 11 Taxation

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

#### 12 Tangible fixed assets

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

#### 13 Debtors

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

#### 14 Cash and cash equivalents

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

#### 15 Creditors: amounts falling due within one year

# Migrants Organise Limited

## Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

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

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

### 16 Funds

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

# Migrants Organise Limited

## Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

### 16 Funds (continued)

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

### 17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2025 £
Tangible fixed assets	12,132	12,132
Current assets	786,277	786,277
Current liabilities	<u>(11,303)</u>	<u>(11,303)</u>
Total net assets	<u>787,106</u>	<u>787,106</u>
	Unrestricted funds General £	Total funds at 31 March 2024 £
Tangible fixed assets	2,876	2,876
Current assets	665,365	665,365
Current liabilities	<u>(9,251)</u>	<u>(9,251)</u>
Total net assets	<u>658,990</u>	<u>658,990</u>