

PRAXIS COMMUNITY PROJECTS

England & Wales · Charity number 1078945

Details

Other names PRAXIS

Status Registered

Legal form Charitable company

Company number [03638571](#)

Registered 2000-01-13

Register [View on the Charity Commission register](#)

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Activities

Objects: A) TO ADVANCE THE EDUCATION AND RELIEVE THE POVERTY, SICKNESS AND DISTRESS OF MEMBERS OF THE PUBLIC, PARTICULARLY REFUGEES, MIGRANTS AND ASYLUM SEEKERS (THE BENEFICIAL CLASS) IN PARTICULAR BUT NOT EXCLUSIVELY BY:1) THE PROVISION OF COUNSELLING TRANSLATING AND INTERPRETING SERVICES REGARDING MATTERS OF IMPORTANCE TO THE BENEFICIARIES OF THE CHARITY INCLUDING THE MATTER OF DETENTION AND RELATED ISSUES2) THE PROVISION OF ADVICE REGARDING FINANCIAL MATTERS, WELFARE BENEFITS, HOUSING, HEALTH, EDUCATION, TRAINING AND EMPLOYMENT3) THE PROVISION OF ESOL CLASSES AND VOCATIONAL TRAINING AND4) THE CARRYING OUT OF RESEARCH TO ASSESS THE NEEDS OF THE BENEFICIAL CLASSB) THE PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE TO THOSE MEMBERS OF THE BENEFICIAL CLASS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCESC) TO ADVANCE THE EDUCATION OF THE PUBLIC IN PARTICULAR THE BENEFICIAL CLASS OF DIFFERENT CULTURES OF THE BENEFICIAL CLASS THROUGH BUT NOT EXCLUSIVELY THE PROVISION OF ART AND DRAMA WORKSHOPS AND OTHER SIMILAR CULTURAL AND EDUCATIONAL ACTIVITIESD) THE PROMOTION OF RACIAL HARMONY BY UNDERTAKING WORKSHOPS WHICH HELP PEOPLE UNDERSTAND THE CAUSES AND EFFECTS OF RACIST ATTITUDES AND HOW INDIVIDUALS MAY LEARN TO LIVE WITH AND OVERCOME THEM

Activities: Providing specialist legal advice and welfare support to help people live safely. Working with partners to tackle migrant homelessness. Building capacity to provide innovative solutions, sharing our knowledge through training and partnerships. Forming alliances and collaborating with experts by experience to create positive, long-term changes to policies and practices that exclude migrants.

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,184,868	£3,021,349	£974,578	55
2024-03-31	£2,923,305	£2,800,420	£811,059	50
2023-03-31	£2,327,219	£2,510,740	£688,174	52
2022-03-31	£2,088,746	£2,228,247	£871,695	50
2021-03-31	£2,378,165	£2,203,126	£1,011,196	46

Trustees

Name	Role	Appointed
Dr Debbie Weekes-Bernard	Chair	2022-02-10
Chetal Nirav Patel		2024-06-25
Constance Jean Cullen		2019-07-18
DYLAN TOBY MATTHEWS		2018-01-25
Harriet Rose Clark		2023-09-21
Kemi Ogunlana		2020-11-12
Ruth Lorna Stuart		2023-04-03
Satbir Lochan Kumar Singh		2022-10-12
Shashi Ruby Giblin		2019-07-18

Accounts

Praxis Community Projects

Trustees' Annual Report & Financial Statements

Year Ended 31 March 2025

Praxis Community Projects is a charitable company limited by guarantee and registered in England and Wales.

Registered charity number 1078945 and registered company number 03638571.

Registered address: Praxis, Pott Street, London, E2 0EF.

Praxis Community Projects is dedicated to creating positive change for and with individuals and communities who are marginalised because of their immigration status.

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How we work

Praxis' Vision

Praxis believes people who have migrated to the UK should not be marginalised or mistreated because of their immigration status. They should live safely, free from poverty, discrimination, and exclusion, and be treated with compassion and respect. We work locally, regionally, and nationally to make that happen.

Through campaigning and advocacy, community engagement, immigration advice and local support we are changing the way people who have migrated to the UK can settle and belong with essential services such as FREE immigration advice and casework, by working with local and regional partners, by nurturing community and by representing lived experiences of the immigration system to campaign and advocate for change.

Working locally, regionally, and nationally

Every day we change the day-to-day experiences of establishing a new life and settling in the UK. We are changing the settlement journey for and with people who are seeking to live safely and belong.

Our FREE, accredited, and expert immigration advice supports people who have migrated to feel more confident and informed about their choices when they face challenging and costly issues – whether it is applying for Visas, regularising their immigration status, or finding a way out of extreme financial hardship and homelessness.

Our community engagement and support is changing the loneliness and isolation experienced by people who are seeking to establish a settled life whilst they fight to find somewhere to live, to build for the future and to thrive.

We are experts on the impacts of the hostile immigration system on people's lives. Together with experts by experience we change the way migrants are treated and represented in society through political advocacy and campaigning. We work with local and national policy makers to challenge discrimination and exclusion and push for changes that people who have migrated say will make positive differences in their lives.

Funding our work

Praxis' work is funded by diverse income sources. We receive generous support from Charitable Trusts and Foundations, and from local and regional government grants and contracts. We benefit from shared funding with partner organisations in community, health, and homelessness organisations. The general public generously support our work with time and donations and we raise a small amount from consultation services and training delivery.

Our Strategy 2021 – 2026

2024/25 was the penultimate year of our 2021 – 26 strategic plan. Our four strategic objectives set out in this plan build on the objects of the charity and provide the framework for our activities.

Our mission

Our mission is to create positive change for and with individuals and communities who are marginalised because of their immigration status.

We deliver our vision by working on three levels:

- **Delivering direct services:** providing specialist legal advice and holistic welfare support to help people to live securely and safely.
- **Building the capacity of other services across the UK:** using our expertise to provide innovative solutions and sharing our knowledge through training and partnership working.
- **Campaigning for systemic change:** building alliances and working in partnership with experts by experience to create positive, long-term changes to the policy and practice that cause exclusion and destitution.

Our Values

Our work is guided by four values that describe how we relate to each other, with the people we support and with our partners.

➤ **We strive for a better way**

We are ambitious for change and bring our questioning spirit to help us make progress

➤ **We learn together**

We make space for individual and collective learning so we can elevate our impact

➤ **Everyone belongs here**

We create respectful empathetic relationships that ensure everyone feels valued and seen

➤ **We listen to the needs of our community**

We always start with the insight from the people we support

We work together towards our 4 strategic objectives

Objective 1

People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

To achieve this Praxis increases access to support by delivering frontline services which provide the legal advice, and holistic support and guidance people need to leave crisis and begin to live in safety. We will work in partnership to increase access to support for those most in need, and champion user-led work to build community and strengthen lived experience voices.

Objective 2

Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

To achieve this Praxis will expand our training and capacity building programme, supporting good practice, and enabling others to respond positively to the needs of people who have migrated.

Objective 3

Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

To achieve this Praxis will advocate with and on behalf of people who have migrated, creating systemic improvements, and acting as a catalyst for long term change.

Objective 4

Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

Our services are delivered in the pan London area, but we share our expertise and influence nationally.

Our priorities for 2025/26

- Continue to work to end migrant destitution, homelessness, and poverty
- Strive for systemic change that tackles the root causes of injustice for people who have migrated, particularly people of colour who are disproportionately affected by the hostile immigration system
- Campaign for human rights and social justice for and with people who have migrated and people who have experienced homelessness
- Develop our new strategic plan for 2026 – 2031
- Continue to grow collaboration within the immigration sector and the broader social justice movement to tackle the root causes of inequality and exclusion

Our Impact

We provide immigration advice and support

We spent £2,537,321 (2023/24: £2,386,556)

What we do

We are the **largest service for FREE immigration advice and casework** in London.

We provide independent, impartial and expert information and advice, five days a week throughout the year. People engage with us on the phone, online and face to face. People navigating the immigration system have access to high quality, impartial advice, information, and practical support to assist them to understand and navigate a deliberately complex system. We provide the support they need to understand what choices are available to live safely and escape poverty. People approach us from across the Greater London region and beyond for support with immigration issues.

By speaking with people who have migrated and other professionals at local and national level every day of the week, the Praxis team is constantly learning about the challenge faced by people who have migrated. This learning is instrumental in shaping our campaigns, and our advocacy for change. The learning helps to evolve and shape our front line services, and training for other professionals.

Highlights from 2024/25

Our specialist immigration advice team grew to 24 Immigration Advice Authority (IAA) accredited advisors.

- **A record 2,743 people accessed free expert advice and case support** to resolve immigration and related issues. 1,989 of these were referred to the service during the year whilst 754 people continued to need support having been referred the previous year. This reflects how slow the process of gaining an immigration application outcome can be.
- **1,073 people had their application to the Home Office granted** (Due to the time lag between application submission and outcome this figure is not a proportion of the number referred during the year. Some will have been referred during an earlier period and some will not yet have had their applications submitted).

Most people needed additional advice and support regarding welfare, housing, education, and family matters. Holistic support is crucial so people can move from points of crisis and find long term pathways to safety. With information and support people understand their rights and entitlements, advocate for themselves and build resilience.

To better understand what difference the service makes to people who access it we asked them about it:

- **89% stated that Praxis had improved their life**
- **85% stated that their life is safer and more stable**
- **£1,224,844.53 was secured in fee waivers for VISA applicants.**

Most people accessing the advice service are placed on the '10-year route to settlement' when they are first granted regular immigration status. This requires them to renew their permission to stay every 2.5 years. This lengthy process is costly. To avoid the extortionate application fees (currently £3,845.50 for one adult) that many simply cannot afford a fee waiver application needs to be submitted alongside the application for the visa. Receiving a fee waiver is an important financial saving which helps significantly reduce the costs incurred by the applicant. 'Fee waivers' allow people to make an application to the Home Office without having to pay costly application fees, which are a main driver of debt, destitution, and failure to make an application at the right time. Securing a fee waiver makes a significant difference to the financial circumstances of the person or families who receive them.

Building 'support ecosystems'

We continued to grow and deepen our successful partnership approach to advice delivery this year, consequently a significant proportion of our frontline advice provision is delivered within **16 partnership projects**.

In these ecosystems of support, a Praxis adviser typically spends time co-located within a community or frontline service setting such as a homelessness or community service. Free immigration advice and casework is provided alongside other specialist support such as housing and benefit advice. Linking up specialist support to meet each individual's needs helps to disentangle interrelated challenges caused by the immigration system. People feel safe accessing support in familiar settings supported by trusted key workers.

Co-located service provision in homelessness service settings offers advice seekers access to concurrent housing and immigration advice provided by specialists in both highly complex issues. Practitioners' and providers' understanding of the intersecting challenges encountered by migrants navigating both systems improves in co-located provision.

London Youth Gateway project (LYG) – a multi-agency partnership led by New Horizons offering advice and support to young people at risk of homelessness.

This project greatly enhances learning about the specific issues experienced by young people who have migrated. Several of the young people who access our advice via this project have also gone on to join the Brighter Futures community group, building vital social networks to reduce loneliness and isolation.

Hospital Discharge project – delivers pathways out of poverty and homelessness for people with complex health issues.

The project provides immigration advice to people who have been hospitalised and are facing destitution on discharge who need support with immigration issues. Pathways teams at Royal London, Imperial London, UCLH, St George's, Ealing/Northwick Park, Croydon, and Homerton hospitals partner us in this groundbreaking project where patients leaving hospital accessed support to resolve immigration issues including:

- Applications for limited leave to remain
- Settled status applications under the EU Settlement Scheme

An important element of this project is the inclusion of advice to hospital staff; this builds capacity in hospitals to respond to people with insecure immigration status.

"Praxis is the only gateway to get support for patients with No Recourse to Public Funds". Hospital Nurse

Magpie Project partnership – focus on women and children

Women and children gain access to specialist immigration advice in a warm, child and parent friendly setting where they feel safe and are familiar with the key staff.

Jane Williams, CEO of The Magpie Project:

"This has enabled staff at Magpie to better address the family's needs and support them out of destitution. This is because solving their immigration issues unlocks other areas that Magpie can support with, such as access to benefits or providing new opportunities to move into employment. It also means Magpie staff have more time to do this; before it took so much staff time trying to secure immigration advice and find solicitors to unlock 'stuck' cases."

Case example:

'Kelly' approached Magpie after fleeing an abusive relationship with her British spouse. Magpie was already a safe and familiar space for her as she had previously received provisions, such as nappies and a hardship grant here. She was facing eviction from a council property and had irregular immigration status. Knowing she needed immigration advice, she had sought assistance prior to approaching Magpie from a private solicitor who said they would charge her £750 for a limited leave to remain application, and she paid an initial £200.

Magpie referred her to the Praxis adviser. At this appointment, with an interpreter, the adviser identified that she had been given poor advice and was actually eligible to apply for indefinite leave to remain because her relationship with her British spouse had broken down permanently due to domestic abuse. The adviser applied for her to gain a temporary period of leave granting her recourse to public funds and the right to work which was successful. Magpie has then been able to support 'Kelly' to open a bank account, access Universal Credit, and support from Shelter with housing issues.

Praxis referred her case to a Family Solicitor who supported with a non-molestation order against her husband. They prepared the leave to remain application by gathering evidence of the abuse she had experienced so her application stands a good chance of success. If the application is granted, 'Kelly' will be given leave that will safeguard her and her son's futures in the UK. Throughout this time 'Kelly' has been supported by Magpie with stay and play sessions, nappies, clothes club, shoe vouchers, and form filling.

Piloting new solutions: Extension application workshops

The majority of people accessing our advice service are placed on the '10-year route to settlement' when they are first granted regular immigration status. This route requires them to seek extensions to their Visa's every 2.5 years during the 10 years. The more people Praxis support to regularise their status, i.e. successfully apply for leave to remain; by necessity, the more people return two years later seeking representation with their extension application and fees. In response to the growing demand for support with extension applications, we started running workshops to support those willing and able to apply for their extension themselves as a limited pilot.

We ran three 'extension application workshops' each lasting 2.5 hours. In the session, we went through making the main extension application and the associated fee waiver application step by step. The fee waiver section requires a rigorous assessment of the person's finances; the main application focuses on showing that their circumstances have not changed since their last application was granted (e.g. they still have a parental relationship with their British children).

Following the workshop, materials were circulated by email. This included a copy of the slides from the session, as well as a guidance document on the online forms, a

template cover letter, and template support letters (for those who receive financial help from friends/relatives). Finally, we offered form and document checking when the person had completed a draft of their application before they submitted their applications and fee waiver requests.

- 52 people attended extension workshops
- 19 fee waiver applications have been submitted to date and 16 granted.
- 15 substantive applications were submitted, and we have a record of 7 having been granted.

Testimonies from workshop participants:

*"I am sending this email with a grateful heart. I have been granted another extension for my leave to remain for another two and half years today... I say a big **THANK YOU** to you all. Thank you all for your support and workshop, this has really helped me. Thank you and God bless you all. **PRAXIS** is really doing a great job. Thank you"*

"i was at the training of how to fill fee waiver form on the 16th of October 2024. That very day, as i got home I applied for my fee waiver because my stay will expire on the 29th of October 2024. I followed the instructions you taught us. I am happy to tell you that my fee waiver was accepted yesterday. Thank you very much for your time."

"I am writing to let you know that my application for the fee waiver has been granted. I have started the main application and will send it to you when I'm done. I would also like to take this opportunity to thank you so much for your time and support in helping me make this successful. Below is the decision from the Home Office confirming the waiver."

*"you have to be updated on this good news and for an opportunity to know the outcome of all your support of advice on this and the workshop given was really very helpful 🥰 I can say that I make you proud with all the application processes as the results was **SUCCESSFUL!!** We were given the fee waver as **YES.....** Using this medium to expressed our utmost Gratitude and Appreciation for all your help.."*

Our impact in numbers

- **2,743 people accessed FREE immigration advice delivered by 24 accredited advisors.**
- **1,073 applications were granted.**
- **£1,224,844 was secured in fee waivers**
- **89% of people that responded to our survey reported that Praxis improved their life**
- **85% people reported that their life is safer and more stable**
- **52 people attended 'Visa Extension and Application' workshops**
- **19 fee waiver applications submitted – 16 granted (at time of writing)**
- **15 substantive applications submitted – 7 granted (at time of writing)**

Community engagement and holistic support

(Expenditure shown under heading for immigration advice and support above.)

What we do

Accessing free immigration advice is an important and crucial step towards achieving long term stability and reduce financial hardship, but alongside immigration advice needs, most of the people we see each year experience challenges associated with housing, health, experience poverty and are in many cases excluded from key societal safety provision such as benefits and access to childcare.

Our support workers provided **tailored one-to-one support and guidance**. For example, helping with matters around housing/accommodation, securing benefits and grants to pay for food/household items/clothing for children, resolving council tax issues, obtaining a bank account, accessing education, employment, and health services.

Praxis community groups

Learning from the experiences and expertise of people with lived experience of the immigration system and homelessness and building communities for support and change is at the heart of Praxis.

We support four lived experience community groups: GIANTS, WINGS, Brighter Futures, and the NRPF Action Group. **128** people participated in the community groups and activities last year.

1. **Brighter Futures:** a group of young people who work together to speak up for young people who have migrated, and their rights, and use their creativity as a tool to challenge negative perceptions of migration in the UK.
2. **WINGS (Women Inspiring New Generations):** a group of women who, with their young children, have come together to nurture their wellbeing, build new positive relationships, and find respite from the demands of everyday life. WINGS members discuss the issues that affect them and share knowledge and experience in order to build solidarity and strength.
3. **GIANTS:** an innovative space where men who have migrated and are fighting against isolation and poor mental health come together. The group uses creativity to explore and express feelings and opinions and works together to challenge negative stereotypes.
4. **The NRPF Action group** - a dynamic group of 50 campaigners with lived experience of No Recourse to Public Funds (NRPF). They have been

passionately campaigning to end NRPF since the group started in 2021. They launched their work with a manifesto: *'Living with Dignity,'* setting out their vision for ending NRPF. Since then, they have worked towards this aim by speaking in Parliament, to media outlets, leading public events, sitting on advisory panels, taking part in webinars, and sharing stories and videos.

Highlights from 2024/25

Brighter Futures - In May 2024, the group launched a 35-page collaborative zine focused on mental health with a public event at nearby Oxford House. Members planned the event and presented their work with readings and a panel discussion. The zine can be viewed [here](#)

Later in the summer Brighter Futures members collaborated with other youth groups to plan a 'Youth Summit,' hosted by South London Refugee Association (SLRA). The group presented their zine and earlier creative pieces responding to their experiences of housing and the home. The rest of summer was spent playing games, bonding, and going on trips including to London Zoo and a local Afghan restaurant.

In the autumn they brought their focus back to campaigning; considering the issues that affected them and exploring creative approaches to social change.

This is what group members told us:

"Happy to see everyone in the group on Wednesday. I forget about my challenges and things I have to deal with when I am in the group."

"the community support, mainly Brighter Futures has been really helpful. I have learnt to be much more myself and resilient on working with the members of the group."

'Ever since I joined Brighter Futures, I have been able to find a community that helps me understand more about my situation and feel less alone. I have also found a community (Wednesday evening). A community that is able to support me in difficult times. A community that doesn't down play the difficulty of our situation but helps make enduring it easier.'

'Since joining Brighter Futures, I have found myself being more out-spoken not only for myself but for others. For example, I have been able to speak more about my situation (being an asylum seeker) with friends who didn't know and it might sound like a useless detail but it has helped in my friendships and in helping people understand more about me. I have also gotten to see other people's point-of-view which gives insight into how to treat a lot more people especially with empathy.'

In our annual survey:

- 100% of members stated they felt more resilient
- 90% of members stated they felt more confident
- 100% of members said they felt less isolated
- 90% of members said they had found a community of people similar to them

WINGs worked on projects with Tower Hamlets Community Psychology Team on a group narrative therapy practice. They also focused on work around starting a social enterprise – a project that developed members' job readiness, communication, team working, project management and creative skills.

They forayed into fundraising and co-produced a funding proposal for a small grant to support them to take their children on a summer trip to Legoland. Their submission was successful, and they were awarded £2,000 to go on a summer 2025 trip to Legoland, a trip Praxis otherwise could not have afforded to cover.

WINGs' creche provided a safe environment and play activities that supported children's developmental needs and built their confidence to be in a separate room to their caregivers. The creche provision also provided the mothers in the group space to be themselves and pursue their interests whilst their children were safely engaged in positive activities in a separate room. 22 pre-school age children regularly attended the creche. We increased the offering during school holiday sessions, when all 65 children associated with the group attended fun activities and excursions. Members had this to say about the group:

"It's for mums to share some things together. We eat together, we cry together, laugh together, and learn together."

'Coming to WINGS has really helped me in so many ways, wellbeing is always important as we are able to talk about how we feel everyday we see each other. The ability to talk and not been judged has really increased my confidence and integration'

In our annual survey:

- 100% felt WINGs increased their wellbeing and self esteem
- 100% stated WINGs helped reduce their feelings of isolation
- 100% stated they had uncreased confidence

GIANTS – disseminated their hugely successful 'Recipes of Life' project. They presented the cookbook they had written together and shared the rationale and process behind it to various audiences such as Tower Hamlets Council for Voluntary Service, Women's Environmental Network, our own WINGs group, and London Councils Asylum Working Group.

They delivered a presentation to North East London NHS Foundation Trust's Psychology Team and spoke passionately about the benefits of community space, food, and narrative therapy methods from their perspective as migrant men. They offered unique insight into an underserved community to the mental health professionals present.

During the spring and summer of 2024, the group went on several trips and visits, including to the Tower of London, the Museum of Homelessness and Stepney City Farm. They also contributed to a review of group structures that facilitated the move-on from the group.

GIANTs have been engaged by the Greater London Authority and London Councils to act as an 'experts by experience' consultative body on migrant homelessness, bringing their perspectives to service design, policy, and practice questions in response to the London mayor's pledge to eradicate rough sleeping by 2030.

The group's informal motto gives an indication of the healing and safety the group members feel:

"Praxis is my GP, GIANTS is my medicine."

NRPF Action Group – this year the Action Group re-doubled activities to share power and increase opportunities for group members to take on new responsibilities. At Action Group meetings and outside of this, members have taken part in different external events, facilitated discussions, and spoken to camera for our campaigning work.

During the year Action Group members significantly gained in confidence to speak out about the campaign, and we started work with them on developing a group of spokespeople. They were involved with different external events from attending and speaking at the NRPF Collective Partnership meeting to attending Advisory Group meetings to co-chairing a workshop on co production at Praxis' Migrant Homelessness Learning Symposium.

- **30 different members of the action group attended 20 events, panels, appeared video recordings, and contributed to public campaign actions during the year.**

For example:

- 1 action group member co-facilitated two workshops on co-production at a Learning Symposium at Praxis and at the Casework Solidarity Forum held at Amnesty UK
- 2 members filmed explainer videos for our social media in Westminster. Both had previously no prior experience of this.
- 1 group member attended a Tower Hamlets Food Partnership launch: Reimagination event, feeding in the work of the Action Group.
- 3 people attended in house media training and will begin taking up their role as spokespeople for Praxis
- 1 Action Group member is representing Praxis on the GLA Migrants Advisory Panel
- people represented the Action Group at No.10 Downing Street for a hand in in partnership with Asylum Matters

Community activities

All group members were invited to attend **special events to promote welfare and safety, such as vaccination clinics, employment support sessions, and regular visits from the housing charity 'Shelter,' who deliver housing advice and provide one-to-one casework support on difficult cases.** These were well attended throughout the year.

As is the Praxis tradition they were also engaged in Praxis' annual Human Rights Day Celebration, a celebratory event in Praxis' Hall that features performances from group members and is a vibrant celebration of the Praxis community.

Co-creation

Co-creation as a form of leadership development occurs in all the groups through:

- Consultation on group activities – decisions about projects and activities are taken collectively and democratically by group members with staff and volunteers
- Leadership attributes (confidence, public speaking, facilitation skills) are enhanced in all groups by members' involvement in running sessions, leading a check-in or a game, performing, or presenting something to the group, 'taking over' and running a session
- Informal mentoring and buddying when a new member join
- Pathways to volunteering across different teams in Praxis from groups to fundraising and communication functions

Sharing experience and learning

In response to the growing challenges presented by the ever changing, ever more hostile immigration policies members shared their lived expertise of the key challenges they had needed to solve in their own immigration journeys

The **Peer-produced Migrant's Guide**: An interactive guide to supporting migrants through their immigration journey. For Migrants, by Migrants' is the product of 12 facilitated workshops gathering invaluable insight into the key challenges people who have migrated face whilst living in the UK and being subject to the hostile environment policies. From the workshops we identified the main barriers and causes of stress for different types of migrants at different stages of their journey and we strove to create something that could be used by all members across our groups and all migrants across the UK.

This resource is available in hardcopy, online and in several community languages. It is being disseminated widely across the UK. The guide can be seen [here](#)

Our impact in numbers

- **4 community groups attended by 128 people**
- **65 children attended fun activities and excursions**
- **30 experts by experience shared views and expertise at 20 events**
- **1,000 copies of the Migrant's Guide to help others shared with other organisations**
- **100% stated they felt more resilient**
- **90% stated they felt more confident**
- **100% said they felt less isolated**
- **90% said they had found a community of people similar to them**
- **100% members felt WINGs increased their wellbeing and self esteem**
- **100% stated WINGs helped reduce their feelings of isolation**
- **100% stated they had increased confidence**

We improve immigration and homelessness services

We spent £79,858 (2023/24: £116,771)

What we do

Praxis works to ensure that statutory and voluntary service providers are better able to identify and address the needs of people who have migrated or have family migration histories. We contribute to improving how local services respond to people who have migrated through working in partnerships and collaboration with homelessness and community organisations. We provide training and capacity building activities and resources. We nurture relationships with statutory bodies including local authorities and the Home Office to work towards improved solutions to entrenched and challenging systemic problems.

Highlights from 2024/25

Partnerships and collaboration with homelessness and community organisations

We continued to participate in **16 projects in partnership** with homeless organisations like Shelter and St Mungo's, with other advice and service providers in sub regional advice provision such as New Horizon's and Ramfel, with the Magpie Project, with Union Chapel and Islington Faith Forum and in the 'Hospital discharge project' this year.

These projects are all shaped around a combination of collaboration in frontline service provision, and shared learning and development to identify solutions and shared responses to complicated, multi faceted problems caused by a system that discriminates by design (the service outcomes of these projects are included in the section on advice service provision above)

Crucially the learning harnessed from these frontline collaborations informs our training and capacity building work across London and nationally.

Supporting others to deliver immigration advice

We came together with Refugee Action and Asylum Aid to deliver a project to increase access to justice through the provision of high quality immigration advice within London communities. We supported grassroots organisations and those led by people with lived experience of the immigration system to cultivate their immigration advice skills. Praxis provided external supervision to support migration casework taking place across community organisations. We recruited a cohort of **six new community based organisations for migration casework**. And **increased the capacity of two small organisations**: Release, who are now expanding their work, and Latin American Women's Rights Service (LAWRS), to provide immigration advice through one to one supervision and weekly clinics.

Training and capacity building

We delivered **more training sessions, on a wider range of topics, attended by more participants** than in any other year.

704 individuals from 433 organisations including homelessness charities such as Crisis, migrant charities and statutory bodies such as local authorities and their homelessness teams attended our training sessions during the year.

The aim of the training courses were to support participants to better meet the needs of migrants experiencing homelessness. Topics for real time, live training included:

- Rights & Entitlements of EU Nationals,
- Working with People with NRPF
- Understanding eVisas and Housing Options for non-UK Rough Sleepers

We produced three short webinars which are hosted on Homeless Link's website:

- From No Status to Status
- Finding Legal Advice & Representation
- The AT Case & its Impact for EU Cases

We provided second-tier advice to frontline workers through our SLACK channel which has grown to **487** members.

Praxis hosted and led five Pan London Migrant Frontline Network events where we engaged **206** people and **126** organisations. A stand out event was a Learning Symposium which was attended by more than **70** frontline practitioners from a range of different organisations.

Topics included;

- learning and experiences on safeguarding,
- using the homelessness escalations service,
- challenging asylum support accommodation,
- assisting those with no legal representation,
- co-production with service users,
- talking about migrant homelessness and avoiding burnout in the hostile environment.

The training events and seminar were well received, comments from participants included:

'educational, informative, I feel equipped to help and know somewhat what to do,'

'useful information/perspectives and ideas from experts in their field,'

'I have more tools to help people.'

Work with statutory services

During the year we worked closely with the London Borough of Tower Hamlets, helping to develop a Migrant Communities Integration Strategy. Our input contributed to the Council passing a motion in May 2024 that Tower Hamlets would work towards becoming a Borough of Sanctuary.

We delivered training looking at the impact of recent immigration legislation and we supported the local authority to develop a model of outreach advice which will meet some of the needs of those in asylum support accommodation. This model draws on learning gathered within a Praxis' service based within an Asylum hotel.

We actively monitor the impact of policies and share best practices on different topics, such as challenges on asylum support evictions, at interagency for a throughout the year, including with:

- the GLA Homeless Migrant Advisory Panel,
- the Migrant and Refugee Advisory Panel,
- the Local Authority Asylum Working Group,
- the London Strategic Migration Partnership.

We raised awareness about issues and concerns about the eVisa system at these forums and coordinated sector-wide responses jointly with the GLA on the topic.

We produced a written briefing and a video tutorial to share information and learning related to the E-visa transition, (which was then postponed last minute by the Government shortly before the previous deadline of 31st December 2024). The resources were disseminated widely across the sector. Feedback from participants included *'such a good resource, good to go through it together'* and *'this has been so helpful'*.

Drawing on our learning from the successful 'Hospital Discharge Project,' a partnership with Pathways that delivers immigration advice and second tier support to staff in hospital settings; we provided capacity building to North London Integrated Health Boards and East London Foundation Trust. We raised awareness of immigration needs and provided models of immigration advice.

We have initiated and led bi-monthly meetings with Home Office officials from the Homelessness Team and Home Office Escalation Service to review trends, blocks, and best practices in processing immigration applications. The relationship has been

useful strategically as well as operationally as it has proven to be the most responsive avenue to feedback on the impact of policies on homelessness. It has led to mechanisms for better communication between the Home Office and homelessness workers on individual cases where there is a significant risk of homelessness which enables better outcomes for the individual.

In our January meeting we raised the issue of the difficulty in resolving eVisa issues with a helpline that initially was designated for those organisations that received specific funding from the Home Office. **Following our representation, they made it available to all organisations supporting people to access eVisas.** This was sorely needed; in Praxis alone our caseworkers reported that 20% of their caseloads became related to eVisa issues.

Our impact in numbers

- **16 partnership projects with homelessness, youth, faith, health, and community organisations**
- **6 community organisations supported to develop their own immigration advice provision**
- **2 organisations supported to increase the capacity of their immigration advice provision**
- **704 individuals from 433 organisations attended training on immigration issues**
- **487 individuals joined our SLACK channel to support learning and dialogue**
- **5 pan London training events delivered to 206 professionals from 126 organisations**

We campaign and advocate for change

We spent £306,981 (2023/24: 227,772)

What we do

We seek positive changes in national immigration policy and practice. We pursue change through public campaigning, influencing, advocacy and strategic litigation.

Praxis advocates with and on behalf of people who have migrated, creating systemic improvements, and acting as a catalyst for long term change.

Highlights from 2024/25

A large part of this year was taken up with preparing for the general election, and responding to the change in government. We developed Praxis' first ever strategy for influencing around the General Election, (taking careful note of Electoral Commission and Charity Commission rules and regulations).

We played a leadership role in attempting to bring the migration sector together around the election, convening and facilitating a series of discussions about how we can collectively and effectively engage with the next government. Once the new Government was in place we submitted introductory letters to key newly-appointed ministers, including the Home Secretary, Secretary of State for Work and Pensions, Secretary of State for Education, Minister for Early Education and the Minister for Building Safety and Homelessness. These sought to introduce Praxis and our expertise, and offer initial recommendations. We unfortunately received few responses.

We also sent out introductory mailings to 74 MPs across the political spectrum, focusing on newly-elected Labour, Green and Liberal Democrats, but also including a number of existing Labour MPs with whom we would like to develop relationships. These MPs were identified based on expressed interest in immigration issues, and in other 'entry point' issues such as child poverty and homelessness.

Alongside the NRPF action group we continued to pursue our aim of ending the NRPF condition. We pursued this long term goal by focusing and taking actions to win incremental policy changes that interact with the NRPF condition. These policies form part of the hostile environment's active discrimination against people who have migrated. Our approach continued to focus on building alliances and power to influence with partners within and outside the migration field.

Original Research

Together with the [Institute for Public Policy Research \(IPPR\)](#) we revealed the harmful impacts of being excluded from childcare support on migrant families in a new report – ‘*Every Child is Equal, Bridging the Childcare Gap for families with No Recourse to Public Funds (NPRF)*.’

“Every child is equal, no matter if they are British or if they are non- British. They are here, so they should be treated equally.” Mother & research participant

Following publication of our report, the findings have been shared with MPs, sent to relevant ministers and in various sectoral fora. Unfortunately, we still received the same stock response from government as when we have previously engaged; noting that there is no plan to review the immigration eligibility criteria for any childcare entitlements.

NPRF Action Group members continued to campaign tirelessly and took part in external events and the production of communications products to raise awareness of the impact of exclusion from childcare on migrant families:

- Two people spoke at a conference on childcare organised by 4 in 10, the London Child Poverty Network;
- One campaign video on child poverty was produced working with a member of the group;
- We filmed a child poverty explainer video with one member of the group, which aimed to bring to life the ways in which immigration policies drive homelessness;
- The Action Group collectively worked on a guide to compensation when working with people with lived experience;
- We launched new digital actions for supporters to build engagement with the End Child Poverty campaign: [email the Ministers](#) responsible for the child poverty strategy and [download a guide](#) to engaging your MP for migrant rights.
- We produced a child poverty [campaign video](#) of a van stunt we held which so far has reached over 11,000 users across social media and continues to be shared organically.
- As part of our child poverty work, we published two short explainer articles, [the first](#) explaining the unique barriers facing migrant children and [the second](#) being different solutions the government could explore.

We continued to work with our community members to tell the stories of how immigration affects their lives. Here are some examples:

- Our CEO wrote an op ed for OpenDemocracy about the relationship between NRPF and child poverty
- An Action Group member wrote an op ed on NRPF and child poverty for the Big Issue
- Action Group members spoke at the 4in10 childcare conference at City Hall;
- Group members spoke to Rushanara Ali MP and Minister for Homelessness about their experiences and policy recommendations;
- Press and film work for our Westminster stunt campaign video about NRPF and child poverty;
- Co-produced an explainer video on NRPF and child poverty presented by an Action Group member;
- Organising a mobile phone filming workshop for the Action Group;
- Created videos about the Migrant's Guide
- Worked with production company Wild Swim Films to make a film about migrant homelessness with GIANTS.

NRPF Collective Impact Partnership

We have continued to play a pivotal role in the setup of a new collective impact partnership which aims to bring about an end to NRPF. Together with Migration Exchange and Citizens UK we work as part of a coordination group that is bringing this partnership to life. In this period, we led outreach to lived experience groups and others working on NRPF across the sector, and played a key role in the recruitment of the steering group made up of 12 people representing a mixture of organisations and groups of campaigners with lived experience, with some individuals participating in their own right.

We played a leading role in the advocacy and policy work of the NRPF Partnership throughout the year. Following the development of the Child Poverty policy options paper, and the policy roundtable event with Child Poverty Unit officials last financial year, this year we focused on engaging stakeholders and building support for these options and met with:

- **MPs:** 7 Labour MPs
- **Local government:** Greater London Authority, Greater Manchester Combined Authority, North East Child Poverty Partnership, NRPF Network, London Councils and London Assembly member Bassam Mahfouz.

We asked stakeholders to demonstrate their support for the inclusion of families with NRPF in the child poverty strategy, either by tabling questions, applying for debates, writing to ministers or [signing an Early Day Motion](#) tabled by Nadia Whittome.

Influencing policy positions of homelessness charities

- We worked with Homeless Link on a briefing they produced with support from 70 partners in the sector entitled '*Vital Solutions to migrant homelessness*', we provided substantive content and recommendations about migrant homelessness.
- We drafted the policy recommendations that Crisis make in their new report / campaign on ending homelessness.

Evidence submissions

We contributed the following evidence:

- A witness statement to support strategic litigation by our partner the Greater Manchester Immigration Aid Unit, challenging the 10-year route;
- Evidence to support a challenge brought by Leigh Day on behalf of Reunite Families around the Minimum Income Requirement;

We also made policy contributions at various workshops and sessions focused on influencing a new government, including a session convened by the Future Governance Forum exploring some of the delivery challenges associated with the issuing of visas and extensions of leave to remain.

Our impact

- **Brought the sector together** to better understand and influence the (then) new government
- **Began building relationships with new MP's** through letters and meetings - wrote to 74 MPs across the political spectrum, focusing on newly-elected Labour, Green and Liberal Democrats, but also including a number of existing Labour MPs with whom we would like to develop relationships. These MPs were identified based on expressed interest in immigration issues, and in other 'entry point' issues such as child poverty and homelessness.
- **Ran 2 campaigns together with the NRPF Action Group** and mobilised our supporters to take more than 20,000 actions such as writing to their MP's and signing petitions
- **Produced a child poverty [campaign video](#)**
- **Published two short explainer articles**, [the first](#) explaining the unique barriers facing migrant children and [the second](#) being different solutions the government could explore.
- **Played a leading role in the advocacy and policy work of the NRPF partnership** throughout the year.
- **Engaged with local government** - Greater London Authority, Greater Manchester Combined Authority, North East Child Poverty Partnership, NRPF Network, London Councils and London Assembly member Bassam Mahfouz regarding child poverty asks.
- **Revealed the harmful impacts of being excluded from childcare support on migrant families** in the new report - Every Child is Equal, Bridging the Childcare Gap for families with No Recourse to Public Funds (NPRF) together with the [Institute for Public Policy Research \(IPPR\)](#)
- **Contributed to policy positions of 2 homelessness charities** - Homeless Link on a briefing they produced with support from 70 partners in the sector entitled '*Vital Solutions to migrant homelessness*', and drafted the policy recommendations that Crisis make in their new report / campaign on ending homelessness.
- **Contributed to evidence:**
 - A witness statement to support strategic litigation by our partner the Greater Manchester Immigration Aid Unit, challenging the 10-year route;
 - Evidence to support a challenge brought by Leigh Day on behalf of Reunite Families around the Minimum Income Requirement;
 - We made policy contributions at various workshops and sessions focused on influencing a new government.

Our People and our organisation

We want Praxis to be a great place to work and volunteer for our approximately 54 employees and 76 volunteers. We believe that by listening to our people and focussing on creating a nurturing organisation where everyone feels valued and taken care of we can make positive changes to the system that excludes people who have migrated.

CEO transition

This year Praxis CEO Sally Daghliah OBE retired following 10 years at the organisation. The Trustees successfully and promptly appointed Minnie Rahman to succeed her. Minnie was most recently the Chief Coordinator for Grenfell Testimony Week in 2024 and previously held a variety of senior positions at the Joint Council for the Welfare of Immigrants including Interim Chief Executive, where she led on strategic advocacy with decision makers and sector partners. Minnie is an active spokesperson for migrant's rights and experienced with empowering people with lived experience to gain the skills, expertise, and confidence to champion their own cause.

The start of her leadership coincided with the General Election which fell the day after Minnie's start date and within another three weeks we were rocked by the widespread Far-Right violence in August.

Listening to our people

At the end of the year Praxis undertook our second annual Birdsong Charity Pulse survey, a sector-based employee engagement survey. While there was considerable improvement in staff satisfaction year on year, which the leadership of the Charity were pleased to note, there are still areas that require improvement. Staff wellbeing, manager training and internal communications are two of the areas that the senior team will be working on over the next year.

Developing our policies to fit our values

The CEO and Head of Finances and People consulted widely with the staff team and Union representatives and drafted a new People Strategy which prioritises staff and volunteer wellbeing and includes a host of progressive policies aimed at improving support and resources for an inclusive and representative workforce.

Investing in the People function

We took the step of investing in a new HR outsourcing service to provide ongoing HR support and training to continue to enhance the relationship with our employees.

Supporting our volunteers

Volunteers play an instrumental role at Praxis. Through their hard work and passion, they add value to all our key functions from frontline service provision to communication and advocacy. Many of our volunteers bring their lived experience expertise to share valuable insights within their volunteering activities.

76 volunteers worked across different services, from groups and community engagement to immigration advice during the year. Volunteers supported work across the organisation from helping run the reception desk to undertaking crucial monitoring and evaluation activities informing the organisational monitoring, evaluation and learning that informs service development and advocacy. Together they contributed 12,000 hours of support.

The Volunteer Officer has taken great care to evolve our relationship with the volunteers by focusing on building strong supportive relationships with them. For example through regular check-ins, which give volunteers a space to share how things are going and highlight any challenges early on so changes can be made. Self-development has also been promoted more strongly to make their time with us meaningful, and support their own growth whilst contributing to Praxis. For example, one volunteer secured a job after spotting a vacancy we posted on our social channel. The coordinator regularly shares useful resources, opportunities and training to help volunteers develop skills and build confidence.

This year the Volunteer Officer and Welfare Coordinator also initiated a brand-new internal volunteer community interpretation service available to the Praxis service team requiring interpretation support.

This is what volunteers told us they enjoyed about volunteering at Praxis:

"The sense of community and support. I loved the trust built between volunteers and service users."

"I really appreciated the sense of community and purpose at Praxis. Working alongside passionate and supportive people made the experience truly rewarding, and I felt that my contributions were genuinely valued. It was also a great opportunity to learn more about the challenges migrants face and to actively support their needs."

"The flexibility of the work I could do as a volunteer and the warmth of the team I worked with."

"I enjoyed meeting the staff and clients at Praxis. I liked that the work I did had a big visible impact. It is a friendly and supportive place to work."

Keeping our people safe

Responding to far-right violence in August, we took immediate steps to guarantee the safety of staff, volunteers, clients, and group members. A list was

circulated online which encouraged far-right activity at refugee and migrant advice services across the country. While Praxis was **not** named on this list, we made the following considerations:

1. The safety of clients, staff, and volunteers in the office - particularly for Muslims, people of colour and migrants.
2. Attendance at external meetings
3. Safety of clients, staff and volunteers travelling to Praxis
4. Safety of our sector partners

We took the following actions:

1. Contacted Tower Hamlets Community Safety Team
2. Worked with sector partners to assess risk, provide external advice and coordination
3. Released a public response to the organised violence [Praxis' statement on the far-right riots — Praxis](#) with links to resources for people working in NGOs and for people at risk
4. Wrote a guide with sector partners on safety in asylum accommodation, in offices and for migrants themselves.
5. Coordinated a letter to the Home Office to ask for additional safety measures for the voluntary sector and for additional protections for migrants in accommodation, and in reporting or disruption to their immigration processes as a result of far-right violence.
6. Hosted online support sessions for group members focusing on safety and wellbeing.
7. Advised staff on social media safety, personal safety, and wellbeing.
8. Agreed with Companies House to remove the addresses of ex trustees from the public record.

Fundraising

Praxis greatly values the support we receive from individuals, organisations, companies, and funders. We take none of this for granted. Without their support we would not be able to continue to pursue our mission.

How we carry out our fundraising

Raising money to deliver services and meet our strategic objectives to strive for a just immigration system is a constant and evolving activity and challenge. We aim to work to reflect our values and to operate in a legal and ethical way which meets the law, fundraising regulations, and best practice. We also work to meet the standards and values of the people who support us, who use our services and who offer their lived experience expertise to support our campaigns and advocacy.

Our income comes from a wide variety of sources; our main activities include:

- Requesting support from grant making trusts and foundations
- Applying for local, regional, and national public funding
- Forming partnerships with community groups, voluntary sector organisations and other organisations who chose to support our work
- Communicating with our supporters and individuals who have chosen to be kept informed about our work
- Offering opportunities to get involved to individuals who may wish to support our work

Fundraising through third parties

Praxis does not use third parties to support or supplement our fundraising activities.

Protecting the privacy and data of our supporters

We take great care of our responsibility to our donors and community to be open and transparent and keep safeguarding at the heart of our fundraising practice.

We are registered with the Fundraising Regulator and abide by their Fundraising Promise and the Code of Fundraising Practice. We comply with the General Data Protection Regulation which became law in 2018.

We do not:

- Contact people unknown to us or without their permission.
- Use any commercial participators or professional fundraisers.

- Use any intrusive or persistent approaches.
- Contact former service users or their families about fundraising activity unless they have specifically asked to be contacted

Addressing people's concerns

We have not received any complaints about our fundraising.

Protecting vulnerable people

We regularly internally monitor our fundraising processes and activities to ensure they are reasonable. We closely monitor the impact that any of our activities could have on vulnerable people.

We are currently reviewing our policies to ensure they are compliant with the new Fundraising Code of Conduct.

Thank you!

We would like to thank all our supporters, donors, campaigners, and volunteers for their great contributions!

We are incredibly grateful for all the support we receive, both financial and non-financial, without this support we could not continue to deliver impact and change.

We would like to thank the following supporters and partners. We are also thankful to those who supported us and wish to remain anonymous:

29th May 1961 Charitable Trust,
A&O Shearman,
Access to Justice Foundation,
Blue Blanc Rouge Foundation,
Esmee Fairbairn Foundation,
Gale Charitable Trust,
Greater London Authority,
Joseph Rowntree Foundation,
Justice Together Initiative,
LB Hackney,
LB Islington,
LB of Newham,
LB Tower Hamlets,
Charitable Foundation,
London Councils,
London Legal Support Trust,
Milton Damerel Trust,

Shelter the housing and homelessness
charity
St Martin in the Field Frontline Network,
St Martin's in the Fields Charity.
St Mungo's,
The 7stars Foundation,
The Aurum Charitable Trust,
The Disrupt Foundation,
The Henry Smith Foundation,
The Mercers' Charitable Foundation,
The National Lottery Community Fund,
The Oak Foundation,
Paul Hamlyn Foundation,
The Souter Charitable Trust,
Trust for London,
Unbound Philanthropy,
Union Chapel

We would also like to thank the organisations, local authorities, charities and companies who collaborated with us:

Crisis
Babel's Blessing
Greater Manchester Immigration Aid Unit
Homeless link
Hackney Migrant's Centre
Institute of Public Policy Research
Joint Council for the Welfare of Immigrants
Kazzum Arts
Members of Praxis groups
Members of the NRPF Action Group
LB Hackney
LB City London
LB Newham
LB Tower Hamlets

LB Tower Hamlets CAB
Pathways
Praxis Service User Forum Members
Praxis Service User Representatives
Public Law Centre
Refugee Action
Refugee Kitchen
Shelter the housing and homelessness
charity
St Martin-in-the-fields-Charity
St Mungo's Homeless Charity
United Reform Church
Islington Faiths' Forum

Financial Review

Praxis' income in 2024/25 totalled £3,184,868, which is £261,563, or 9%, higher than in 2023/24 (2024: £2,923,305). The Charity's total spend in the same period was £3,021,349, representing an 8%, or £220,929, increase on the prior year (2024: £2,800,420). The resulting overall surplus of £163,519 in the year marks the second year on year surplus in a row (2024: £122,885), following a number of deficit years prior to that. Given the extremely challenging financial circumstances facing charities in general, and the migration sector specifically, the Trustees are encouraged by Praxis' financial performance in these difficult times. The ongoing upward pressure on salaries and other costs caused by inflation, together with significant strategic shifts among Trusts and Foundations and uncertainty around Local Authority budgets, continue to create an adverse funding environment.

The Trustees are especially satisfied that the Charity has managed deliver a £46,938 surplus on unrestricted funds and so start building back its Reserves during 2024/25 (2024: (£33,980)). Following three successive years in which reserves were utilised to different degrees, it is reassuring to see that Praxis has begun to rebuild them in this financial year. The momentum definitively shifted in the right direction in 2023/24, and the careful budgeting work and focus on fundraising is now starting to pay off. The Trustees and senior team aim to continue this painstaking work through the next financial year.

OUR CHARITABLE OBJECTS

Praxis' charitable objects are to:

(a) advance the education and relieve the poverty, sickness, and distress of members of the public, particularly refugees, migrants, and asylum seekers (the beneficial class) in particular but not exclusively by:

- (1) the provision of counselling, translating and interpreting services regarding matters of importance to the beneficiaries of the charity, including the matter of detention and related issues;
- (2) the provision of advice regarding financial matters, welfare benefits, housing, health, education, training and employment;
- (3) the provision of ESOL classes and vocational training; and
- (4) the carrying out of research to assess the needs of the beneficial class.

(b) provide facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those members of the beneficial class who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty, or social and economic circumstances.

(c) advance the education of the public, in particular the beneficial class, of different cultures of the beneficial class through, but not exclusively, the provision of art and drama workshops and other similar cultural and educational activities.

(d) promote racial harmony by undertaking workshops which help people understand the causes and effects of racist attitudes and how individuals may learn to live with and overcome them.

CHARITY STRUCTURE, GOVERNANCE, & MANAGEMENT

Status

Praxis Community Projects is a registered charity and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £10 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The members of the company comprise individuals, who are the trustees of the charity and the directors of the company, and certain groups that have a specific interest in the charitable activities of Praxis. The current members groups are: Arewa Association, SACC – Salvador Allende Cultural Centre, Vamos Juntos, Diaspora Support Network and the Uganda Social Justice Arena.

Constitution

The company was incorporated on 25 September 1998 and is registered at Companies House under number 03638571. It took over the assets, liabilities, and activities of The Robert Kemble Christian Institute ("RKCI") from 1 April 1999. It was

registered as an incorporated charity with the Charity Commissioners under registration number 1078945 on 13 January 2000.

RKCI was originally established by a Deed of Declaration of Trust dated 6 June 1983 following the premature death of the Reverend Robert Kemble, a minister of the United Reformed Church, who had worked extensively with displaced people in Central London. Initial funding for the charity came from a bequest in Reverend Kemble's will. There were no restrictions attached to the use of this legacy.

Praxis Community Projects is now governed by the rules and regulations set down in its company Memorandum and Articles of Association, originally set out when it incorporated. These have been amended four times, most recently at the AGM In May 2022.

Organisational structure, governance, and management

The overall strategic direction of the charity is determined by the trustees who meet formally six times a year for quarterly board meetings, an AGM, and a strategy away day. The trustees agree the strategic and operational priorities and annual budget. They also establish policies and procedures for the running of the charity. There are two sub-groups, the Finance and Resources Committee which meets four times a year and reports to the quarterly board meetings and a Premises Committee, formed to assist the organisation to find new premises. From time to time, small groups of trustees and staff work together to consider relevant strategic or operational issues.

In addition to attending board meetings the board deploys the expertise of individual trustees as champions to support the chief executive and senior staff and provide for more oversight for specific activities or issues, for example safeguarding and human resources. The Trustees formalised the roles of board champions. Constance Cullen The Vice Chair holds the role of Safeguarding Trustee. Kemi Ogunlawa is our service user champion trustee and attends Praxis' service-user forum, which has been temporarily paused while Praxis develops a new Service User Engagement strategy with input from the new Chief Executive Officer. In 2021 Praxis completed a review of governance using the Governance Code as a reference point and during each financial year we continue to review progress and undertake development actions to strengthen governance where required.

The day-to-day management of Praxis is delegated to the Chief Executive Officer (CEO) and the senior management team. The CEO presents an overview report to each board meeting, along with reports on service delivery, quality assurance, and performance. The trustees receive quarterly financial reports and management accounts, including cash flows.

Method of recruitment, appointment, induction, and training of trustees

Recruitment

Trustees are selected based on criteria established by the Board, comprising relevant skills and experience, knowledge of the areas of work in which the charity is engaged, understanding of governance and an understanding of the communities with which the charity works. Trustees are normally selected through an open recruitment and search process led by a trustee recruitment panel which includes the chair and chief executive. In some cases, potential trustees are recommended and then considered by the recruitment panel which makes recommendations to the board for appointment.

Appointment

Trustees hold office for a period of three years from the date of appointment (or such shorter period as the Trustees may agree) and, if qualified, are eligible for reappointment for further terms of three years. Three terms of three years is the normal maximum time that any trustee can serve. On an exceptional basis, for reasons of good governance only, an extended period may be agreed by the trustees and will be reported in the annual report.

Induction and training

New trustees receive formal induction, including meetings with the CEO and chair, key documents including the Memorandum and Articles of Association, the strategic plan, and opportunities to meet staff and shadow work. Individual trustees are eligible for governance related training courses and are encouraged to attend. The board reviews its own performance, skills and composition annually at the strategic review day.

Diversity

The Board is diverse, in terms of gender, age, nationality and ethnicity and maintaining diversity is a factor in board recruitment. The board currently comprises 57% women and 43% men, 67% of trustees are people of colour with varied backgrounds including Asian British, black African and Caribbean, 43% of trustees have refugee or migrant backgrounds, and 43% state that they have lived experiences of the issues facing marginalised migrants and the communities Praxis serves. The age profile is mixed ranging from 35 – 64.

There is stakeholder representation on the Board and a service-user champion trustee was appointed to develop stronger engagement of beneficiaries in governance. During the year, a process of reviewing service user inclusion and representation has been initiated with plans to further develop an ethically responsive and accountable plan to support lived experience representation. Trustees are actively engaged in the pursuance of Praxis' anti-racist framework and

are committed to maintaining and promoting principles of diversity, inclusion, and equity in all we do and at all levels of the organisation. Minnie Rahman who joined as CEO in July brings expertise in community participation and will accelerate organisational plans and actions in the year ahead,

Related parties and related party transactions

1 Robert Kemble Trustees Limited hold the head lease on the premises for which the landlord is the Thames North Trust, a body controlled by the United Reformed Church.

2 Rent of £25,000 is payable annually in respect of the Pott Street premises to the United Reformed Church.

Remuneration policy for key management personnel.

Trustees are responsible for setting remuneration levels for the charity's senior staff, the Chief Executive, Director of Operations and Business Development, Director of Fundraising and Communications and Director of Finance and People.

In setting their remuneration, the trustees consider the skills, experiences and competencies required for the post; salary levels for comparable roles elsewhere in the sector; the charity's ability to pay and its track record in attracting and retaining committed and motivated employees. Salary levels are reviewed periodically by the trustees using independent advice.

Grant making policy

Praxis does not give grants directly as a method of furthering its charitable objectives. The charity applies for and distributes hardship payments according to need and the criteria of the donors.

PUBLIC BENEFIT

The charitable purposes, objectives and activities, which Praxis undertakes for the public benefit, and achievement in delivering these are set out in the relevant sections of this report. The Trustees ensure that the services delivered by Praxis are not unreasonably restricted and are relevant to the needs of our beneficiaries, thereby enabling them to settle effectively in the UK and contribute positively to society. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

RISK & CORPORATE GOVERNANCE MATTERS

Praxis' Trustee board meets six times a year, including a strategic review day and AGM. We have regular meetings of the Finance and Resources Committee, normally prior to every full board meeting, where trustees monitor the financial position, including cash flow, and reports on risk and income generation at every meeting. The Premises Committee meets ad hoc (quite regularly in 2024/25) to oversee the negotiations around the end of Praxis' lease at Pott Street and the search for new premises. A HR working group also meets ad hoc and considers issues and risks specific to human resource matters.

In 2024/5 trustees actively managed the significant risks associated with the change in leadership through the review of governance arrangements, communications with key stakeholders, an extensive and inclusive recruitment process for a successor and the organisation of interim arrangements to cover the short gap, ensuring continuity and oversight. To inform CEO recruitment trustees considered the achievements and future direction of the organisation, which celebrated its 40th year in 2023, including careful consideration of the external and internal environment.

Trustees developed and adopted an extensive schedule of delegated authorities, a process led by the Governance champion trustee, Dylan Matthews, the new schedule was agreed in March 2024. A trustee skills audit was also carried out by the Governance champion who is member of the trustee recruitment panel, alongside the chair and vice chair. In anticipation of the election, Praxis developed an election strategy, seeking legal advice to ensure compliance with the complex regulatory framework set out by the Charities Commission and Electoral Commission. Our aim was to use any election period to raise the immigration and social welfare policy matters that affect our communities.

Ensuring strong governance and maintaining a skilled and diverse trustee board is a priority. Harriet Clark, an experienced senior finance professional, was formally appointed as treasurer in March 2024, with Raphael Perret the outgoing treasurer continuing as a member of the Finance and Resources subcommittee to ensure a smooth transition in this important governance role.

Praxis continues to face building related risks, particularly in relation to potential repair costs arising from working in an old building where we have a two thirds liability for repairs, and in relation to potential dilapidations if/when Praxis eventually terminates this lease. The lease ends mid-2025 and plans are well advanced to secure new premises. Priorities for our new office include meeting our immediate and long-term needs, taking into account flexible and hybrid working patterns, operational delivery, and our ability to deliver a trauma-informed space for community members and staff. We have appointed professional consultants to help find a new affordable home for Praxis and negotiate on lease matters. Praxis has a Premises Committee to consider this important issue, and Trustees have invested in a premises reserve to help us with the costs of a future move. We are seeking to remain in East London.

Following the widespread Far Right use of violence across the country during August, Praxis was required to take significant steps to increase physical and online safety of service users, community members, and staff. The ongoing political

polarisation of migration, and prevalence of both physical and online actors of malicious intent place us and many other organisations at increased risk. Consequently, this risk has been increased on our risk management register, and we are taking careful precautions to do everything we can to mitigate against such threats.

Praxis, alongside many charities of our size, face challenges to our long-term financial sustainability. The funding environment continues to be constrained following years of poly crisis where demand for limited funds is accelerating year on year. To meet a growing need for income generation and to build organisational resilience, the Trustees invested in increased fundraising capacity during 2024, to ensure balanced and diverse income generation are being pursued. Further work to understand and clearly communicate our impact to stakeholders and funders was pursued alongside ongoing activities to increase awareness of our work. During the year active supporter numbers grew significantly to 24,000 up from 16,000 during the previous year.

In the last couple of years our commitment to partnership work and collaboration has resulted in a growing number of fruitful collaborations where Praxis colleagues work alongside partners in health, homelessness, youth, and community services to offer specialist immigration advice within those settings. These partnerships have facilitated increased reach, and two-way learning for practitioners. They have also helped widen accessibility to specialist advice, going some way to bucking the trend of dwindling advice provision. The learning from these cross sectoral approaches additionally enhances the evidence base of our advocacy and policy work and contributes to building wider advocacy networks for migrants' justice.

Reserves Policy

The Policy is to maintain sufficient reserves to enable operating activities to continue over a reasonable period should a shortfall in income occur and to take account of potential risks and contingencies that may arise. These included the following elements:

- Financial capacity to enable Praxis to manage staff levels in accordance with its policies and legal obligations
- The working capital needed to operate
- Some capacity to manage operational expenditure at a time of unforeseen uncertainty in income streams
- A general margin for unexpected events

The level of reserves required to mitigate these risks has been assessed for the current year and now stands at £673,551 (2024: £634,672). This is equivalent to 2.68 months' running costs.

The unrestricted reserves on 31 March 2025 were £607,743, which is 90% of the target level. A good portion of these (£134,493) remain designated a property reserve to help with costs associated with ending the long lease at Pott Street, fitting out new premises, and the inevitable increase in rent if/when Praxis moves. The true free reserves of the Charity are therefore £473,250, which represents 70% target level. While this remains below the ideal, the Trustees were reassured that we were able to grow the reserves this year, both in absolute terms and in terms of the percent of target level (reserves were at 88% and 66% respectively in 2024).

The Finance and Resources Committee have started to review the methodology by which the target level of reserves is calculated and intend to adopt a new approach next financial year which targets a range rather than a specific figure.

PLANS FOR FUTURE PERIODS

As the organisation comes to the end of its 2021-2026 organisational strategy, we will undergo a period of strategic review and reflection over the coming year, in preparation for the development of the next organisational strategy. The new strategy will focus on drawing together our expertise in service delivery and advice with advocacy and campaigning, while ensuring that the experiences of our community are central to the way we work. This includes strengthening the way that people with lived experience who have come through our advice service or are part of our groups engage at all levels of the organisation. Plans to create a new Community department which focuses on service user experience and supports our lived experience groups are already underway. This new structure will strengthen our focus and ability to work towards holistic systems change, through the lens of anti-oppression.

Our new People Strategy also recognises power imbalances within the workplace. We will continue to develop and implement policies which prioritise the physical and psychological wellbeing of staff, encourage and value diversity, and which tackle different forms of oppression.

We will continue to strengthen the organisation, meet compliance obligations, and manage risks to the organisation posed by organised far-right extremism. This includes any increased hate crime towards the people who use our services and the wider Praxis community - from volunteers and trustees to staff.

We will continue to pursue diverse and ambitious income generation plans to support the successful implementation of the new strategy. We recognise that the fundraising environment is highly competitive and that rising costs create more pressures particularly as the value of existing grants decline. We will seek to mitigate these pressures through careful prioritisation and planning on how we use our fundraising resources. We will continue to engage the public to raise awareness of and support for Praxis aims and activities.

We will increase our efforts to identify new premises for Praxis to ensure that the organisation has a stable, secure, and suitable base for the future. We anticipate a relocation within the next 12 months.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the applicable Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 2 October

2025 and signed on their behalf by:



Dr Debbie Weekes-Bernard

CHAIR OF TRUSTEES

Trustees, Chief Executives and Professional Advisers

Trustees serving during the year:

The Trustees of the Charity, who are also the Directors of the Company, who have held office since 1 April 2024 are as follows:

Dr Debbie Weekes-Bernard	<i>(Chair)</i>
Constance Cullen	<i>(Vice Chair)</i>
Raphael Perret	<i>(Resigned 12 September 2024)</i>
Harriet Clark	<i>(Treasurer)</i>
Ruby Giblin	
Dylan Matthews	
Kemi Ogunlana	
Chetal Patel	<i>(appointed 25 June 2024)</i>
Jumana Rahman	<i>(resigned 14 July 2024)</i>
Satbir Singh	
Ruth Stuart	

Chief Executive:

Sally Daghliah OBE	<i>(Retired 3 May 2024)</i>
Minnie Rahman	<i>(Appointed 8 July 2024)</i>

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

1078945

Company Number:

03638571

Auditors:

Goldwins, 75 Maygrove Road, West Hampstead, London, NW6 2EG

Bankers:

HSBC plc, 465 Bethnal Green Road, London, E2 9QW

Opinion

We have audited the financial statements of Praxis Community Projects (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

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 financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, 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 they 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.

Our 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. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material

PRAXIS COMMUNITY PROJECTS
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2025

misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)

for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants

75 Maygrove Road
West Hampstead
London NW6 2EG

3 October 2025

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ended 31 March 2025

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and Legacies	2	599,153	-	599,153	547,864
Investments		15,574	-	15,574	11,221
Charitable activities:					
Access to Support	3	673,307	1,558,298	2,231,605	2,066,400
Capacity Building	3	-	123,536	123,536	59,430
Campaigns and Advocacy	3	-	215,000	215,000	238,390
TOTAL INCOME:		1,288,034	1,896,834	3,184,868	2,923,305
Expenditure on:					
Raising Funds	4,7	97,184	-	97,184	69,421
Charitable Expenditure:					
Access to Support	4,7	1,015,727	1,521,596	2,537,323	2,386,556
Capacity Building	4,7	9,134	70,726	79,860	116,671
Campaigns and Advocacy	4,7	111,640	195,342	306,982	227,772
TOTAL EXPENDITURE:		1,233,685	1,787,664	3,021,349	2,800,420
NET EXPENDITURE		54,349	109,170	163,519	122,885
Transfer between funds		(7,411)	7,411	-	-
NET MOVEMENT IN FUNDS		46,938	116,581	163,519	122,885
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 April 2024		560,804	250,255	811,059	688,174
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2025		607,742	366,836	974,578	811,059

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2025
BALANCE SHEET AS AT 31 MARCH 2025

Company number: 03638571

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible Assets	9	5,976	4,302
		<u>5,976</u>	<u>4,302</u>
CURRENT ASSETS			
Debtors	10	335,385	398,712
Cash at bank and in hand		911,583	729,146
		<u>1,246,968</u>	<u>1,127,858</u>
CREDITORS			
Amounts falling due within one year	11	(271,160)	(318,175)
		<u>975,808</u>	<u>809,683</u>
NET CURRENT ASSETS			
		<u>981,784</u>	<u>813,985</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
Amounts falling due after one year	12	(7,206)	(2,926)
		<u>974,578</u>	<u>811,059</u>
NET ASSETS			
FUNDS			
	13		
Restricted Reserves		366,836	250,255
Unrestricted Reserves:			
General Reserves		473,249	421,867
Designated Reserves		134,493	138,937
		<u>974,578</u>	<u>811,059</u>
TOTAL FUNDS			

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the Trustees and authorised for issue on 2 October 2025 and signed on their behalf by:



Debbie Weekes-Bernard, Chair of Trustees

The notes on pages 50 to 62 form part of these financial statements

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2025
STATEMENT OF CASH FLOWS

	2025 £	2024 £
Cash flows from operating activities:		
Net Cash provided by operating activities	174,445	121,041
Cash flows from investing activities:		
Interest	15,574	11,221
Purchase of fixed assets	(7,582)	(2,765)
Net Cash from investing activities	7,992	8,456
Change in cash & cash equivalents in the reporting period	182,437	129,497
Cash & cash equivalents at 1 April 2024	729,146	599,649
Cash & cash equivalents at 31 March 2025	911,583	729,146
Reconciliation of net income to net cash flow from operating activities		
Net expenditure as per SOFA	163,519	122,885
Adjustments		
Depreciation	5,908	12,015
Interest	(15,574)	(11,221)
Decrease in debtors	63,327	(88,182)
Increase / (decrease) in creditors	(42,735)	85,544
Net cash provided by operating activities	174,445	121,041
Analysis of cash & cash equivalents		
Cash in hand	811,622	632,346
Notice deposits (less than 3 months)	99,961	96,800
Total cash & cash equivalents	911,583	729,146

The notes on pages 50 to 62 form part of these financial statements

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102)(effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Praxis Community Projects 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(s).

b) Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c) Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £1,000; otherwise it is written off through the Statement of Financial Activities. Costs of replacements of major equipment may be charged to designated funds set aside for that purpose by appropriations from Revenue.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

- Furniture, fittings and equipment to be written off over four years

d) Funds

The different funds are defined as follows:

- Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.
- Unrestricted funds are those funds available to the charity for its general purposes.
- Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. The aim and use of designated funds is set out in page 22 in the Reserves Policy.

It is the policy of the trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short-term effect of income volatility and retain funds to generate sufficient income to meet current and future operational activities of the charity.

1. Accounting Policies (Continued)

e) Income recognition

This comprises fees receivable from the various activities and investment income. 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 income can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met.

Legacies are recognised on a case-by-case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise direct expenditure including staff costs attributable to each activity.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice.

g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting Policies (Continued)

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

k) Estimation uncertainty

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

	Total funds 2025 £	Total funds 2024 £
2. Donations & Legacies		
Donations from individuals, trusts and other similar institutions	599,153	547,864

3. Charitable Activities

Income related to Charitable Activities from individuals, trusts and other similar institutions

2,570,141	2,364,220
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In accordance with the London Councils grant funding, the following disclosures are made:

The grant received from London Councils has been utilised as specified in the terms of the Street Legal East partnership agreement in accordance with section 37 of the Local Government and Housing Act 1989. The following table illustrates how money was allocated across the partnership and that it has been used for the purposes outlined in the funding agreement:

Grantor: ☐ London Councils ☐ Project: Street Legal East

	Grant received £	Grant spent £
Partner		
Praxis Community Projects	353,092	353,091
RAMFEL	191,907	192,111
Tower Hamlets Law Centre	15,000	15,000
Total	559,999	560,202

The following table illustrates how the total grant was spent in accordance with the purposes outlined in the funding agreement:

	Grant received £	Grant spent £
Staff costs	422,356	431,954
Beneficiary costs	19,378	14,518
Other direct costs	24,849	21,872
Overheads	93,416	91,858
Total	559,999	560,202

4. Access to Support

Direct Costs

Staff Costs (note 8)	1,764,246	1,632,856
Other Costs	534,552	503,345
	2,298,798	2,136,201
Support costs (note 7)	238,525	250,355
	2,537,323	2,386,556

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

5. Capacity Building

Direct Costs

Staff Costs (note 8)	59,630	92,860
Other Costs	12,168	9,573
	<u>71,798</u>	<u>102,433</u>
Support costs (note 7)	8,062	14,238
	<u>79,860</u>	<u>116,671</u>

6. Campaigns and Advocacy

Direct Costs

Staff Costs (note 8)	233,114	164,351
Other Costs	42,351	38,222
	<u>275,465</u>	<u>202,573</u>
Support costs (note 7)	31,517	25,199
	<u>306,982</u>	<u>227,772</u>

6a. Cost of Fundraising

Staff Costs (note 8)	75,964	56,363
Other Costs	21,220	13,058
	<u>97,184</u>	<u>69,421</u>

7. Support Costs 2025

	Access to Support	Capacity Building	Campaigns and Advocacy	Total 2025
	£	£	£	£
Premises Costs	28,568	966	3,775	33,309
Depreciation - owned assets	5,067	171	669	5,907
Audit Fee	6,423	217	849	7,489
Governance Costs	12,045	407	1,591	14,043
Other Costs	186,422	6,301	24,633	217,356
	<u>238,525</u>	<u>8,062</u>	<u>31,517</u>	<u>278,104</u>

Support Costs 2024

	Access to Support	Capacity Building	Campaigns and Advocacy	Total 2024
	£	£	£	£
Premises Costs	22,316	1,269	2,247	25,832
Depreciation - owned assets	10,380	590	1,045	12,015
Audit Fee	6,982	397	702	8,081
Governance Costs	12,403	706	1,248	14,357
Other Costs	198,274	11,276	19,957	229,507
	<u>250,355</u>	<u>14,238</u>	<u>25,199</u>	<u>289,792</u>

Support costs consist of premises and office costs, and are distributed by staff ratio.

Net incoming resources for the year are stated after charging:

	2025	2024
	£	£
Fees payable to the charity's auditor for the audit of the annual accounts:	7,489	8,081
Depreciation:	<u>5,907</u>	<u>12,015</u>
	<u>13,396</u>	<u>20,096</u>

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

8. Staff Costs

	2025	2024
The average monthly number of employees employed during the year was:		
Charitable Activities	43	39
Support & Governance	12	11
	<u>55</u>	<u>50</u>

	2025 £	2024 £
Staff costs for the above persons:		
Wages and Salaries	1,879,679	1,688,189
Social Security Costs	181,337	171,363
Pension Costs	70,022	61,195
Temporary Staff Costs	1,916	25,682
	<u>2,132,954</u>	<u>1,946,429</u>

Staff Costs by service area:

Access to Support	1,764,246	1,632,855
Capacity Building	59,630	92,860
Campaigns and Advocacy	233,114	164,351
Cost of Fundraising	75,964	56,363
	<u>2,132,954</u>	<u>1,946,429</u>

Of which attributable to key management personnel (excluding consultancy fees)	<u>277,062</u>	<u>283,577</u>
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Three Employees received emoluments between £60,000 and £70,000 in the current year (2024: one between £70,000 and £80,000).

The Trustees neither received nor waived any emoluments for their services to the Charity and were not reimbursed for any expenses incurred on behalf of the Charity during the current or previous year.

The Charity holds an insurance policy that provides professional insurance cover for the Trustees.

9. Tangible Fixed Assets - Furniture, Fixtures & Equipment

	2025 £	2024 £
Cost:		
Balance brought forward as at 1 April	117,550	139,345
Additions	7,582	2,765
Disposals	(61,676)	(24,560)
Value at 31 March	<u>63,456</u>	<u>117,550</u>
Depreciation:		
Balance brought forward at 1 April	113,248	125,793
Provided in year	5,908	12,015
Disposals	(61,676)	(24,560)
Depreciation at 31 March	<u>57,480</u>	<u>113,248</u>
Net Book Value at 31 March	<u>5,976</u>	<u>4,302</u>
Net Book Value at 1 April	<u>4,302</u>	<u>13,552</u>

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

10. Debtors

	2025	2024
	£	£
Trade Debtors	109,689	168,345
Prepayments and accruals	216,422	224,778
Other Debtors	9,274	5,589
	<u>335,385</u>	<u>398,712</u>

11. Creditors due within one year

	2025	2024
	£	£
Amounts due within one year:		
Trade Creditors	98,200	64,581
Other taxes & social security	58,157	50,866
Pension liability	13,625	12,994
Accruals, including provisions	101,178	189,734
	<u>271,160</u>	<u>318,175</u>

12. Creditors due after one year

	2025	2024
	£	£
Defined Benefit Pension Plan deficit	<u>7,206</u>	<u>2,926</u>

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

13. Funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Restricted income funds					
Access to Support	151,842	1,558,298	(1,521,596)	7,295	195,839
Capacity Building	4,153	123,536	(70,726)	-	56,963
Campaigns and Advocacy	94,260	215,000	(195,342)	116	114,034
Total Restricted funds	250,255	1,896,834	(1,787,664)	7,411	366,836

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Restricted Income Funds					
Hackney Community	-	47,000	(46,214)	-	786
Big Lottery - Reaching Communities Root and Branch	914	-	(914)	-	-
The Big Lottery	28,800	90,761	(74,508)	-	45,053
Paul Hamlyn Foundation	14,096	-	(1,419)	-	12,677
Trust for London 23-24	24,567	67,500	(58,895)	-	33,172
IPPR - Justice Together (Paul Hamlyn Foundation) 23-24	20,034	47,500	(44,617)	-	22,917
Henry Smith Foundation	-	-	(103)	103	-
Star (Local Councils)	-	108,466	(108,657)	191	-
New Horizon London Councils	-	59,207	(59,424)	217	-
Crisis - Skylight	1,513	76,665	(77,932)	-	246
Big Lottery - Reaching Communities 23-26 - Advice	26,087	71,768	(71,675)	-	26,180
Pathways (Hospital Discharge) - 23-24	10,234	58,131	(64,978)	-	3,387
Tower Hamlets - EE CAB-Boroughwide 23-24	-	29,691	(29,691)	-	-
Access to Justice Foundation	7,575	112,376	(120,762)	811	-
Refugee Action	13,673	-	(13,673)	-	-
Islington Faith Forum (City Bridge Trust)	4,899	29,065	(29,785)	-	4,179
Henry Smith 23-26	38,436	69,900	(70,534)	-	37,802
Islington - Hotels Advice	-	77,728	(77,734)	6	-
Islington - Union Chapel	-	27,188	(27,188)	-	-
Street Legal East	-	559,999	(565,767)	5,768	-
East London NHS Foundation Trust	-	60,000	-	-	60,000
Unbound Philanthropy	10,736	100,000	(71,656)	-	39,080
Network for Social Change	18,640	-	(18,756)	116	-
Frontline Network	4,852	37,848	(25,552)	-	17,148
Refugee Action - External Supervision 2024-25	-	20,500	(7,906)	-	12,594
Trust for London - Better Temporary Accommodation	-	38,000	(10,080)	-	27,920
BBC Children in Need	882	-	(882)	-	-
Paul Hamlyn - Brighter Futures	-	54,450	(54,450)	-	-
Queen Mary University - Brighter Futures	1,966	-	(1,966)	-	-
Mercers' Charitable Trust	21,751	17,349	(20,555)	-	18,545
Flourishing Communities - Tower Hamlets CVS	-	31,192	(31,391)	199	-
Stef and Philips Foundation	600	2,550	-	-	3,150
WINGS Small Grants	-	2,000	-	-	2,000
Total Restricted Funds	250,255	1,896,834	(1,787,664)	7,411	366,836

Unrestricted Income Funds

Designated Funds	138,937	-	(4,444)	-	134,493
General Reserves	421,867	1,288,034	(1,229,241)	(7,411)	473,249
Total Unrestricted Funds	560,804	1,288,034	(1,233,685)	(7,411)	607,742
Total Charity Funds	811,059	3,184,868	(3,021,349)	-	974,578

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

13. Funds (continued)

Funds 2024	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted income funds					
Access to Support	46,978	1,416,286	(1,314,511)	3,089	151,842
Capacity Building	9,290	59,430	(65,543)	976	4,153
Campaigns and Advocacy	37,122	238,390	(186,232)	4,980	94,260
Total Restricted funds	93,390	1,714,106	(1,566,286)	9,045	250,255

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted Income Funds					
London Councils - Street Legal East	-	565,000	(565,000)	-	-
Hackney Community	-	47,000	(47,003)	3	-
Big Lottery - Reaching Communities Root and Branch	1,518	-	(604)	-	914
The Big Lottery	2,792	44,480	(18,472)	-	28,800
Paul Hamlyn Foundation	27,377	-	(13,281)	-	14,096
Trust for London 23-24	-	67,500	(42,933)	-	24,567
IPPR - Justice Together (Paul Hamlyn Foundation) 23-24	-	52,250	(32,216)	-	20,034
Paul Hamlyn Foundation - Justice Initiative	9,988	-	(10,198)	210	-
Tower Hamlets - EECAB Borough Wide	12,098	22,057	(34,167)	12	-
The Henry Smith Charity	15,113	-	(15,113)	-	-
Pathways (Hospital discharge)	4,567	38,919	(43,506)	20	-
Star (Local Councils)	2,457	102,352	(105,070)	261	-
New Horizon London Councils	5,538	57,648	(63,235)	49	-
Crisis - Skylight	-	56,660	(55,147)	-	1,513
Big Lottery - Reaching Communities 23-26 - Advice	-	35,204	(9,117)	-	26,087
Pathways (Hospital Discharge) - 23-24	-	36,000	(25,766)	-	10,234
Tower Hamlets - EE CAB-Boroughwide 23-24	-	12,371	(12,603)	232	-
Access to Justice Foundation	-	79,141	(71,566)	-	7,575
Refugee Action	-	33,000	(19,327)	-	13,673
Islington Faith Forum (City Bridge Trust)	-	22,313	(17,414)	-	4,899
Henry Smith 23-26	-	69,300	(30,864)	-	38,436
Islington - Hotels Advice	-	34,914	(35,007)	93	-
Islington - Union Chapel	-	22,391	(23,157)	766	-
Trust for London	3,559	-	(8,539)	4,980	-
GLA	-	4,828	(4,828)	-	-
Unbound Philanthropy	-	100,000	(89,264)	-	10,736
Network for Social Change	-	18,640	-	-	18,640
Frontline Network	-	32,211	(27,359)	-	4,852
BBC Children in Need	6,417	33,226	(38,761)	-	882
Paul Hamlyn - Brighter Futures	-	53,950	(55,796)	1,846	-
Queen Mary University - Brighter Futures	1,966	15,000	(15,000)	-	1,966
IOLTS (access to justice)	-	6,000	(6,000)	-	-
Mercers' Charitable Trust	-	21,751	-	-	21,751
Flourishing Communities - Tower Hamlets CVS	-	29,400	(29,973)	573	-
Stef and Philips Foundation	-	600	-	-	600
Total Restricted Funds	93,390	1,714,106	(1,566,286)	9,045	250,255

Unrestricted Income Funds

Designated Funds	143,381	-	(4,444)	-	138,937
General Reserves	451,403	1,209,199	(1,229,690)	(9,045)	421,867
Total Unrestricted Funds	594,784	1,209,199	(1,234,134)	(9,045)	560,804
Total Charity Funds	688,174	2,923,305	(2,800,420)	-	811,059

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

14. Analysis of Net Assets Between Funds

31 March 2025	Restricted Funds	Designated Funds	General Reserves	Total 2025
	£	£	£	£
Tangible Fixed Assets	1,972	-	4,004	5,976
Net Current Assets	364,864	134,493	476,451	975,808
Long-term Creditors	-	-	(7,206)	(7,206)
Total Net Assets	366,836	134,493	473,249	974,578

31 March 2024	Restricted Funds	Designated Funds	General Reserves	Total 2024
	£	£	£	£
Tangible Fixed Assets	1,420	-	2,882	4,302
Net Current Assets	248,835	138,937	421,911	809,683
Long-term Creditors	-	-	(2,926)	(2,926)
Total Net Assets	250,255	138,937	421,867	811,059

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

15. Pension Commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028:	£2,100,000 per annum	(payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
---------------------------------------	----------------------	-------------------

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

15. Pension Commitments (Continued)

PRESENT VALUES OF PROVISION

	31 March 2025 (£s)	31 March 2024 (£s)	31 March 2023 (£s)
Present value of provision	7,206	2,926	6,264

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2025 (£s)	Period Ending 31 March 2024 (£s)
Provision at start of period	2,926	6,264
Unwinding of the discount factor (interest expense)	77	240
Deficit contribution paid	(2,983)	(3,580)
Remeasurements - impact of any change in assumptions	46	2
Remeasurements - amendments to the contribution schedule	7,140	-
Provision at end of period	7,206	2,926

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2025 (£s)	Period Ending 31 March 2024 (£s)
Interest expense	77	240
Remeasurements – impact of any change in assumptions	46	2
Remeasurements – amendments to the contribution schedule	7,140	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	4.84	5.31	5.52

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2025
NOTES TO THE ACCOUNTS

16. Financial Instruments

	2025	2024
	£	£
Financial Assets measured by amortised cost	335,385	398,712
Financial Liabilities measured by amortised cost	98,200	64,581

Financial Assets include trade debtors and staff loans. Financial liabilities include trade and sundry creditors.

17. Related Party Transactions

There were no related party transactions to be reported in the financial year or prior year.

18. Statement of Financial Activity 2024

	Unrestricted funds	Restricted funds	Total funds
	2024	2024	2024
	£	£	£
Income from:			
Donations and Legacies	547,864	-	547,864
Investments	11,221	-	11,221
Charitable activities:			
Access to Support	650,114	1,416,286	2,066,400
Capacity Building	-	59,430	59,430
Campaigns and Advocacy	-	238,390	238,390
TOTAL INCOME:	1,209,199	1,714,106	2,923,305
Expenditure on:			
Raising Funds	69,421	-	69,421
Charitable Expenditure:			
Access to Support	1,072,045	1,314,511	2,386,556
Capacity Building	51,128	65,543	116,671
Campaigns and Advocacy	41,540	186,232	227,772
TOTAL EXPENDITURE:	1,234,134	1,566,286	2,800,420
NET INCOME/(EXPENDITURE):	(24,935)	147,820	122,885
Transfer between funds	(9,045)	9,045	-
NET MOVEMENT IN FUNDS	(33,980)	156,865	122,885
RECONCILIATION OF FUNDS			
Fund balances brought forward at 1 April 2023	594,784	93,390	688,174
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2024	560,804	250,255	811,059

Thank you again for all your support without which we cannot continue to make a difference!!

We would love your support; you can help in many ways:

Donate

Take Action

Volunteer

Fundraise

To find out more about how you can get involved with Praxis please visit: [Praxis, for Migrants and Refugees](#)

Accounts

Company Number: 03638571

Charity Number: 1078945

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT

For the year ended 31 March 2024

The Trustees present their report and financial statements of Praxis Community Projects ("Praxis") for the year ended 31 March 2024.

REFERENCE & ADMINISTRATIVE DETAILS

Trustees serving during the year:

The Trustees of the Charity, who are also the Directors of the Company, who have held office since 1 April 2023 are as follows:

Dr Debbie Weekes-Bernard	<i>(Chair)</i>
Constance Cullen	<i>(Vice Chair)</i>
Raphael Perret	<i>(Treasurer, resigned as Treasurer 5 March 2024)</i>
Tom Brand	<i>(resigned 21 September 2023)</i>
Harriet Clark	<i>(appointed 21 September 2023, and as Treasurer 5 March 2024)</i>
Ruby Giblin	
Dylan Matthews	
Kemi Ogunlana	
Chetal Patel	<i>(appointed 25 June 2024)</i>
Jumana Rahman	<i>(resigned 14 July 2024)</i>
Satbir Singh	
Ruth Stuart	

Chief Executive:

Sally Daghliah OBE	<i>(Retired 3 May 2024)</i>
Minnie Rahman	<i>(Appointed 8 July 2024)</i>

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

1078945

Company Number:

03638571

Auditors:

Goldwins, 75 Maygrove Road, West Hampstead, London, NW6 2EG

Bankers:

HSBC plc, 465 Bethnal Green Road, London, E2 9QW

OUR CHARITABLE OBJECTS, VISION, MISSION, AND STRATEGIC OBJECTIVES

Praxis' charitable objects are to:

- (a) advance the education and relieve the poverty, sickness, and distress of members of the public, particularly refugees, migrants and asylum seekers (the beneficial class) in particular but not exclusively by:
 - (1) the provision of counselling, translating and interpreting services regarding matters of importance to the beneficiaries of the charity, including the matter of detention and related issues.
 - (2) the provision of advice regarding financial matters, welfare benefits, housing, health, education, training, and employment.
 - (3) the provision of ESOL classes and vocational training; and
 - (4) the carrying out of research to assess the needs of the beneficial class.
- (b) provide facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those members of the beneficial class who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.
- (c) advance the education of the public, in particular the beneficial class, of different cultures of the beneficial class through, but not exclusively, the provision of art and drama workshops and other similar cultural and educational activities.
- (d) promote racial harmony by undertaking workshops which help people understand the causes and effects of racist attitudes and how individuals may learn to live with and overcome them.

Praxis' Vision

People who have migrated to the UK will not be marginalised or mistreated because of their immigration status. They will live safely, free from poverty, discrimination, and exclusion, and be treated with compassion and respect.

Praxis' mission

Our mission is to create positive change for and with individuals and communities who are marginalised because of their immigration status.

We deliver our vision by working on three levels:

- **Delivering direct services:** providing specialist legal advice and holistic welfare support to help people to live securely and safely.
- **Building the capacity of other services across the UK:** using our expertise to provide innovative solutions and sharing our knowledge through training and partnership working.
- **Campaigning for systemic change:** building alliances and working in partnership with experts by experience to create positive, long-term changes to the policy and practice that cause exclusion and destitution.

Our direct services are pan-London, but we share our expertise and influence nationally and internationally.

Our four strategic objectives as set out in our 2021-2026 strategic plan build on the objects of the charity and the current context and set the framework for our activities.

Objective 1

People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

To achieve this Praxis will increase access to support by delivering frontline services which provide the legal advice, and holistic support and guidance people need to leave crisis and begin to live in safety. We will work in partnership to increase access to support for those most in need, and champion user-led work to build community and strengthen lived experience voices.

Objective 2

Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

To achieve this Praxis will expand our training and capacity building programme, supporting good practice, and enabling others to respond positively to the needs of people who have migrated.

Objective 3

Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

To achieve this Praxis will advocate with and on behalf of people who have migrated, creating systemic improvements, and acting as a catalyst for long term change.

Objective 4

Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

To achieve this Praxis will build on the learning from Covid-19 to ensure that we remain an organisation which can flex and adapt quickly while continuing to meet the needs of the staff and service users.

ACHIEVEMENTS AND PERFORMANCE

The constantly changing legislative environment and exclusion of many migrants from any welfare safety net had a significant impact on our communities and the work of Praxis, some key developments in the period are noted here. The context of our work during the financial year was continued political hostility towards refugees and migrants and a febrile media focus on small boat crossings. The Illegal Migration Bill came into law in July 2023 despite widespread opposition, including from the United Nations High Commission on Refugees. The Illegal Migration Act 2023 fundamentally removes the right to asylum on the basis of method of entry to the UK rather than fear of persecution, leaving thousands of people with no route to regulated status and thus facing exclusion and destitution, it also undermines protections for victims of trafficking.

In June 2023, the Government's Rwanda Plan was ruled unlawful, and this decision was upheld in the Supreme Court in July. However, the Government subsequently introduced emergency legislation to "confirm that Rwanda is safe" (as a destination to send asylum seekers from the UK). Many people were issued with letters identifying them as liable to be sent to Rwanda and the Safety of Rwanda Bill passed in April 2024, causing great fear and uncertainty in migrant communities. The Bibby Stockholm Barge was introduced as asylum accommodation and the Government put forward proposals to warehouse asylum seekers in other unsuitable accommodation and locations - including former RAF bases. These new forms of accommodation led to protests from both resident communities and local authorities and sparked more fear for asylum seekers.

We saw rapidly escalating numbers of refugees experiencing homelessness as Government sought to push newly granted refugees out of asylum hotels with only ten days' notice, as part of its asylum backlog clearance. Record numbers of people who have migrated were recorded as street homeless in London in December 2023 (GLA CHAIN Data December 2023). Meanwhile the cost-of-living crisis disproportionately affected people with insecure migration status unable to access the welfare safety net due to the imposition of the 'no recourse to public funds' (NRPF) visa condition, leading to unprecedented hardship and need for support to meet the most basic living requirements.

In September 2023, the government abandoned key commitments made following the Windrush lessons learned review and the Home Office Windrush Team was disbanded, despite the continuing injustices to the Windrush community. In December 2023, the Government announced plans to increase the minimum income requirement for a spouse visa from £18,000 to £38,700 promising to create more misery and divided families.

It is in this context of accelerating threats, increasing need, exclusion, and systemic injustice that we continued to pursue and deliver our strategic priorities and build organisational resilience. With the invaluable support of funders and partners; by working in partnership and united with migrants, refugees, and a growing number of people supporting our work; we continued to make progress towards our goals. Our gratitude for the ongoing support and dedication of our funders and allies during this tough period is immense.

Objective1: People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

This year our accredited immigration advisers **supported 2,428 people with expert advice and casework** helping people leave crisis and find long term pathways to safety. Their support included assisting people to understand their rights and entitlements, advocate for themselves and build resilience. We submitted **662 immigration case applications**, and **770 people we supported had their application to the Home Office granted**. In total **£551,611 in financial support was won or**

accessed for people in urgent need (such as through securing fee waivers for immigration applications or access to benefits).

The hostile policy environment continued to present the advice service with new and growing needs, and this year we specifically saw:

- an increase in people requiring asylum representation
- a further increase in homelessness including amongst people abandoning asylum accommodation due to extremely challenging conditions in those settings
- increased safeguarding support needs in part arising from cost-of-living pressures

Our team of 21 OISC accredited immigration advisors continued to deliver person-centred, high-quality advice from Praxis' premises, in community settings across London and via the telephone to make services as accessible as possible. The move towards delivery in community settings, alongside partner providers in homelessness, health and other community services enabled delivery of joined-up multidisciplinary advice and support from specialist providers within **16 'projects'** across London.

Examples of our collaborative projects include:

1. Praxis, in partnership with RAMFEL and Tower Hamlets Law Centre, **leads the provision** of the GLA, and London Councils funded **London Subregional Immigration Advice Service (SIAS)**, with funding running from July 2022 to March 2025.

This partnership named 'Street Legal East' provided immigration advice services in the North-East Region - comprising immigration advice services in situ in **Redbridge, Waltham Forest, Tower Hamlets, Hackney, City of London, Havering and Barking & Dagenham**. Delivered by 8 immigration advisors and leads (5 of which are Praxis staff).

- **523 people were supported to regularise their immigration status and access housing** during the year.

Praxis' expertise working with migrants who are street homeless was instrumental in developing this pan-London approach and advice provision. The pan-London partnership significantly increased capacity to support and provide immigration advice to people who are street homeless across London. Our strong advocacy also influenced the adoption of a rights-based and client-centred approach underpinning this service.

2. We continued our participation in the successful **London Youth Gateway project (LYG)** - a partnership led by New Horizons giving advice to young migrants at risk of homelessness. **108** young people accessed immigration advice during the financial year.

The statement below shows the impact of our involvement in this project:

'Just think how far he has come and what he has achieved by attaining his status and claiming benefits - he is now moving to an incredible youth community home, where he will be given great support to continue his life and pursue all that he sets his mind to..'

3. Our hospital discharge project in partnership with Pathways. The project **provides immigration advice to non-UK nationals who have been hospitalised and are facing destitution on discharge**. It works with Pathways teams at Royal London, Imperial London, UCLH, St George's, Ealing/Northwick Park, Croydon and Homerton hospitals.

The partnership delivered:

- **Applications for limited leave to remain**
- **Settled status applications under the EUSS**

- **Applications for indefinite leave to remain**
- **Advice and support on asylum cases**
- **Asylum support applications**
- **Referrals to specialist welfare / housing organisations**

It also importantly provided second tier advice – building capacity in hospitals to respond to people with insecure immigration status.

4. A new access to justice service in partnership with The Magpie Project **providing immigration advice to mothers with young children** who access services at Magpie. This has enabled Magpie to better address the family's needs and support them out of destitution as solving their immigration issues unlocks other areas of support such as benefits and housing.

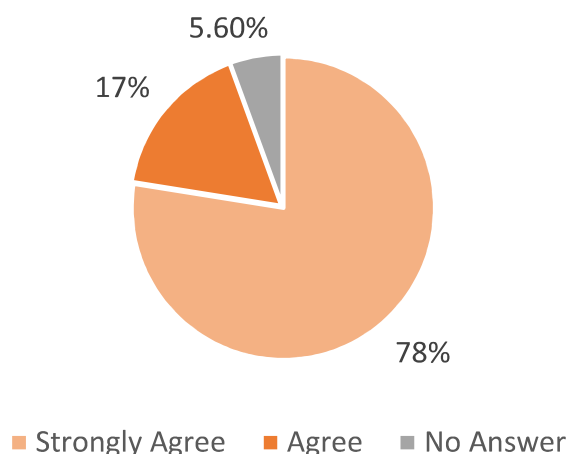
In line with our holistic model, we **assisted the women to improve and resolve** a wide range of other issues and support needs arising from the barriers placed on their access to the social welfare and health system and on access to housing/accommodation. Examples of support needs include securing benefits and grants to pay for food/household items/clothing for children, resolving council tax issues, obtaining a bank account, accessing education, employment and health services.

Our welfare work aims to enable clients to self-advocate through skills and knowledge in navigating this system, ensuring they are aware of their rights and entitlements and how to access them.

"Praxis has helped with more than 70% of my life – can be very point blank. They have supported me with access to housing and trying to make sure I'm getting food to eat, transport and meet a community of other men (who), during my mum's death, were able to support me."

Praxis user survey 2024

How much do you agree that Praxis has improved your life?



Peer facilitated community groups

During the year we continued to facilitate user-led community groups supporting people to reduce isolation, improve wellbeing, build resilience and solidarity. We commissioned an external review to identify ways to strengthen and focus this work. The Praxis supported groups are:

1. **Brighter Futures:** a group of young people who work together to speak up for young people who have migrated, and their rights, and use their creativity as a tool to challenge negative perceptions of migration in the UK
2. **WINGS (Women Inspiring New Generations):** a group of women who, with their young children, have come together to nurture their wellbeing, build new positive relationships and find respite from the demands of everyday life. WINGS members discuss the issues that affect them and share knowledge and experience in order to build solidarity and strength.
3. **GIANTS:** an innovative space where men who have migrated and are fighting against isolation and poor mental health come together. The group uses creativity to explore and express feelings and opinions and works together to challenge negative stereotypes.

Brighter Futures

Brighter Futures is co facilitated with Kazzum Arts. This year members shared their experiences of temporary and insecure accommodation and highlighted the needs of young asylum seekers in asylum accommodation as part of the 'Our Home, Our Rights' project. They produced a poetry collection and housing manifesto and hosted a packed public event with a panel discussion at the Museum of Home in June 2023. Attendees included representatives from a range of organisations including Queen Mary University who had collaborated on the project. The group also met with the London Housing Panel for a consultation on temporary accommodation and took part in a panel discussion at a University of Coventry event focused on asylum dispersal.

The Housing manifesto and Brighter Futures' activism during the year centred on 3 principles:

We believe that:

- **Everyone has the right to privacy and should not be forced to share a room.**
- **Everyone should have a safe and clean home, with access to a working kitchen.**
- **Young migrant people should not be away from their support network and services**

WINGS (Women Inspiring New Generations)

WINGS members and their children met weekly and took part in an array of workshops to support them to understand and navigate health and social support, know their rights and advocate for themselves and their families. They also took part in summer trips.

This year they have worked extensively on the 'Move On Project' gathering a host of experiences, tips and inspiration to help guide other women going through similar challenges to the ones they have. The information and advice will be gathered in a toolkit for other women and groups to draw on at transition points in their journey to securing settled status such as when leaving secure accommodation and being able to work.

"WINGs helps your mental health and stops you from feeling isolated. Getting out of the house coming to the community"

GIANTS

GIANTS produced a wonderful cookbook '*Recipes of Life: Stories of Brotherhood*' which was a culmination of a narrative therapy project they took part in collaborating with NHS clinical psychologists from Tower Hamlets Community Psychology Team.

The GIANTS held a public event attended by 80 people, including many healthcare professionals, to launch the cookbook in October 2023 where several members shared their inspiring stories and their experiences on the project. They then went on a tour to share their experiences with other local organisations and community groups and as part of the Writeidea Festival. Learning from the project has informed future work of the Tower Hamlets Community Psychology Team.

"The launch of the GIANTS' cookbook in October 2023 was a huge highlight for me. Over two years the group worked to produce a book of delicious recipes and inspiring stories imbued with the spirit of brotherhood, and the launch event was a triumphant celebration of what they had achieved"

Feedback from group participants demonstrates the positive impact that the groups have had on people's lives. Members reported:

- Reduced isolation and improved wellbeing: *"Helps your mental health and stops you from feeling isolated. Getting out of the house coming to the community", "Praxis is like a home to everybody. I always look forward to WINGs every Tuesday. It helps a lot - it's a therapy on its own".*
- Strengthened resilience: *"By me coming to GIANTS I start to feel better and do better in myself and be more positive"*
- Increased self-confidence: *"It prepares you and boosts self-esteem", "Helped me believe in myself"*
- Learning: *"Each week we learn new things" "They bring in different organisations who advise and share different experiences with us"*
- Increased understanding of their rights: *"It makes me know some of my rights, like housing and teaches me how to go about them, about free school meals, libraries..."*

Objective 2: Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

Our extensive work with local authorities the GLA, London Councils, Homelessness organisations and community groups continued apace this year:

Praxis' Head of Operations was re-appointed as co-lead of the GLA Homeless Migrant Advisory Panel (HMAP). This enabled us to continue to influence and shape the agenda of these meetings and

advocate on '**key asks**' to the home office to end homelessness. We also participated in the GLA Summit on the impact of the Illegal Migration Bill.

We participated in the review panel of the Home Office Rough Sleeping Support Service (RSSS) which resulted in a new service, the Homelessness Escalation Support Service (HESS). Praxis developed strong relations with the team leading the escalation service. **This relationship enabled expedited processing of our homelessness cases.**

We delivered a coordinated pan- London a training project for non-OISC-regulated organisations to increase capacity and knowledge to support people with immigration issues. This project was funded by the GLA.

We developed and delivered a new GLA-commissioned training on rights and entitlements for people experiencing homelessness and harmful substance use.

Due to excellent take up and feedback this has recently been recommissioned. Our GLA funded training also includes the production of several "bitesize" videos on key themes which are available on the Homeless Link website.

We received excellent comments from our training:

'it was an excellent instructive session' 'Informative and interesting training' and "course has increased my awareness in terms of immigration, and I will be able to identify things I can do to help now"

We continued running **a national, digital service** to expand the reach of our highly regarded second-tier advice training, using Slack. This learning community continues to grow. **This year participant numbers grew from 290 in 2022 to 380 in 2023.**

We **provided training to 463 individuals from approximately 212 organisations** including homelessness/migrant charities and statutory bodies such as local authorities and their homelessness teams.

Training course topics included:

- Working with People with NRPF,
- Practical Support for Non-UK Rough Sleepers,
- Bitesize Immigration, and
- Preventing Migrant Homelessness.

We continued to facilitate the Pan London Migrant Frontline Network. In October we organised an event on practical responses to the increase in asylum support evictions. With presentations from the GLA, London Councils, LB Islington, St Mungo's and Asylum Welcome and **participation of 41 people from 24 organisations, this participatory event identified practical steps for migrant, asylum, and homelessness sectors**, Local Authorities and Home Office to work together and respond to this issue.

'lots of helpful information and insights shared' and 'It is good to see many organisations who want to collaborate, share knowledge, support, come with ideas for solutions.'

Findings from this event have been fed into different meetings with Local Authorities, GLA and London Councils, and at a recent Housing Justice Conference. The GLA and London Councils continue to lobby the Home Office on issues with the system and **in December the Home Office agreed to return to a system of commencing the 28-day eviction notice from the receipt of Biometric Residence Permit rather than from the date of decision overturning an earlier policy which only allowed people 7 days to move on.**

Additionally, we held Frontline Network events where we engaged a further 146 organisations and 71 organisations with issues including Asylum Support evictions, voluntary returns and reconnections, and increasing understanding of the potential impact of the Illegal Migration Act and other key changes to policy and practice.

Our success in providing solutions to Local Authorities was recognized in Jo Wilding's Report titled 'It's a No Brainer: Local Authority Funding for Immigration Legal Advice in the UK.' (May 2023) The report highlighted our work in aiding the Migrant Communities strategy in Newham and delivering training to Local Authority officials. This resulted in a surge in interest from other Local Authorities including Tower Hamlets and Hackney.

We started a new project with Refugee Action and Asylum Aid providing external supervision for migration casework to six community-based organisations. The project **aims to increase access to justice within London communities by enabling grassroots organisations and those led by people with lived experience of the immigration system to develop their immigration advice skills.**

In February 2024 we published [a blog](#) in response to questions on applying for asylum support and ran an event on E-Visas.

Objective 3: Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

We continued to develop and co-produce the campaign building towards the objective of abolishing the 'No Recourse to Public Funds' condition together with the NRPF Action group. The action group members are **50 campaigners with lived experience of the migration system**. The group met on a regular basis and were supported through a range of training sessions such as a workshop on talking to the media.

In a survey carried out in September 2023; **72% gave a score of 7 out of 10** or above for the question 'how confident do you feel about speaking out about the NRPF policy right now'. During the year we commissioned an external review of our co-production in which we received positive feedback from Action Group members on our approach:

"You can voice your opinion here," "regardless of background you can participate"

During the year, the campaign focused on specific themes: **the cost of living, the Nationality and Borders Act, the need for shorter, more affordable routes to settlement and most recently free childcare hours for 3–4-year-olds**. We made considerable progress in the objective of creating an environment of increased pressure on the government to abolish NRPF.

Together with the Action Group we:

- Provided **policy expertise** on 21 occasions. This included participating in the UNICEF panel on access to childcare for refugee and asylum-seeking children and the GLA Emergency Summit on the Illegal Migration Act as well as contributing to research such as the Joseph Rowntree Foundation research into ending destitution.
- Produced several **briefings** including one for MPs on the cost-of-living crisis and NRPF (drawing on original research we conducted using surveys) and another on childcare for families with NRPF. We also published our report from our original research on the 10-year route to settlement in partnership with the Institute for Public Policy Research (IPPR) and the Greater Manchester Immigration Aid Unit which got coverage in media outlets including The Guardian.
- Submitted **evidence** to: the Women and Equalities Committee [inquiry](#) into women and the cost of living crisis (November 2023), a joint inquiry by the All Party Parliamentary Groups on Migration and Poverty into the links between immigration policy and poverty (October 2023); Secondary Legislation Scrutiny Committee on the impact of raising visa fees (October 2023); and a review of the early years commissioned by Labour and led by Sir David Bell (December 2023).

Built awareness of NRPF among the public through the media for example, a member of the NRPF action group was quoted in the Morning Star about the increase in visa fees. The Childcare campaign was [featured](#) in The Independent with quotes from our CEO and Policy and Public Affairs Manager.

- Mobilised significantly increased numbers of supporters to take campaign actions against NRPF through continuing to improve and ramp up our digital engagement. A video of Action Group members handing in a petition for their Stop the Waiting campaign calling for shorter routes to settlement was shared by 20,000 users across different social media platforms. **55,000 supporter actions were taken** including:
 - 13,506 people have signed our [StopTheWaiting](#) petition campaigning to reduce the 10-year route to settlement
 - 16,383 people have signed our [Childcare](#) campaign petition
 - 891 people [wrote to their MP](#) campaigning to include people with NRPF in cost-of-living payments
- Built alliances and encouraged more organizations to consider prioritizing campaigning against NRPF. We **mobilised almost 100 organisations** through our own work, one third of these

were outside the migrants-rights sectors. We signed on to 22 joint letters and briefings. We also produced many campaign actions and policy briefings together with allies:

- *The need for shorter, more affordable routes to settlement* - a joint briefing and a meeting with Labour's domestic policy team.
- *Visa fees* – various joint briefings to the Secondary Legislation Scrutiny Committee, MPs and in support of a motion of regret debate in the House of Lords;
- *Minimum income requirement* – a joint briefing to peers and MPs;
- *Illegal Migration Act* – co-authored a briefing on the likely impacts of the Act on destitution and homelessness;
- *Childcare* – A letter calling on the government to expand the childcare offer for families with NRPF signed by 21 organisations and featured in The Independent.

The Action Group also shared their expertise and experience with others at a City of Sanctuary Conference where they co-facilitated a workshop on campaigning in a group. Two Action Group members represented Praxis' childcare campaigning work at a 4in10 Early Years and Childcare Advisory Board meeting in early January 2024. One Action Group member made a short video for the childcare campaign in response to the Government's response to the Joint coalition letter. This video which calls for a meeting with Minister for Children, David Johnston, was then shared on social media. It reached over 11,100 views across social media with an average 6.5% engagement rate. We asked supporters to share the video, tagging David Johnston MP in their post. After the video and hearing no further response, we helped a Praxis supporter in David Johnston's constituency to write to him about the campaign."

Our work in this space has resulted in us being **identified as a key strategic voice** on NRPF by others. We have recently joined a new partnership working to abolish the No Recourse to Public Funds condition. Along with organisations including Migration Exchange & Citizens UK we are working to build the infrastructure necessary to bring about the end of NRPF. We are currently recruiting members with direct experience of NRPF and/or experience of making change in different ways to join the Steering Group that will set the direction for the partnership.

Hi Praxis team,

I saw an article this morning talking about the discrimination in the childcare arena, and I wanted to thank you for fighting for us. I am an immigrant in the UK current status, it is extremely expensive to pay for childcare. I work full time, pay taxes, pay council tax in my area and in addition me and my family are not a burden to the nhs as we had to pay his surcharge upfront for our visas. We are not able to survive when the cost of childcare is so high and yet we contribute to this economy and society just as much as citizens, it's really unfair. I have a two-year-old who does not qualify for free hours because I have no recourse to public funds. I can only send him a few days a week and he is behind his peers in speech and development now. I have to rely heavily of friends and some few distant family members. It should not be so hard to raise a family in a country where birth rates are dropping even if I am an immigrant. The situation at the moment is counterproductive.

Thanks again for what you are doing, there are some people who REALLY appreciate it!

Regards,

Anonymous

Objective 4: Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

During the year we continued to focus relentlessly on measures and activities to build and grow our infrastructure and systems to meet the demands of an ever more challenging operating environment for migrant and refugee organisations.

We completed a detailed review of our governance (previously done in 2021) against the Charity Governance Code with the support of our Governance Trustee Champion. This review confirmed that the governance arrangements are good and set actions for continued improvement and strengthening.

Praxis undertook a **review of the resource function** needs to improve our efficiency and support for the staff team and we restructured the post of head of finance and resources, reshaping it as Head of Finance and People with an increased focus on human resource matters. Edward Walker was confirmed in this post having served previously as interim head of finance and resources.

We **strengthened our financial procedures** and implemented plans to outsource our finance function to our new finance accounting partners JS2. This has reduced risk and strengthened financial information. We also introduced a new and improved expense system, taking advantage of new digital systems.

Extensive work has continued to strengthen our cyber security by both technical means and regular training and awareness raising with staff, and the organisation achieved Cyber Essentials accreditation. We reviewed and began to update our **staff and volunteer care** and introduced and embedded a new online HR system with enhanced functionality. We undertook our first employee and volunteer engagement survey using Birdsong resulting in an overall Engagement Index score of 85% against a charity benchmark average of 79%, scoring equal to or above the charity average on 34 of 43 benchmarks. The introduction of annual surveys will support ongoing work with the staff team to make Praxis' people structures supportive and centred on employee and volunteer wellbeing. Trustees have begun work to develop a comprehensive People Strategy which will be completed in 2024. Work has also begun to identify external providers of HR and employment law services to strengthen and support our people function.

Our resource team worked closely with the communication team to further develop our intranet to improve our information sharing, accessibility and to improve transparency on key organisational information and development. This included launching a trustee portal to improve access to key governance documents and information.

We developed a **new Inclusion, Diversity, Equity and Anti-racist policy** (IDEA policy) and **Social Media policy** and began work on our Tone of Voice guidance to support communications colleagues to confidently deliver external communication and increase awareness of our work.

We **continued to expand volunteering opportunities and representation of people with lived experience in volunteering**. Volunteers form the foundation of Praxis and the impact that they have is

immeasurable. Through their hard work and passion, Praxis could expand the support we were able to provide for those that need it the most. Many of our volunteers bring their lived experience expertise to help make a difference for other people in similar circumstances.

This year we had over **60 volunteers** working across different services, from groups to immigration advice, on reception and interpreting, and supporting monitoring and evaluation activities and welfare support. In addition to roles in the advice service, community groups, and to deliver welfare support; we added new volunteer roles in areas such as interpreting, fundraising, tutoring and social media. We are immensely grateful for the difference these volunteers create through thousands of volunteering hours.

"A great opportunity to make good use of my time while still waiting for my right to work"

"Volunteering at Praxis is an amazing experience. I get to meet wonderful people that adds to making the world a better place."

Others find it helps with their mental health:

"Volunteering has helped keep busy and that has supported my mental health"

We also started a new collaboration with Allen & Overy Law firm where **10 'legal trainee' volunteers** provide assistance with asylum support applications to destitute asylum seekers who are street homeless, on the verge of homelessness or currently residing in short-term temporary accommodation; who do not have the ability to work, rent private accommodation and have no recourse to public funds. This project involves trained trainee solicitors drafting sections of the application for asylum seekers in the UK. This early intervention advice is important to limit the chances of the stress of having an unsuccessful application and subsequent appeal. 5 cases were started during the year and are ongoing.

In our fundraising, we continued to pursue our digital mobilisation transformation, growing our supporter base and a community of people actively participating in meaningful actions to support Praxis and providing **growing financial support**. We continued to pursue the implementation of our income generation plan and to secure our reserves and work towards the target set by our reserves policy.

CHARITY STRUCTURE, GOVERNANCE & MANAGEMENT

Status

Praxis Community Projects is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £10 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The members of the company comprise individuals, who are the trustees of the charity and the directors of the company, and certain groups that have a historic interest in the charitable activities of Praxis. The current members groups are: Arewa Association, SACC – Salvador Allende Cultural Centre, Vamos Juntos, Diaspora Support Network, and the Uganda Social Justice Arena.

Constitution

The company was incorporated on 25 September 1998 and is registered at Companies House under number 03638571. It took over the assets, liabilities, and activities of The Robert Kemble Christian Institute ("RKCI") from 1 April 1999. It was registered as an incorporated charity with the Charity Commission under registration number 1078945 on 13 January 2000.

RKCI was originally established by a Deed of Declaration of Trust dated 6 June 1983 following the premature death of the Reverend Robert Kemble, a minister of the United Reformed Church, who had worked extensively with displaced people in Central London. Initial funding for the charity came from a bequest in Reverend Kemble's will. There were no restrictions attached to the use of this legacy.

The incorporated charity is now governed by the rules and regulations set down in its company Memorandum and Articles of Association which were originally dated 25 September 1998 and were subsequently amended on 29 November 1999 and 13 July 2006. In March 2018, the Memorandum of Articles and Association were amended to bring them into line with current legislation and the current context of the charity's work. The Memorandum and Articles of Association were further amended at the AGM in May 2022 to enable trustees to be reappointed for a further short period in exceptional circumstances when critical for good governance.

Organisational structure, governance, and management

The overall strategic direction of the charity is determined by the trustees who meet formally six times a year for quarterly board meetings, an Annual General Meeting (AGM), and a strategy away day. The trustees agree the strategic and operational priorities and annual budget. They also establish policies and procedures for the running of the charity. There are two sub-groups, the Finance and Resources Committee which meets four times a year and reports to each of the main board meetings and a Premises Committee, formed to assist the organisation to find new premises in advance of the end of its lease in 2025. The finance and resources committee takes responsibility for monitoring and reporting to the Board on key areas including financial planning and management, fundraising, human resources, and risk management. From time to time, small groups of trustees and staff work together to consider relevant strategic or operational issues. There is a Trustee recruitment committee, meeting as and when required, and an HR working group that meets quarterly.

In addition to attending board meetings, the board deploys the expertise of individual trustees as champions to support the chief executive and senior staff and provide for more oversight for specific activities or issues, for example safeguarding.

A large part of the trustees' focuses this year was the **planning for the succession of our CEO** Sally Daghliah OBE in advance of her planned retirement in early May 2024. We are immensely grateful for Sally's dedicated and brilliant leadership over the past 10 years, growing Praxis reach, impact, and reputation within the sector and amongst funders. A comprehensive public recruitment process commenced in December 2023, starting with the selection of a specialist external recruiter to lead an inclusive selection process including input from staff and people who use our services. We are delighted to announce that at the time of writing this report (August 24) Minnie Rahman has been appointed and has taken up the role of CEO. Minnie has a strong background in campaigns, parliamentary research, and community activism. Trustees believe that Minnie's knowledge of migration issues, her sector networks, her strong commitment to social justice and her personal qualities will enable her to lead Praxis successfully into the next phase of its life, building on the work of the last 40 years.

The organisation has a Service User Forum designed to engage service users in the planning and governance of the organisation and give feedback on services. Kemi Ogunlawa is our service user champion trustee and attends the service-user forum, also attended by other trustees including the

chair, on an ad-hoc basis. Following discussions at the Board away day in February 2024 it was agreed that trustees should develop a comprehensive service user involvement strategy as recommended in a commissioned review of groupwork and that a new mechanism such as an Advisory Council should be developed to strengthen input to governance from people with lived experience of migration, bringing in perspectives from the wider migrant community beyond service users. This work will be developed by the new CEO to dovetail with the next Praxis strategy. Meanwhile, service-user representatives will continue to be involved in operational meetings and discussions about services and in the campaigning.

The day-to-day management of Praxis is delegated to the Chief Executive and the senior management team. The Chief Executive presents an overview report to each board meeting, along with reports on service delivery, quality assurance and performance. The trustees receive quarterly financial reports and management accounts, including cash flows.

Method of recruitment, appointment, induction, and training of trustees

Recruitment

Trustees are selected based on criteria established by the Board, comprising relevant skills and experience, knowledge of the areas of work in which the charity is engaged, understanding of governance and an understanding of the communities with which the charity works. Trustees are normally selected through an open recruitment and search process led by a trustee recruitment panel which includes the chair and chief executive. In some cases, potential trustees are recommended and then considered by the recruitment panel which makes recommendations to the board for appointment.

Appointment

Trustees hold office for a period of three years from the date of appointment (or such shorter period as the Trustees may agree) and, if qualified, are eligible for reappointment for further terms of three years. Three terms of three years are the normal maximum time that any trustee can serve. On an exceptional basis, for reasons of good governance only, an extended period may be agreed by the trustees and will be reported in the annual report.

Induction and training

New trustees receive formal induction, including meetings with the CEO and chair, key documents including the Memorandum and Articles of Association, the strategic plan, and opportunities to meet staff and shadow work. Individual trustees are eligible for governance related training courses and are encouraged to attend. The board reviews its own performance, skills, and composition annually, normally at the strategic review day.

Diversity

The Board is diverse, in terms of gender, age, nationality and ethnicity and maintaining diversity is a factor in board recruitment. The board currently comprises 77% women and 23% men, 44% of trustees are people of colour with varied backgrounds including Asian British, black African and Caribbean, 44% of trustees have refugee or migrant backgrounds, and 11% state that they have lived experiences of the issues facing marginalised migrants and the communities Praxis serves. The age profile is mixed ranging from 36 – 64.

There is stakeholder representation on the Board and a service-user champion trustee was appointed to develop stronger engagement of beneficiaries in governance; two service user representatives attend board meetings and feed in from wider service user discussions. Trustees are actively engaged in the pursuance of Praxis' anti-racist framework and are committed to maintaining and promoting principles of diversity, inclusion, and equity in all we do and at all levels of the organisation.

Related parties and related party transactions

- 1 Robert Kemble Trustees Limited hold the head lease on the premises for which the landlord is the Thames North Trust, a body controlled by the United Reformed Church.
- 2 Rent of £25,000 is payable annually in respect of the Pott Street premises to the United Reformed Church.

Remuneration policy for key management personnel.

Trustees are responsible for setting remuneration levels for the charity's senior staff; the Chief Executive, Head of Operations and Business Development, Head of Fundraising and Communications and Head of Finance and People.

In setting their remuneration, the trustees consider the skills, experiences and competencies required for the post; salary levels for comparable roles elsewhere in the sector; the charity's ability to pay and its track record in attracting and retaining committed and motivated employees. Salary levels are reviewed periodically by the trustees using independent advice.

Grant making policy

Praxis does not give grants directly as a method of furthering its charitable objectives. The charity applies for and distributes hardship payments according to need and the criteria of the donors. We are particularly grateful to London Catalyst for the financial support provided towards hardship payments again this year. In 2023/24 Praxis distributed £3,647 in hardship payments.

PUBLIC BENEFIT

The charitable purposes, objectives and activities, which Praxis undertakes for the public benefit, and achievement in delivering these are set out in the relevant sections of this report. The Trustees ensure that the services delivered by Praxis are not unreasonably restricted and are relevant to the needs of our beneficiaries, thereby enabling them to settle effectively in the UK and contribute positively to society. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

FUNDRAISING

Praxis greatly values the support we receive from individuals, organisations, companies, and funders. We take none of this for granted. Without their support we would not be able to continue to pursue our mission.

Raising money to deliver services and meet our strategic objectives to strive for a just immigration system is a constant and evolving activity and challenge. We aim to work to reflect our values and to operate in a legal and ethical way which meets the law, fundraising regulations, and best practice. We also work to meet the standards and values of the people who support us, who use our services and who offer their lived experience expertise to support our campaigns and advocacy.

We have responsibility to our donors and community to be open and transparent and keep safeguarding at the heart of our fundraising practice.

Our income comes from a wide variety of sources, our main activities include:

- Requesting support from grant making trusts and foundations
- Applying for local, regional, and national public funding
- Forming partnerships with community groups, voluntary sector organisations and other organisations who chose to support our work

- Communicating with our supporters and individuals who have chosen to be kept informed about our work
- Offering opportunities to get involved to individuals who may wish to support our work

We are registered with the Fundraising Regulator and abide by their Fundraising Promise and the Code of Fundraising Practice. We comply with the General Data Protection Regulation which became law in 2018.

We do not:

- Contact people unknown to us or without their permission.
- Use any commercial participators or professional fundraisers.
- Use any intrusive or persistent approaches.
- Contact former service users or their families about fundraising activity unless they have specifically asked to be contacted

We have not received any complaints about our fundraising. We regularly internally monitor our fundraising processes and activities to ensure they are reasonable. We closely monitor the impact that any of our activities could have on vulnerable people.

RISK & CORPORATE GOVERNANCE MATTERS

Praxis trustee board normally meets six times a year, including a strategic review day and AGM. We have regular meetings of the Finance and Resources Committee, normally prior to every full board meeting, and trustees monitor the financial position, including cash flow, and reports on risk and income generation at every meeting. The HR working group meets quarterly and considers issues and risks specific to human resource matters.

In 2023/4 trustees actively managed the significant risks associated with the anticipated change in leadership through the review of governance arrangements, communications with key stakeholders, an extensive and inclusive recruitment process for a successor and the organisation of interim arrangements to cover the short gap, ensuring continuity and oversight. To inform CEO recruitment trustees considered the achievements and future direction of the organisation, which celebrated its 40th year in 2023, as well as the external and internal environment.

Trustees developed and adopted an extensive schedule of delegated authorities, a process led by the Governance champion trustee, Dylan Matthews, the new schedule was adopted in March 2024. A trustee skills audit was also carried out by the Governance champion who is a member of the trustee recruitment panel, alongside the chair and vice chair.

In anticipation of the election, Praxis developed an election strategy, seeking legal advice to ensure compliance with the complex regulatory framework set out by the Charities Commission and Electoral Commission. Our aim was to use any election period to raise the immigration and social welfare policy matters that affect our communities.

Ensuring strong governance and maintaining a skilled and diverse trustee board is a priority. In anticipation of the retirement of long-standing Praxis treasurer, Raphael Perrett, from the board in 2025, a search for a future treasurer commenced in 2023 and Harriet Clark, an experienced senior finance professional, was appointed to the board as treasurer in waiting. Harriet was formally appointed as treasurer in March 2024, with Raphael continuing as a member of the Finance and Resources subcommittee to ensure a smooth transition in this important governance role.

TRUSTEES' ANNUAL REPORT

For the year ended 31 March 2024

In anticipation of the retirement of Jumana Rahman from the board in July 2024, a search was begun for a successor. Jumana was a member of the finance and HR working group and advice services champion and in June 2024 Chetal Patel was appointed as a trustee, bringing legal expertise in immigration alongside a working knowledge of Equity and Diversity issues.

In 2023 Tom Brand stood down as a trustee however remains as a non-voting observer of the Finance and Resources committee. In March 2024 Ed Walker, head of finance and people, was appointed as Company Secretary in anticipation of the retiral of the CEO who held that role previously.

Praxis continues to face building related risks, particularly in relation to potential repair costs arising from working in an old building where we have a two thirds liability for repairs. The current lease ends in June 2025 and we have revised our future building needs given changing working patterns. We have appointed professional consultants to help find a new affordable home for Praxis. Praxis has a premises committee to consider this important issue, and trustees have invested in a designated premises reserve to help us with the costs of a future move.

Cyber security is a growing and continuous threat to charities as well as other organisations, our focus on this area has intensified and we have invested resources in strengthening systems and training and have achieved Cyber Essentials accreditation.

FINANCIAL REVIEW

Praxis' total income in 2023-24 was £2,923,305, an increase of £596,086 (26%) on 2022-23 (2023: £2,327,219). Total expenditure for the period amounted to £2,800,420, which represented a more modest increase of £289,680 (12%) on the prior year (2023: £2,510,740). This meant that on balance the year delivered a surplus on total funds of £122,885, which was a welcome turnaround from the £183,521 deficit recorded in 2022-23. The Trustees are encouraged that, in a time of considerable financial uncertainty and significant inflationary pressures on salaries and other spending, the Charity managed such substantial income growth and that it outstripped the increase in expenditure to this extent.

The overall surplus on total funds masks a more nuanced picture in the restricted and unrestricted funds balances. Total restricted funds saw a large net surplus of £156,865 in the year (2023: £11,409 deficit), while there was a modest net deficit of £33,980 on unrestricted funds (2023: £172,112 deficit). The senior management team and Board had been aiming to deliver an unrestricted surplus in the year following recent drawdown of the charity's reserves, particularly last year. However, the upward pressure on payroll, utilities and consumables costs meant this goal was narrowly missed. The Trustees are nevertheless reassured that the momentum has clearly and decisively shifted in the right direction. The financial outlook in 2024-25 is more positive still; the budgeting process was much less constrained than for 2023-24, and it looks likely that Praxis will be able to begin building reserves back up with a worthwhile contribution in the next financial year.

We are very grateful for all the support we receive, both financial and non-financial, without this support we could not continue to deliver impact and change. We would like to thank the following supporters as well as those who wish to remain anonymous:

Access to Justice Foundation
Allen & Overy Foundation
BBC Children in Need,
Crisis
Esmée Fairbairn Foundation

Greater London Authority
Justice Together Initiative
LB Hackney,
LB Islington
LB Newham,

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT

For the year ended 31 March 2024

LB Havering
LB Tower Hamlets,
Lepercq Charitable Foundation
London Catalyst
London Councils
London Legal Support Trust
Milton Damerei Trust
Noel Buxton Charitable Trust
Pathways
The Aurum Charitable Trust
The French Huguenot Church of London
Charitable Trust
The Henry Smith Charity

The National Lottery Community Fund
The Network for Social Change
The Oak Foundation,
The Paul Hamlyn Foundation,
The David & Ruth Lewis Family Trust
The Souter Charitable Trust,
St Mungo's,
St Martin in the Field Front Line Network
Trust for London,
Unbound Philanthropy
Union Chapel
29th May 1961 Charitable Trust,

We would also like to thank the organisations, local authorities, charities, and companies who collaborated with us. These partnerships facilitate and enable everything we do.

Allen and Overy LLP
Asylum Aid
Babel's Blessing
Crisis
Citizens UK
Greater Manchester Immigration Aid Unit
Homeless link
Hackney Migrant Centre
IPPR
Islington Faith Forum
JCWI
Kazzum Arts
LB Hackney
LB Newham
LB Tower Hamlets
Magpie Project
Margins
Members of Praxis groups
Members of NRPF action group
Migration Exchange
New Horizon Youth Centre
Pathways
Praxis Service User Forum Members
Praxis Service User Representatives
Public Law Centre
Refugee Action
Refugee Kitchen
Shelter
St Martin-in-the-fields Charity
St Mungo's

The Union Chapel
The United Reform Church
Tower Hamlets Community Mental Health Team

Reserves Policy

The Policy is to maintain sufficient reserves to enable operating activities to continue over a reasonable period should a shortfall in income occur and to take account of potential risks and contingencies that may arise. These included the following elements:

- Projects which Praxis is obliged to deliver, but where there is some risk of funding not covering the full cost of delivery
- Financial capacity to enable Praxis to manage staff levels in accordance with its policies and legal obligations
- The working capital needed to operate
- Some capacity to manage operational expenditure at a time of unforeseen uncertainty in income streams
- A general margin for unexpected events

The level of reserves required to mitigate these risks has been assessed for the current year and now stands at £634,672 (2023: £673,274). This is equivalent to 2.46 months' budgeted running costs in 2024-25.

The unrestricted reserves on 31 March 2024 stood at £560,804, 88% of the target level of £634,672. A significant portion of these (£138,937) remains designated as a property reserve, to mitigate the costs of moving offices at the end of the charity's long tenure at Pott Street. The remaining portion of free reserves is therefore £421,867, which represents 66% of target. As noted above, the charity has seen a clear turnaround in financial performance during 2023-24, and the trustees are confident both that Praxis remains on a sustainable footing and that it will begin to rebuild reserves towards the target level in the next financial year.

PLANS FOR FUTURE PERIODS

2024 promises more change and increased risks. At the time of writing, a new Labour government has been elected following more than a decade of the pursuance of the 'hostile environment' towards refugees and migrants and during continued economic hardship for many people in the country. Large scale organised incidents of far-right violence and racism shook several regions of the country in early August affecting thousands of people, posing questions about the treatment of migrants, asylum seekers and people of colour in our local communities. On the international stage, the increased risk of climate change, continued conflicts in Ukraine, the devastation in Gaza, the possibility of wider war in the middle east, as well as ongoing conflicts in Somalia, Sudan and elsewhere, put thousands of people at risk of harm. Despite the political context, we have not yet seen action from the government to push forward for a fair, evidence-based and safe immigration system, which includes safe routes to travel to the UK, overturning the damaging provisions within the Illegal Immigration Act and reversing the Hostile Environment. There is considerable risk that the number of people left in limbo, with no structures to establish legal status will continue to rise.

Praxis will continue to advocate and campaign for policy changes that will improve the lives of many thousands of people trapped in a dysfunctional immigration system and excluded from mainstream services and support. We have developed a strategy to highlight policy issues that affect our service users and offer evidence-based solutions to policy makers in the new government. We will build relationships with a new intake of parliamentarians and seek to engage with the new government whilst continuing to develop and encourage alliances for change with civil society and statutory organisations. Our campaigning will be co-produced with people with lived experience of the system and based on the evidence of our work.

We will continue to provide expert immigration advice and casework, working in partnership with other charities and statutory services, unlocking pathways out of destitution and homelessness. Our services will be person centred and trauma-informed and provide support to address the housing, health and economic challenges that have a devastating impact on the lives of so many people with migrant backgrounds. We will use the findings of our internal Groupwork and Welfare review to strengthen our approach and find new ways to address needs at a time of growing and unprecedented demand as communities face challenges to meet their most basic human requirements of food and shelter.

Following the successful recruitment of Minnie Rahman to the CEO role, she commenced in role in July. Minnie has a strong background in campaigns, parliamentary research, and community activism. Minnie's knowledge of migration issues, her sector networks, her strong commitment to social justice and her personal qualities will enable her to lead Praxis successfully into the next phase of its life, informed by the learning from Praxis last 40 years. She will begin a period of strategic review and reflection in preparation for the development of the next organisational strategy which will focus on identifying ways to harness the expertise of people with lived experience of the immigration system at all levels within the organisation. We will develop and implement our anti-oppression approach which will be integral to a new People Strategy which is already underway. Praxis will recognise power imbalances within the workplace to pursue accountable, equitable structures and advocacy strategies, in alliance with the communities we work with and for.

We will continue to strengthen the organisation, meet compliance obligations, and manage risks to the organisation posed by organised far-right extremism. This includes any increased hate crime towards the people who use our services and the wider Praxis community - from volunteers and trustees to staff. We will seek to reduce the risks to staff wellbeing by developing policies and procedures to enhance psychological and physical wellbeing and mitigate against the increasing stressors within this field of work. We will commission HR and employment law support on an outsourced basis to ensure we have the capacity and specialist knowledge required as an employer. We will develop a comprehensive People Strategy in recognition that our people are our most important asset.

We will invest in fundraising and the pursuance of our income generation strategy, recognising that the fundraising environment is highly competitive and that rising costs create more pressures as the value of existing grants decline.

We will increase our efforts to identify new premises for Praxis to ensure that the organisation has a stable, secure, and suitable base for the future. We anticipate a relocation within the next 12 months.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 25th September **2024** and signed on their behalf by:

Debbie Weekes-Bernard
Debbie Weekes-Bernard (Sep 25, 2024 15:07 GMT+1)

Dr Debbie Weekes-Bernard

CHAIR OF TRUSTEES

Opinion

We have audited the financial statements of Praxis Community Projects (the 'Charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

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 financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, 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 they 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.

Our 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. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material

PRAXIS COMMUNITY PROJECTS
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2024

misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.


[Anthony Epton \(Sep 25, 2024 16:02 GMT+1\)](#)

Anthony Epton (Senior Statutory Auditor)

for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants

75 Maygrove Road
West Hampstead
London NW6 2EG

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ended 31 March 2024

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and Legacies	2	547,864	-	547,864	516,104
Investments		11,221	-	11,221	1,087
Charitable activities:					
Access to Support	3	650,114	1,416,286	2,066,400	1,602,714
Capacity Building	3	-	59,430	59,430	102,640
Campaigns and Advocacy	3	-	238,390	238,390	104,674
TOTAL INCOME:		1,209,199	1,714,106	2,923,305	2,327,219
Expenditure on:					
Raising Funds	6,7	69,421	-	69,421	54,848
Charitable Expenditure:					
Access to Support	4,7	1,072,045	1,314,511	2,386,556	1,814,563
Capacity Building	5,7	51,128	65,543	116,671	398,581
Campaigns and Advocacy	6,7	41,540	186,232	227,772	242,748
TOTAL EXPENDITURE:		1,234,134	1,566,286	2,800,420	2,510,740
NET (EXPENDITURE) / INCOME		(24,935)	147,820	122,885	(183,521)
Transfer between funds		(9,045)	9,045	-	-
NET MOVEMENT IN FUNDS		(33,980)	156,865	122,885	(183,521)
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 April 2023		594,784	93,390	688,174	871,695
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2024		560,804	250,255	811,059	688,174

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2024
BALANCE SHEET AS AT 31 MARCH 2024

Company number: 03638571

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible Assets	9	4,302	13,552
		<u>4,302</u>	<u>13,552</u>
CURRENT ASSETS			
Debtors	10	398,712	310,530
Cash at bank and in hand		729,146	599,649
		<u>1,127,858</u>	<u>910,179</u>
CREDITORS			
Amounts falling due within one year	11	(318,175)	(232,574)
		<u>809,683</u>	<u>677,605</u>
NET CURRENT ASSETS			
		<u>813,985</u>	<u>691,157</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
Amounts falling due after one year	12	(2,926)	(2,983)
		<u>811,059</u>	<u>688,174</u>
NET ASSETS			
FUNDS			
	13		
Restricted Reserves		250,255	93,390
Unrestricted Reserves:			
General Reserves		421,867	451,403
Designated Reserves		138,937	143,381
		<u>811,059</u>	<u>688,174</u>
TOTAL FUNDS			
		<u>811,059</u>	<u>688,174</u>

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the Trustees and authorised for issue on and signed on their behalf by:

Debbie Weekes-Bernard
Debbie Weekes-Bernard (Sep 25, 2024 15:07 GMT+1)
 Dr Debbie Weekes-Bernard, Chair of Trustees

The notes on pages 31 to 42 form part of these financial statements

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2024
STATEMENT OF CASH FLOWS

	2024 £	2023 £
Cash flows from operating activities:		
Net Cash provided by operating activities	121,041	(55,755)
Cash flows from investing activities:		
Dividends & Interest	11,221	1,087
Purchase of fixed assets	(2,765)	-
Net Cash from investing activities	8,456	1,087
Increase / (Decrease) in cash & cash equivalents in the reporting period	129,497	(54,668)
Cash & cash equivalents at 1 April 2023	599,649	654,317
Cash & cash equivalents at 31 March 2024	729,146	599,649
 Reconciliation of net income to net cash flow from operating activities		
Net expenditure as per SOFA	122,885	(183,521)
Adjustments		
Depreciation	12,015	14,346
Dividends and Interest	(11,221)	(1,087)
(Increase) / decrease in debtors	(88,182)	18,450
Increase in creditors	85,544	96,056
Net cash provided by operating activities	121,041	(55,755)
 Analysis of cash & cash equivalents		
Cash in hand	632,346	505,841
Notice deposits (less than 3 months)	96,800	93,808
Total cash & cash equivalents	729,146	599,649

The notes on pages 31 to 42 form part of these financial statements

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102)(effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Praxis Community Projects 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(s).

b) Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c) Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £1,000; otherwise it is written off through the Statement of Financial Activities. Costs of replacements of major equipment may be charged to designated funds set aside for that purpose by appropriations from Revenue.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

- Furniture, fittings and equipment to be written off over four years

d) Funds

The different funds are defined as follows:

- Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.
- Unrestricted funds are those funds available to the charity for its general purposes.
- Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. The aim and use of designated funds is set out in page 22 in the Reserves Policy.

It is the policy of the trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short-term effect of income volatility and retain funds to generate sufficient income to meet current and future operational activities of the charity.

1. Accounting Policies (Continued)

e) Income recognition

This comprises fees receivable from the various activities and investment income. 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 income can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met.

Legacies are recognised on a case-by-case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise direct expenditure including staff costs attributable to each activity.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice.

g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting Policies (Continued)

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

k) Estimation uncertainty

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

	Total funds 2024 £	Total funds 2023 £
2. Donations & Legacies		
Donations from individuals, trusts and other similar institutions	547,864	516,104
3. Charitable Activities		
Income related to Charitable Activities from individuals, trusts and other similar institutions	2,364,220	1,810,028

In accordance with the London Councils grant funding, the following disclosures are made:

The grant received from London Councils has been utilised as specified in the terms of the Street Legal East partnership agreement in accordance with section 37 of the Local Government and Housing Act 1989. The following table illustrates how money was allocated across the partnership and that it has been used for the purposes outlined in the funding agreement:

Grantor: London Councils Project: Street Legal East

	Grant received £	Grant spent £
Partner		
Praxis Community Projects	329,588	329,822
RAMFEL	182,912	182,912
Tower Hamlets Law Centre	47,500	47,500
Total	560,000	560,234

The following table illustrates how the total grant was spent in accordance with the purposes outlined in the funding agreement:

	Grant received £	Grant spent £
Staff costs	430,305	437,944
Beneficiary costs	6,748	1,326
Other direct costs	30,435	28,452
Overheads	92,512	92,512
Total	560,000	560,234

	Total funds 2024 £	Total funds 2023 £
4. Access to Support		
Direct Costs		
Staff Costs (note 8)	1,632,856	1,413,912
Other Costs	503,345	282,082
	2,136,201	1,695,994
Support costs (note 7)	250,355	118,569
	2,386,556	1,814,563

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

	Total funds 2024 £	Total funds 2023 £
5. Capacity Building		
Direct Costs		
Staff Costs (note 8)	92,860	269,766
Other Costs	9,573	48,963
	<u>102,433</u>	<u>318,729</u>
Support costs (note 7)	14,238	79,852
	<u>116,671</u>	<u>398,581</u>
6. Campaigns and Advocacy		
Direct Costs		
Staff Costs (note 8)	164,351	164,845
Other Costs	38,222	34,348
	<u>202,573</u>	<u>199,193</u>
Support costs (note 7)	25,199	43,555
	<u>227,772</u>	<u>242,748</u>
6a. Cost of Fundraising		
Staff Costs (note 8)	56,363	42,373
Other Costs	13,058	12,475
	<u>69,421</u>	<u>54,848</u>

7. Support Costs 2024

	Access to Support £	Capacity Building £	Campaigns and Advocacy £	Total 2024 £
Premises Costs	22,316	1,269	2,247	25,832
Depreciation - owned assets	10,380	590	1,045	12,015
Audit Fee	6,982	397	702	8,081
Governance Costs	12,403	706	1,248	14,357
Other Costs	198,274	11,276	19,957	229,507
	<u>250,355</u>	<u>14,238</u>	<u>25,199</u>	<u>289,792</u>

Support Costs 2023

	Access to Support £	Capacity Building £	Campaigns and Advocacy £	Total 2023 £
Premises Costs	9,192	6,190	3,376	18,758
Depreciation - owned assets	7,030	4,735	2,582	14,347
Audit Fee	3,920	2,640	1,440	8,000
Governance Costs	5,761	3,880	2,116	11,757
Other Costs	92,666	62,407	34,041	189,114
	<u>118,569</u>	<u>79,852</u>	<u>43,555</u>	<u>241,976</u>

Support costs consist of premises and office costs, and are distributed by staff ratio.

Net incoming resources for the year are stated after charging:

	2024 £	2023 £
Fees payable to the charity's auditor for the audit of the annual accounts:	8,081	8,000
Depreciation:	<u>12,015</u>	<u>14,347</u>
	20,096	22,347

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

8. Staff Costs

2024 **2023**

The average monthly number of employees employed during the year was:

Charitable Activities	39	40
Support & Governance	11	12
	<u>50</u>	<u>52</u>

2024 **2023**
£ £

Staff costs for the above persons:

Wages and Salaries	1,688,189	1,619,208
Social Security Costs	171,363	169,657
Pension Costs	61,195	50,228
Temporary Staff Costs	25,682	51,803
	<u>1,946,429</u>	<u>1,890,896</u>

Staff Costs by service area:

Access to Support	1,632,855	1,413,912
Capacity Building	92,860	269,766
Campaigns and Advocacy	164,351	164,845
Cost of Fundraising	56,363	42,373
	<u>1,946,429</u>	<u>1,890,896</u>

Of which attributable to key management personnel (excluding consultancy fees)

283,577 236,705

One Employee received emoluments between £70,000 and £80,000 in the current year (2023: one).

The Trustees neither received nor waived any emoluments for their services to the Charity and were not reimbursed for any expenses incurred on behalf of the Charity during the current or previous year.

The Charity holds an insurance policy that provides professional insurance cover for the Trustees.

9. Tangible Fixed Assets - Furniture, Fixtures & Equipment

2024 **2023**
£ £

Cost:

Balance brought forward as at 1 April	139,345	139,345
Additions	2,765	-
Disposals	(24,560)	-
Value at 31 March	<u>117,550</u>	<u>139,345</u>

Depreciation:

Balance brought forward at 1 April	125,793	111,446
Provided in year	12,015	14,347
Disposals	(24,560)	-
Depreciation at 31 March	<u>113,248</u>	<u>125,793</u>

Net Book Value at 31 March

4,302 **13,552**

Net Book Value at 1 April

13,552 27,899

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

10. Debtors

	2024	2023
	£	£
Trade Debtors	168,345	160,409
Prepayments and accruals	224,778	95,144
Other Debtors	5,589	54,977
	<u>398,712</u>	<u>310,530</u>

11. Creditors due within one year

	2024	2023
	£	£
Amounts due within one year:		
Trade Creditors	64,581	124,388
Other taxes & social security	50,866	67,298
Pension liability	12,994	3,281
Accruals, including provisions	189,734	37,607
	<u>318,175</u>	<u>232,574</u>

12. Creditors due after one year

	2024	2023
	£	£
Defined Benefit Pension Plan deficit	<u>2,926</u>	<u>2,983</u>

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

13. Funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted income funds					
Access to Support	46,978	1,416,286	(1,314,511)	3,089	151,842
Capacity Building	9,290	59,430	(65,543)	976	4,153
Campaigns and Advocacy	37,122	238,390	(186,232)	4,980	94,260
Total Restricted funds	93,390	1,714,106	(1,566,286)	9,045	250,255

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted Income Funds					
London Councils - Street Legal East	-	565,000	(565,000)	-	-
Hackney Community	-	47,000	(47,003)	3	-
Big Lottery - Reaching Communities Root and Branch	1,518	-	(604)	-	914
The Big Lottery	2,792	44,480	(18,472)	-	28,800
Paul Hamlyn Foundation	27,377	-	(13,281)	-	14,096
Trust for London 23-24	-	67,500	(42,933)	-	24,567
IPPR - Justice Together (Paul Hamlyn Foundation) 23-24	-	52,250	(32,216)	-	20,034
Paul Hamlyn Foundation - Justice Initiative	9,988	-	(10,198)	210	-
Tower Hamlets - EECAB Borough Wide	12,098	22,057	(34,167)	12	-
The Henry Smith Charity	15,113	-	(15,113)	-	-
Pathways (Hospital discharge)	4,567	38,919	(43,506)	20	-
Star (Local Councils)	2,457	102,352	(105,070)	261	-
New Horizon London Councils	5,538	57,648	(63,235)	49	-
Crisis - Skylight	-	56,660	(55,147)	-	1,513
Big Lottery - Reaching Communities 23-26 - Advice	-	35,204	(9,117)	-	26,087
Pathways (Hospital Discharge) - 23-24	-	36,000	(25,766)	-	10,234
Tower Hamlets - EE CAB-Boroughwide 23-24	-	12,371	(12,603)	232	-
Access to Justice Foundation	-	79,141	(71,566)	-	7,575
Refugee Action	-	33,000	(19,327)	-	13,673
Islington Faith Forum (City Bridge Trust)	-	22,313	(17,414)	-	4,899
Henry Smith 23-26	-	69,300	(30,864)	-	38,436
Islington - Hotels Advice	-	34,914	(35,007)	93	-
Islington - Union Chapel	-	22,391	(23,157)	766	-
Trust for London	3,559	-	(8,539)	4,980	-
GLA	-	4,828	(4,828)	-	-
Unbound Philanthropy	-	100,000	(89,264)	-	10,736
Network for Social Change	-	18,640	-	-	18,640
Frontline Network	-	32,211	(27,359)	-	4,852
BBC Children in Need	6,417	33,226	(38,761)	-	882
Paul Hamlyn - Brighter Futures	-	53,950	(55,796)	1,846	-
Queen Mary University - Brighter Futures	1,966	15,000	(15,000)	-	1,966
IOLTS (access to justice)	-	6,000	(6,000)	-	-
Mercers' Charitable Trust	-	21,751	-	-	21,751
Flourishing Communities - Tower Hamlets CVS	-	29,400	(29,973)	573	-
Stef and Philips Foundation	-	600	-	-	600
Total Restricted Funds	93,390	1,714,106	(1,566,286)	9,045	250,255

Unrestricted Income Funds

Designated Funds	143,381	-	(4,444)	-	138,937
General Reserves	451,403	1,209,199	(1,229,690)	(9,045)	421,867
Total Unrestricted Funds	594,784	1,209,199	(1,234,134)	(9,045)	560,804
Total Charity Funds	688,174	2,923,305	(2,800,420)	-	811,059

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

13. Funds (continued)

Funds 2023	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted income funds					
Access to Support	47,070	571,430	(575,047)	3,525	46,978
Capacity Building	16,500	97,640	(114,967)	10,117	9,290
Campaigns and Advocacy	41,229	104,674	(108,781)	-	37,122
Total Restricted funds	104,799	773,744	(798,795)	13,642	93,390

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted Income Funds					
London Borough of Tower Hamlets	6,730	-	-	-	6,730
Hackney Community	-	47,843	(48,356)	513	-
Big Lottery - Reaching Communities Root and Branch	-	87,103	(85,585)	-	1,518
The Big Lottery	20,489	7,000	(24,697)	-	2,792
Paul Hamlyn Foundation	22,869	50,565	(46,057)	-	27,377
Paul Hamlyn Foundation - Justice Initiative	16,500	35,200	(41,712)	-	9,988
Tower Hamlets - EECAB Borough Wide	-	37,810	(32,442)	-	5,368
The Henry Smith Charity	14,851	60,400	(60,138)	-	15,113
Pathways (Hospital discharge)	-	65,500	(60,933)	-	4,567
Star (Local Councils)	-	100,604	(98,147)	-	2,457
New Horizon London Councils	-	55,947	(50,409)	-	5,538
Mercers Charitable Foundation	-	10,990	(12,105)	1,115	-
Austin and Hope	-	-	(5,488)	5,488	-
Trust for London	18,360	54,109	(68,910)	-	3,559
GLA	-	19,026	(20,046)	1,020	-
Ben & Jerrys COVID Welfare	5,000	-	(8,012)	3,012	-
Frontline Network	-	32,424	(34,918)	2,494	-
BBC Children in Need	-	39,268	(32,851)	-	6,417
Paul Hamlyn - Brighter Futures	-	60,030	(60,030)	-	-
Queen Mary University - Brighter Futures	-	9,925	(7,959)	-	1,966
Total Restricted Funds	104,799	773,744	(798,795)	13,642	93,390

Unrestricted Income Funds

Designated Funds	165,381	-	-	(22,000)	143,381
General Reserves	601,515	1,553,475	(1,711,945)	8,358	451,403
Total Unrestricted Funds	766,896	1,553,475	(1,711,945)	(13,642)	594,784
Total Charity Funds	871,695	2,327,219	(2,510,740)	-	688,174

14. Analysis of Net Assets Between Funds

31 March 2024	Restricted Funds £	Designated Funds £	General Reserves £	Total 2024 £
Tangible Fixed Assets	1,420	-	2,882	4,302
Net Current Assets	248,835	138,937	421,911	809,683
Long-term Creditors	-	-	(2,926)	(2,926)
Total Net Assets	250,255	138,937	421,867	811,059

31 March 2023	Restricted Funds £	Designated Funds £	General Reserves £	Total 2023 £
Tangible Fixed Assets	4,472	-	9,080	13,552
Net Current Assets	88,918	143,381	445,306	677,605
Long-term Creditors	-	-	(2,983)	(2,983)
Total Net Assets	93,390	143,381	451,403	688,174

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

15. Pension Commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	payable monthly
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum each on 1st April)	payable monthly and increasing by 3%
---	---	--------------------------------------

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

15. Pension Commitments (Continued)

PRESENT VALUES OF PROVISION

	31 March 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)
Present value of provision	2,926	6,264	9,826

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2024 (£s)	Period Ending 31 March 2023 (£s)
Provision at start of period	6,264	9,826
Unwinding of the discount factor (interest expense)	240	185
Deficit contribution paid	(3,580)	(3,580)
Remeasurements - impact of any change in assumptions	2	(167)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	2,926	6,264

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2024 (£s)	Period Ending 31 March 2023 (£s)
Interest expense	240	185
Remeasurements – impact of any change in assumptions	2	(167)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2024
NOTES TO THE ACCOUNTS

16. Financial Instruments

	2024	2023
	£	£
Financial Assets measured by amortised cost	398,712	310,530
Financial Liabilities measured by amortised cost	64,581	124,388

Financial Assets include trade debtors and staff loans. Financial liabilities include trade and sundry creditors.

17. Related Party Transactions

There were no related party transactions to be reported in the financial year or prior year.

18. Statement of Financial Activity 2023 (comparative)

	Unrestricted	Restricted funds	Total funds
	2023	2023	2023
	£	£	£
Income from:			
Donations and Legacies	516,104	-	516,104
Investments	1,087	-	1,087
Charitable activities:			
Access to Support	1,031,284	571,430	1,602,714
Capacity Building	5,000	97,640	102,640
Campaigns and Advocacy	-	104,674	104,674
TOTAL INCOME:	1,553,475	773,744	2,327,219
Expenditure on:			
Raising Funds	54,848	-	54,848
Charitable Expenditure:			
Access to Support	1,239,516	575,047	1,814,563
Capacity Building	283,614	114,967	398,581
Campaigns and Advocacy	133,967	108,781	242,748
TOTAL EXPENDITURE:	1,711,945	798,795	2,510,740
NET INCOME/(EXPENDITURE):	(158,470)	(25,051)	(183,521)
Transfer between funds	(13,642)	13,642	-
NET MOVEMENT IN FUNDS	(172,112)	(11,409)	(183,521)
RECONCILIATION OF FUNDS			
Fund balances brought forward at 1 April 2022	766,896	104,799	871,695
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2023	594,784	93,390	688,174

Accounts

Company Number: 03638571

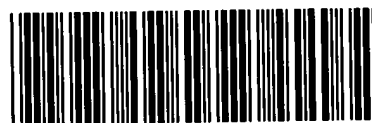
Charity Number: 1078945

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

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PRAXIS COMMUNITY PROJECTS
TRUSTEES' ANNUAL REPORT
For the year ended 31 March 2023

The Trustees present their report and financial statements of Praxis Community Projects ("Praxis") for the year ended 31 March 2023.

REFERENCE & ADMINISTRATIVE DETAILS

Trustees serving during the year:

The Trustees of the Charity, who are also the Directors of the Company, who have held office since 1 April 2022 are as follows:

Dr Debbie Weekes-Bernard	<i>(Chair)</i>
Pasha Michaelson	<i>(Vice Chair) (retired 25 March 2023)</i>
Constance Cullen	<i>(Vice Chair) (since 25 March 2023)</i>
Raphael Perret	<i>(Treasurer)</i>
Tom Brand	
Martin Cosarinsky Campos	<i>(retired 12 November 2022)</i>
Ruby Giblin	
Dylan Matthews	
Kemi Ogunlana	
Jumana Rahman	
Satbir Singh	<i>(appointed 10 December 2022)</i>
Ruth Stuart	<i>(appointed 3 April 2023)</i>

Chief Executive:

Sally Daghlion OBE

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

3638571

Company Number:

03638571

Auditors:

Goldwins, 75 Maygrove Road, West Hampstead, London, NW6 2EG

Bankers:

HSBC plc, 465 Bethnal Green Road, London, E2 9QW

OUR CHARITABLE OBJECTS, VISION, MISSION AND STRATEGIC OBJECTIVES

Praxis' charitable objects are to:

- (a) advance the education and relieve the poverty, sickness and distress of members of the public, particularly refugees, migrants and asylum seekers (the beneficial class) in particular but not exclusively by:
 - (1) the provision of counselling, translating and interpreting services regarding matters of importance to the beneficiaries of the charity, including the matter of detention and related issues;
 - (2) the provision of advice regarding financial matters, welfare benefits, housing, health, education, training and employment;
 - (3) the provision of English for Speakers of Other Languages (ESOL) classes and vocational training; and
 - (4) the carrying out of research to assess the needs of the beneficial class.
- (b) provide facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those members of the beneficial class who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.
- (c) advance the education of the public, in particular the beneficial class, of different cultures of the beneficial class through, but not exclusively, the provision of art and drama workshops and other similar cultural and educational activities.
- (d) promote racial harmony by undertaking workshops which help people understand the causes and effects of racist attitudes and how individuals may learn to live with and overcome them.

Praxis' vision

People who have migrated to the UK will not be marginalised or mistreated because of their immigration status.

They will live safely, free from poverty, discrimination, and exclusion, and be treated with compassion and respect.

Praxis' mission

Our mission is to create positive change for and with individuals and communities who are marginalised because of their immigration status. We deliver our mission by working on three levels:

Delivering direct services: providing specialist legal advice and holistic welfare support to help people to live securely and safely.

Building the capacity of other services across the UK: using our expertise to provide innovative solutions and sharing our knowledge through training and partnership working.

Campaigning for systemic change: building alliances and working in partnership with experts by experience to create positive, long-term changes to the policy and practice that cause exclusion and destitution.

Our direct services are pan-London, but we share our expertise and influence nationally and internationally.

The four strategic objectives set out in our 2021-2026 strategic plan, and itemised below, build on the charitable objects and set the framework for our activities in the current social, economic and political context.

Objective1

People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

To achieve this Praxis will increase access to support by delivering frontline services which provide the legal advice, and holistic support and guidance people need to leave crisis and begin to live in safety. We will work in partnerships

to increase access to support for those most in need, and champion user-led work to build community and strengthen lived experience voices.

Objective 2

Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

To achieve this Praxis will expand our training and capacity building programme, supporting good practice, and enabling others to respond positively to the needs of people who have migrated.

Objective3

Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

To achieve this Praxis will advocate with and on behalf of people who have migrated, creating systemic improvements, and acting as a catalyst for long term change.

Objective4

Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

To achieve this Praxis will build on the learning from Covid-19 to ensure that we remain an organisation which can flex and adapt quickly while continuing to meet the needs of the service users and staff.

ACHIEVEMENTS AND PERFORMANCE

With the invaluable support of funders and partners and united with migrants, refugees, and a growing number of supporters, Praxis met its organisational goals this year against what has become a pattern of persistent and escalating hostility and discrimination within the immigration system in the UK.

This financial year continued the trend of fast paced, financial and socio-economic change and shocks. As with the Covid pandemic, the challenges of the war in Ukraine, the energy crisis and rapidly accelerating inflation which led to a Cost-of-Living emergency disproportionately affected communities and individuals who have migrated to the UK. We continued to challenge the exclusion from mainstream support that many migrants and refugees experience; being denied secure status, and at the mercy of a complex and dysfunctional, administrative and legislative system.

We centred the voices of people who have lived experience of the immigration system throughout our work. We continued to pursue our values and the priorities set out in our Anti-racist framework to mitigate the discrimination inherent in our immigration system and wider society.

This year has been another year marked by shocks and significant political and economic changes. To respond to changing circumstances and needs we have drawn on the insights from our direct services to inform how we respond. That meant that we continued to promote and provide access to legal advice, we supported cross sector responses to migrant homelessness, and we centred lived experience in our advocacy and campaigning work. The externally driven obstacles have been challenging for us as an organisation; but for the thousands stuck in a quagmire of exclusion and hardship generated by the systemic failure of the immigration system it can restrict every aspect of their lives. The challenge of finding pathways out of extreme financial hardship and insecurity places a heavy toll on the individuals and families we support. More than 50% of the people we supported stated that they were worried about feeding their children in a survey undertaken during the year. We redoubled efforts to find workable solutions to prevent crisis for individuals and families and we increased our efforts to influence systemic change, to solve the root causes of discrimination and marginalisation of refugees and migrants.

The following section details the organisation's activities and impact in 2022-2023.

Objective 1: People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

"The help we have received has opened doors for us" - Nila¹

We continued our pan-London frontline service which helps refugees and migrants to leave crisis and find long term pathways to safety through our person-centred advice and support. This included helping people to understand their rights and entitlements, to make informed choices and to advocate for themselves.

During the year our specialist advice service, delivered by 20 Office of Immigration Services Commissioner (OISC) accredited caseworkers, **supported 2,171 people with expert advice and casework support** on immigration issues and provided additional information on welfare, housing, education and family matters according to individual needs. Although the service is primarily focused on London, the challenges people face accessing specialist, free immigration advice meant that people contacted the service seeking support from more than **67 different geographic locations** in the UK from Tower Hamlets to Tyne and Wear.

800 people we supported had their application to the Home Office granted during the year (the time frame for decisions does not align with submissions and lengthy processing delays affect when decisions are received). Applications submitted included a wide range of categories. The most prevalent categories of applications submitted included the following: a high proportion of the applications were for 'leave to remain', 'extensions to leave to remain' and 'indefinite leave to remain'. Other high-volume applications related to the European Union Settlement Scheme 'pre-settled' and 'settled' status, and we successfully supported applications for citizenship and/or naturalisation.

Fees associated with visa applications pose a significant financial challenge for people on low or no income seeking to extend visas and secure their status in the UK. The help we provide accessing fee support assisted many who were previously unaware of the possibility of receiving assistance with fees. This was especially helpful for families whose total fee bill can reach five figures. This year a **total £591,194 in financial support was won or accessed** for people in urgent need.

Capacity to respond to the vast and growing unmet need for welfare support continued to be a challenge which our Link Project was set up to help ameliorate. This year the Link Project's **17 volunteers supported 106 people** by providing additional welfare support and signposting to other sources of help.

Praxis' Link Project has also been instrumental in increasing the number of trained and accredited advisors available to provide immigration advice in London where there is a recognised shortage. Supported by Praxis, **12** of the volunteers are undertaking their OISC training.

One person seeking support told us: *"Praxis first and foremost was very compassionate and showed more care on my first day of drop-in. Even though the normal amount of people that were supposed to be taken in that morning had already been seen I was still taken care of and made me wish to do whatever I can to support other people who are going through the same problems".*

Groupwork

We delivered three user-led groups supporting people to reduce isolation, improve wellbeing, build resilience and solidarity. The groups also support people with lived experience to share their stories, advocate for change and develop leadership skills.

- **Brighter Futures:** young people who speak up for young people who have migrated, and their rights, and use their creativity as a tool to challenge negative perceptions of migration.
- **WINGS:** women who, with their young children, come together to nurture their wellbeing, build relationships, discuss issues that affect them and share knowledge/experience.
- **GIANTS:** a space where men who are fighting against isolation and poor mental health come together. They use creativity to explore and express feelings/opinions and challenge stereotypes.

¹ All names have been changed to protect people's identities.

130 adults and 95 children engaged with the groupwork activities during the year.

This is how they told us that the groups contribute to improve their lives:

- Reduced isolation: *"I am not alone", "The group is a family",*
- Improved wellbeing: *"meeting new people and listening to their experience it gives you positive energy",*
- Strengthened resilience: *"I feel supported and stronger",*
- Increased self-confidence: *"I feel more confident", "I can express myself",*
- Increased opportunities for their voice to be heard: *"Coming to Brighter Futures has made me know that I have a voice and that my voice has been heard".*

"After joining the group, I realised how effective Praxis is with each person they deal with. Realised it's a community of people that have different issues that are dealt with by a few people. I love the support and I could say as much as I felt it was slow at the beginning, realising the weight and magnitude of people that Praxis is taking care of, I think they are doing very well. Would recommend to anyone."

Objective 2: Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

This year we built on our long-standing collaborative approaches to addressing migrant homelessness and the pan-London initiatives developed during the Covid-19 pandemic to design and deliver innovative partnership projects. We began new Partnership projects with Crisis, Refugee and Migrant Forum of Essex and East London (Ramfel) and Tower Hamlets Law Centre delivering immigration advice and creating sustainable pathways out of destitution.

An important corner stone in developing innovative solutions with partners is our second-tier advice service which supports, and provides advice and training to, frontline workers to understand better the rights and needs of people that have migrated and how to support them. Training was delivered to **790 people from 361 organisations** including homelessness/migrant charities and statutory bodies.

We received excellent comments including *"really useful and informative", "this course should be a must for anyone working in homelessness", "has increased my awareness in terms of immigration and I will be able to identify things I can do to help now".*

To supplement the training courses and offer ongoing access to practitioners we provided advice through our SLACK channel which has **290 members**.

We use our knowledge and experience to build capacity and improve wider services. In November we worked with The Pan-London Frontline Network delivering a hybrid conference **'Ending Migrant Homelessness for Good'**. The conference was attended by **150** people from a range of central and local government departments and charities to consider the practical and policy blocks to ending migrant homelessness. We received positive feedback from attendees including Home Office Casework Unit staff. This led to further engagement after the event and a positive response in expediting cases for people experiencing homelessness.

Working with London Councils to feedback on the Home Office response to the Ukraine crisis and issues arising from the different schemes. We supported Newham Council to help it identify areas of need for Ukrainian refugees and ways to address them. As a result of our influencing work Newham became the first borough to have all its GPs register as Safe Surgeries. This is a scheme initiated by Doctors of the World where GP practices take steps to reduce barriers to accessing health care faced by many migrants. In Southwark we brought together organisations working with asylum seekers placed in local hotels, pooling information and experience to better understand their support needs and build a shared response within the borough.

We provided individual support and advice to organisations to develop their services to people facing problems related to immigration status. For example, we supported the charity Alternatives Trust to increase their understanding of immigration casework and systems and the organisation went on to become accredited to deliver immigration advice.

Demand for free immigration advice vastly outweighs supply, including for people who are insecurely housed or homeless. The number of people sleeping rough has grown since the pandemic. The numbers reflect an increase in migrant rough sleeping, particularly for people having to leave asylum accommodation after gaining refugee status. Despite constructive work with the Home Office homelessness team, Chief Casework Unit, Department for Levelling Up, Housing and Communities (DLUHC) and Greater London Authority (GLA) in addressing migrant rough sleeping, this cannot mitigate the fact that Government policy increasingly pushes migrants and refugees into homelessness.

Objective 3: Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

Securing policy change is a key priority in the face of continuing and growing hostile legislation and policies from central government that force thousands of people into crisis. We continued to develop our public advocacy and influencing work together with people with lived experience of the immigration system speaking out for change and campaigning as part of the No Recourse to Public Funds (NRPF) Action Group. We maintained our efforts to build support and momentum for change around the NRPF visa condition, which prevents people in crisis from accessing a welfare safety net and excludes low paid migrant workers from in-work benefits. The group membership expanded during the year to over 50 committed activists for change.

Our co-produced campaigns contributed to two policy changes, which:

- Put in place a permanent extension of eligibility for free school meals to children living in poverty, regardless of their parents' immigration status; and
- Secured an extension of the 15 hours per week of government-funded childcare for two-year-olds living in poverty to families with NRPF

Parliamentary relationship-building – we convened a parliamentary launch event attended by eight Labour and SNP MPs in October 2022, to introduce them to our campaign. This event was co-hosted by Meg Hillier MP (Lab) and Stuart McDonald MP (SNP) and served as a useful focus for relationship-building. We continued efforts to build relationships across the parliamentary spectrum.

Public mobilisation:

We have invested in external expert support to develop a digital engagement framework to enable us to build our supporter and campaign base and increase digital fundraising and messaging. Following this we significantly scaled our digital mobilisation work. We have created new public communications materials for use on social media. This has resulted in **8,850** new supporters, contributed to increasing the numbers of volunteers and when we launched a [petition](#) in October 2022 calling on the Home Secretary to cap routes to settlement at five years we achieved **13,000** signatures. Over three hundred people took our action to email their MP on the cost-of-living crisis and its impact on people excluded from wider support mechanisms by their visa conditions.

Building the evidence-base: in partnership with the Institute for Public Policy Research (IPPR) and the Greater Manchester Immigration Aid Unit, we published a new report on the impact of the 10-year route to settlement which was introduced in immigration rules in July 2012. Under these rules, some people who have a claim to remain in the UK on the basis of their family or private life, but do not meet the normal eligibility rules, including minimum income, are required to make repeated, costly and destabilising visa applications over a 10-year period before they can apply for indefinite leave to remain.

Based on the experiences of more than **300** people, this is the first report that documents the impacts on health and wellbeing of the 10-year route to settlement on a large scale.

We launched this [research](#) with a webinar on 7 March 2023 attended by stakeholders from civil society, academia and media, followed by a parliamentary event on 21 March 2023, hosted by Meg Hillier MP. This is how a person with lived experience of the 10-year route commented on the research:

"It is so thorough, and no element of our suffering has been overlooked in that report and the suggestions that are made in the report are just what we want."

We used evidence from our research to feed into a House of Lords Justice and Home Affairs Select Committee inquiry on family migration in September 2022. The committee's report, published on 28 February 2023, picked up almost all of the recommendations made in our submission.

We joined a reference group for a new research project on migrant destitution in the UK, which is led by COMPAS at the University of Oxford.

Media output

We significantly increased our media output this year securing coverage in a variety of outlets during the year. The launch of the research report resulted in more than 14 media outlets involving interviews with people who use our services, case studies, interviews and quotes from staff.

Objective 4: Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

Our work to secure the infrastructure and sustainability of the Charity by building on the investments in key roles and the establishment of a new campaigns function in 2021/22 continued apace this year.

The new structure of accounts enabled improved financial planning and analysis of financial performance and forecasting. This informed a project supported by an external consultant to develop a comprehensive Income Generation Plan to steer and support fundraising and income generation activities for the charity. The Income Generation Plan identified how to further amplify Praxis' highly impactful and dynamic operational model.

The three-year plan has proved highly valuable supporting Praxis to weather the challenges faced post pandemic, including the impacts of the Ukraine war, the dramatic rise in energy costs and rapidly rising and persistent inflation resulting in a cost-of-living crisis. The plan helped the charity raise sufficient income to buffer most of the impact of these multiple shocks and income in the year outperformed the targeted amount. However, in the face of unforeseen expenditure linked to the cost-of-living crisis including associated increases to salary costs (Praxis salaries are linked to the public sector National Joint Council scales), overall expenditure also exceeded budget expectations.

The Charity continued its investment for resilience and in digital transformation initiated during the Covid-19 pandemic. We undertook a project to synergise public awareness raising and income generation via digital communication. A Digital Engagement Plan was concluded with the help of digital communication specialists. The project included a baseline benchmarking analysis that is now used to measure and monitor the effectiveness of all Praxis' external digital engagement and to help measure and build continual improvement into all digital communication activities. Early signs of the effectiveness of this approach were shown in the Praxis supporter numbers which grew exponentially during the final quarter of the financial year to a new high of over 15,000 and income generated from public donations up by 44%.

The focus on staff wellbeing and health and safety which came to the forefront during the Covid-19 pandemic continued to be a priority. Measures to help mitigate the impact of the ongoing pressures and to support staff mental health and well-being were expanded. These included reflective practice for all frontline colleagues, hybrid and flexible working practices to support work life balance, access to an Employee Assistance Scheme and 'Tell Jane', a confidential disclosure service. Access to a Charity Discount scheme to help staff save money on purchases was introduced to help mitigate inflationary pressures.

CHARITY STRUCTURE, GOVERNANCE & MANAGEMENT

Status

Praxis Community Projects is a registered charity and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £10 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The members of the company comprise individuals, who are the trustees of the charity and the directors of the company, and certain groups that have a specific interest in the charitable activities of Praxis. The current members

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groups are: Arewa Association, SACC – Salvador Allende Cultural Centre, Vamos Juntos, Diaspora Support Network and the Uganda Social Justice Arena.

Constitution

The company was incorporated on 25 September 1998 and is registered at Companies House under number 03638571. It took over the assets, liabilities and activities of The Robert Kemble Christian Institute ("RKCI") from 1 April 1999. It was registered as an incorporated charity with the Charity Commissioners under registration number 1078945 on 13 January 2000.

RKCI was originally established by a Deed of Declaration of Trust dated 6 June 1983 following the premature death of the Reverend Robert Kemble, a minister of the United Reformed Church, who had worked extensively with displaced people in Central London. Initial funding for the charity came from a bequest in Reverend Kemble's will. There were no restrictions attached to the use of this legacy.

The incorporated charity is now governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 25 September 1998 and subsequently amended on 29 November 1999, 13 July 2006 and March 2018 to bring them into line with current legislation and the current context of the charity's work. The Memorandum and Articles of Association were further amended at the Annual General Meeting (AGM) in May 2022 to enable trustees to be reappointed for a further short period in *exceptional* circumstances when *critical* for good governance.

Organisational structure, governance and management

The overall strategic direction of the charity is determined by the trustees who meet formally six times a year for quarterly board meetings, an AGM and a strategy away day. The trustees agree the strategic and operational priorities and annual budget. They also establish policies and procedures for the running of the charity. There are two sub-groups, the Finance and Resources Committee which meets six times a year and reports to each of the main board meetings, and a Premises Committee, formed to assist the organisation to find new premises in advance of the end of its lease in 2025. The Finance and Resources Committee takes responsibility for monitoring and reporting to the Board on key areas including financial planning and management, fundraising, human resources and risk management. From time to time, small groups of trustees and staff work together to consider relevant strategic or operational issues. In October 2022, an HR working group was established to consider key issues related to staffing resources and people culture and a new trustee with expertise in HR was recruited and appointed in March 2023. Constance Cullen was appointed as Vice-Chair and Safeguarding Trustee in March 2023, taking over from Pasha Michaelsen who retired from the board after serving the maximum period, extended by six months on an exceptional basis to support the good governance of the charity in a transitional period.

In addition to attending board meetings the board deploys the expertise of individual trustees as champions to support the Chief Executive and senior staff and provide for more oversight for specific activities or issues, for example safeguarding. During 2022, the Trustees reviewed and formalised the roles of board champions.

The organisation has a Service User Forum designed to engage service users in the planning and governance of the organisation and give feedback on services. Kemi Ogunlawo is our Service User Champion Trustee and attends the service user forum, also attended by other trustees including the Chair, on an ad-hoc basis. Two service user representatives attend the main board meetings to report on their concerns and discussions. In 2021 Praxis completed a review of governance using the Governance Code as a reference point and during the financial year we continued to undertake development actions to strengthen governance where required.

The day-to-day management of Praxis is delegated to the Chief Executive and through her to the senior management team. The Chief Executive presents an overview report to each board meeting, along with reports on service delivery, governance and performance. The trustees receive quarterly financial reports and management accounts, including cash flows.

Method of recruitment, appointment, induction and training of trustees

Recruitment

Trustees are selected based on criteria established by the Board, comprising relevant skills and experience, knowledge of the areas of work in which the charity is engaged, understanding of governance and an understanding of the communities with which the charity works. Trustees are normally selected through an open recruitment and search process led by a trustee recruitment panel which includes the chair and chief executive. In some cases, potential trustees are recommended and then considered by the recruitment panel which makes recommendations to the board for appointment. On an annual basis trustees consider whether there are any skills gaps on the board and reviews the skills necessary to deliver on the strategy. In October 2022 Praxis appointed Satbir Singh as a trustee and campaign champion. Satbir brings knowledge of campaigning and immigration policy as well as strategic governance skills. In recognition of the importance of Human Resources and recognising a gap in expertise, trustees decided to recruit an HR trustee, leading to the appointment of Ruth Stuart in April 2023.

Appointment

Trustees hold office for a period of three years from the date of appointment (or such shorter period as the Trustees may agree) and, if qualified, are eligible for reappointment for further terms of three years. Three terms of three years is the normal maximum time that any trustee can serve. On an exceptional basis, for reasons of good governance only, an extended period may be agreed by the trustees and will be reported in the annual report.

Induction and training

New trustees receive formal induction, including meetings with the Chief Executive and Chair, key documents including the Memorandum and Articles of Association, the strategic plan, and opportunities to meet staff and shadow work. Individual trustees are eligible for governance related training courses and are encouraged to attend. The board reviews its own performance, skills and composition annually at the strategic review day.

Diversity

The board is diverse, in terms of gender, age, nationality and ethnicity, and maintaining diversity is a factor in board recruitment. The board comprises 57% women and 43% men, 67% of trustees are people of colour with varied backgrounds including Asian British, black African and Caribbean, 43% of trustees have refugee or migrant backgrounds, and 43% have lived experiences of the issues facing marginalised migrants and the communities Praxis serves. The age profile is mixed, ranging from 35 – 64.

There is stakeholder representation on the board and a Service User Champion Trustee helps to develop stronger engagement of beneficiaries in governance; two service user representatives attend board meetings and report on wider service user discussions. Trustees are engaged in the pursuance of Praxis' anti-racist framework and are committed to maintaining and promoting principles of diversity, inclusion and equity in all we do and at all levels of the organisation.

Related parties and related party transactions

- 1 Robert Kemble Trustees Limited hold the head lease on the premises for which the landlord is the Thames North Trust, a body controlled by the United Reformed Church.
- 2 Rent of £25,000 is payable annually in respect of the Pott Street premises to the United Reformed Church.

Remuneration policy for key management personnel

Trustees are responsible for setting remuneration levels for the charity's senior staff; the Chief Executive, Head of Operations and Business Development, Head of Fundraising and Communications and Head of Finance and Resources.

In setting their remuneration, the trustees consider the skills, experiences and competencies required for the post; salary levels for comparable roles elsewhere in the sector; the charity's ability to pay and its track record in attracting and retaining committed and motivated employees. Salary levels are reviewed periodically by the trustees using independent advice.

Grant making policy

Praxis does not give grants directly as a method of furthering its charitable objectives. The charity applies for and distributes hardship payments according to need and the criteria of the donors. In this regard, we are particularly grateful to London Catalyst. In 2022/23 Praxis distributed £1,750 in hardship payments.

PUBLIC BENEFIT

The charitable purposes, objectives and activities, which Praxis undertakes for the public benefit, and achievement in delivering these are set out in the relevant sections of this report. The Trustees ensure that the services delivered by Praxis are not unreasonably restricted and are relevant to the needs of our beneficiaries, thereby enabling them to settle effectively in the UK and contribute positively to society. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

FUNDRAISING

A significant proportion of Praxis' funds come from charitable trusts and foundations. In recent years we have received a growing number of donations from individuals and are working to increase our individual donor base. We are registered with the Fundraising Regulator and abide by their Fundraising Promise and the Code of Fundraising Practice. We comply with the General Data Protection Regulation which became law in 2018. We do not contact people unknown to us or without their permission. We do not use any commercial participators or professional fundraisers. We do not use any intrusive or persistent approaches. We have not received any complaints about our fundraising during the year.

RISK & CORPORATE GOVERNANCE MATTERS

Praxis trustee board normally meets six times a year, including a strategic review day and AGM. We have regular meetings of the Finance and Resources Committee, normally a week to ten days prior to every full board meeting, and trustees monitor the financial position, including cash flow, and reports on risk and income generation at every meeting. During the pandemic all trustee meetings were held over Zoom; these have now reverted to in-person, with committee meetings held remotely.

Praxis continues to face building related risks, particularly in relation to potential repair costs arising from working in an old building where we have a two-thirds liability for repairs. Our current lease ends mid-2025 and we have assessed our future building needs given changing working patterns and operational delivery. We have appointed professional consultants to help find a new affordable home for Praxis and negotiate on lease matters. Praxis has a Premises Committee to consider this important issue and trustees have invested in a premises reserve to help us with the costs of a future move. We are seeking to remain in east London and are exploring options to co-locate with other charities. The Robert Kemble Trust Limited continues to hold the lease on the Pott Street premises as Trustee for Praxis.

One of the risks facing Praxis, alongside many charities of our size, is long-term financial sustainability arising in part from the external challenges and multiple crises and shocks arising throughout 2022 and 2023. Changes wrought by Covid-19 in the fundraising landscape continued as some funders closed programmes and others faced increasing demand. Additional challenging headwinds buffeted the economy, contributing to an ever more competitive funding environment. The work on a three-year Income strategy which commenced in 2021 and was completed in the summer of 2022 proved to be essential to help us respond to the financial impact of the inflationary pressures in combination with the increased demands for support in 2022/23; it also helped to build foundations to achieve long-term financial stability and resilience. The plan aligns Praxis' strategic ambitions, impact approach and provides a path to secure the resources required to realise our strategic aims. To develop further integration between fundraising and communications as set out in the income framework, we invested in a Digital Engagement Project in the autumn of 2022. This project included the production of a Digital Engagement Framework model and implementation plan. The plan set out a path to build increased supporter engagement and increased income from

public donations. As part of the income generation strategy, we plan to invest in high-net-worth donor fundraising in the future.

FINANCIAL REVIEW

Praxis' total income in 2022-23 was £2,327,218, an increase of £238,472 (11%) on 2021-22 (2022: £2,088,746). Total expenditure amounted to £2,510,740, an increase of £282,934 (13%) on 2021-22 (2022: £2,228,247) in line with planned investment and agreed expenditure on restricted funds carried forward.

Overall, at year end the Charity saw a net draw down on general reserves of £150,000 (6% of annual turnover and 25% of the reserves total). At 31 March 2023, reserves stood at £451,403 (2022: £601,515), which is 67% of the target level for 2023/24. In addition, the Charity holds £143,381 in two designated funds to support costs associated with a future move to new premises and for business development. Incorporating the unrestricted designated funds within the reserves gives an overall unrestricted reserves figure of £594,784, which is 88% of the target level.

In April 2022, the Board of Trustees signed off a budget which had a £160,000 unrestricted funds deficit. Having considered the robust reserves position of the Charity, the Board supported drawing down on the charity reserves to continue making a set of critical investments the Charity had commenced in 2021/22 dedicated to build organisational infrastructure to facilitate long term sustainability and preparedness in the face of a challenging external environment.

During 2022-23, the Charity chose to invest in:

1. Fundraising capacity to secure long term financial sustainability and the development of an income strategy to facilitate income generation to achieve the strategic plan for 2021-26.
2. Continued development of finance and resources' analytical functions to secure the fourth objective of our 2021-26 Strategic Plan (i.e. long-term stability and risk management); and,
3. New campaigns and advocacy capability necessary to deliver the third objective of our Strategy – positive changes in national policy and practice.

Voluntary sector organisations and funders were preparing for continuance of financial headwinds in the years ahead, and Praxis' board took the decision to continue to maintain strong foundations and build capacity to secure long term income streams required to sustain organisational impact and stability. The Trustees are satisfied that their decision to invest in longer-term sustainability was a good one; the fundraising outlook for 2023-24 is strong and the campaigns and advocacy strand of Praxis' 2021-26 strategy is starting to have significant success, as outlined earlier in this report.

The Board of Trustees are focused on ensuring that 2023-24 breaks even, and ideally begins to deliver a surplus to start restoring reserves to target. Great care was taken to adjust spending plans so that a balanced budget could be signed off at the start of the new year, and thus far, despite the competitive funding environment, the signs are encouraging that we will manage to deliver a small surplus.

This year is the first we have reorganised our structure of accounts to reflect the 2021-26 strategy, and this is reflected on the face of the Statement of Financial Activities. We have divided our charitable activities into three areas consistent with our strategy – Access to Support, Training & Capacity Building and Campaigns & Advocacy. It is hoped that this structure aids the reader of the accounts to relate the financial information below to the narrative reporting on activities above.

We are very grateful for all the support we receive, both financial and non-financial. We would like to thank the following supporters as well as those who wish to remain anonymous:

AB Charitable Trust, Allen and Overy, BBC Children in Need, Clarion Futures, Justice Together Initiative,, Souter Charitable Trust, London Legal Support Trust, Milton Damerel Trust, the French Huguenot Society, Garfield and Weston Charitable Trust, Greater London Authority, The Oak Foundation, Paul Hamlyn Foundation, The Arpad & Alena Rosner Foundation, The Aurum Charitable Trust, The Henry Smith Charity, The National Lottery Community Fund, The Charity of Sir Richard Whittington, The Souter Charitable Trust, Trust for London, 29th May 1961 CT,

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The Metropolitan Migration Foundation, Greater London Authority, London Councils, Refugee Action, St Mungo's, St Martin's in the Fields Front Line Network, LB Hackney, LB Tower Hamlets, LB of Newham, Shelter, St Mungo's, Edmee Leperque and James and Katarina Rowlands.

We would also like to thank the organisations, local authorities, charities and companies who collaborated with us:

Allen and Overy
Crisis
Babel's Blessing
Greater Manchester Immigration Aid Unit
Homeless link
Hackney Migrant's Centre
Institute for Public Policy Research (IPPR)
Joint Council for the Welfare of Immigrants (JCWI)
Kazzum Arts
Members of Praxis groups
Members of NRPF Action Group
LB Hackney
LB City London
LB Newham
LB Tower Hamlets
Pathways
Praxis Service User Forum Members
Praxis Service User Representatives
Praxis Volunteers
Public Interest Law Centre
Refugee Action
Refugee Kitchen
Shelter
St Martin-in-the-fields – Charity
St Mungo's
United Reform Church

Reserves Policy

The Policy is to maintain sufficient reserves to enable operating activities to continue over a reasonable period should a shortfall in income occur and to take account of potential risks and contingencies that may arise, including the costs of closure. These included the following elements:

- Projects which Praxis is obliged to deliver, but where there is some risk of funding not covering the full cost of delivery,
- Financial capacity to enable Praxis to manage staff levels in accordance with its policies and legal obligations,
- The working capital needed to operate,
- Some capacity to manage operational expenditure at a time of unforeseen uncertainty in income streams,
- A general margin for unexpected events.

The level of reserves required to mitigate these risks has been assessed for the current year and now stands at £673,274 (2022: £655.395), which is equivalent to 3.07 months' running costs in 2023-24.

As noted above, the actual general reserves as at 31 March 2023 stood at £594,784 equal to 2.71 months' running costs, 88% of the target level. The reasons for utilising a portion of the general reserves in 2022-23 have been described above in the financial review. Steps have been taken to pare down operational expenditure to ensure that there is not an ongoing structural deficit, and trustees are confident that the financial outlook for 2023-24 is sustainable.

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During the year, £22,000 of designated funds were spent, primarily from the business development reserve. This pot, which was earmarked to support the future growth and development of the charity, was nearly spent down, with a balance of just over £6,000 as at 31 March 2023. There is a much larger designated property reserve which exists to support the organisation in costs associated with the search for new premises and the end of the current lease agreement, which will end in 2025. A modest £3,000 was spent from this pot during 2022-23, leaving a balance of £137,000 at year end. The Trustees remain of the view that this is a prudent and necessary provision which will be needed in the next 24 months.

Cash balances as at 31 March 2023 represented around 2.26 months' spend, and a 24-month cash flow forecast indicates that cash levels will remain healthy for the foreseeable future. Trustees are satisfied that the Charity continues to operate as a going concern.

PLANS FOR FUTURE PERIODS

Praxis is working in a fast-changing political, social and economic climate with a sustained hostile policy framework and strong anti-migrant rhetoric from the Government and sections of the media. The Nationality and Borders Act 2022 and the Illegal Migration Bill going through parliament in 2023 will see an overwhelming increase in people struggling with documentation and unable to meet their basic needs and access vital services. Refugees who arrive by 'irregular' means (as all refugees are forced to do) will no longer be admitted to the asylum system and will enter a limbo world without rights and entitlements and unable to work lawfully; they will face homelessness, ill health, criminalisation and exploitation.

In this light, trustees reviewed our strategic direction, following the implementation of our new strategy in 2021, and agreed to maintain our approach to direct services and co-produced campaigning. As an organisation we will ensure a clear focus in our service delivery, we cannot aspire to meet all needs but will use our knowledge and experience to build the capacity of others and increase our advocacy and campaigning, building partnerships and alliances for change.

In 2023 - 2024:

We will continue to provide high quality, free immigration advice and casework to ensure individuals are able to overcome the barriers to a secure life. We will innovate and test new models of service delivery, working in libraries and asylum hotels to reach new communities and build knowledge to support our advocacy. We will also review our approach to consider how best we meet the rising welfare needs of our service users who face ever more challenges to meet daily living costs and access basic services including health.

We will support the development and provision of accredited immigration advice in the community by providing external supervision to staff in other organisations under the OISC regulatory framework. We will continue to provide training and development opportunities through our volunteer programme supporting people with lived experience to become accredited as advisers.

We will continue to work with local partners to increase their capacity to respond to the needs of migrants facing exclusion and build partnerships and alliances for change working with other charities, local authorities and the GLA, improving local and regional service delivery for migrants and refugees.

We will continue to develop our national campaigning and influencing work, in partnership with people with lived experience of the immigration system and in partnership with established policy research organisations, such as IPPR. We will build our parliamentary advocacy, seeking opportunities to build relationships and influence legislation and policy in the short and longer-term.

We will continue to focus our campaigning on the no recourse to public funds visa condition that prevents people from accessing a safety net and excludes people on low pay from work related benefits. This will include a campaign to increase access to free childcare. We will continue to campaign for faster, fairer, shorter routes to settlement and advocate for a reduction in visa fees and the migrant health surcharge, effectively an additional tax on people who have migrated to the UK. We will use our convening power to bring together organisations working on similar issues to create stronger alliances for change.

We will continue to seek justice for those affected by the Windrush scandal by joining others in efforts to improve the compensation scheme which has proven to be woefully inadequate.

We will develop our digital engagement to mobilise public support for migrants, creating opportunities for people to use their voice and join a movement for change.

We will continue to add our voice to wider campaigns for a fair immigration and asylum system that recognises and respects international law and places compassion and humanity at its centre.

We will review and refine our groupwork strategy to ensure that we are supporting individuals to be their own agents of change and that we have a coherent approach to our voice work and advocacy.

We will continue to improve and refine our data collection and analysis to maximise learning and advocacy.

We will continue to develop our infrastructure and strengthen our governance processes. This includes strengthening our finance systems and financial information by outsourcing to a specialist charity finance provider, JS2. We will develop our technical abilities and infrastructure to ensure well-functioning systems that support our fundraising, supporter engagement and reporting.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity, and of the incoming resources and application of resources of the charity, for that period. In preparing the financial statements, the trustees are required to:

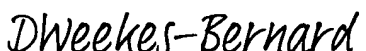
- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on Sep 28, 2023

and signed on their behalf by:


DWeekes-Bernard (Sep 28, 2023 15:53 GMT+1)

Dr Debbie Weekes-Bernard

CHAIR OF TRUSTEES

PRAXIS COMMUNITY PROJECTS
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2023

Opinion

We have audited the financial statements of Praxis Community Projects (the 'Charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

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 financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors 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 or 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 any 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.

PRAXIS COMMUNITY PROJECTS
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2023

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, 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 they 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.

Our 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

PRAXIS COMMUNITY PROJECTS
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2023

- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)

for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

28 September 2023

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ended 31 March 2023

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and Legacies	2	516,104	-	516,104	497,294
Investments		1,087	-	1,087	127
Charitable activities:					
Access to Support	3	1,031,284	571,430	1,602,714	1,409,061
Capacity Building	3	5,000	97,640	102,640	90,238
Campaigns and Advocacy	3	-	104,674	104,674	92,026
TOTAL INCOME:		1,553,475	773,744	2,327,219	2,088,746
Expenditure on:					
Raising Funds	6a	54,848	-	54,848	42,307
Charitable Expenditure:					
Access to Support	4,7	1,239,516	575,047	1,814,563	1,586,905
Capacity Building	5,7	283,614	114,967	398,581	375,171
Campaigns and Advocacy	6,7	133,967	108,781	242,748	223,864
TOTAL EXPENDITURE:		1,711,945	798,795	2,510,740	2,228,247
NET EXPENDITURE		(158,470)	(25,051)	(183,521)	(139,501)
Transfer between funds		(13,642)	13,642	-	-
NET MOVEMENT IN FUNDS		(172,112)	(11,409)	(183,521)	(139,501)
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 April 2022		766,896	104,799	871,695	1,011,196
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2023		594,784	93,390	688,174	871,695

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2023
BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible Assets	9	13,552	27,899
		<u>13,552</u>	<u>27,899</u>
CURRENT ASSETS			
Debtors	10	310,530	328,980
Cash at bank and in hand		599,649	654,317
		<u>910,179</u>	<u>983,297</u>
CREDITORS			
Amounts falling due within one year	11	(232,574)	(132,938)
		<u>677,605</u>	<u>850,359</u>
NET CURRENT ASSETS			
		<u>691,157</u>	<u>878,258</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
Amounts falling due after one year	12	(2,983)	(6,563)
		<u>688,174</u>	<u>871,695</u>
NET ASSETS			
FUNDS			
	13		
Restricted Reserves		93,390	104,799
Unrestricted Reserves:			
General Reserves		451,403	601,515
Designated Reserves		143,381	165,381
		<u>688,174</u>	<u>871,695</u>
TOTAL FUNDS			

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the Trustees and authorised for issue on **28 September 2023** and signed on their behalf by:

Debbie Weekes-Bernard
DWeekes-Bernard (Sep 28, 2023 15:53 GMT+1).....Dr Debbie Weekes-Bernard, Chair

The notes on pages 23 to 33 form part of these financial statements

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ended 31 March 2023
STATEMENT OF CASH FLOWS

	2023 £	2022 £
Cash flows from operating activities:		
Net Cash provided by operating activities	(55,755)	(76,615)
Cash flows from investing activities:		
Interest	1,087	127
Purchase of fixed assets	-	(8,460)
Net Cash from investing activities	1,087	(8,333)
Change in cash & cash equivalents in the reporting period	(54,668)	(84,948)
Cash & cash equivalents at 1 April 2022	654,317	739,265
Cash & cash equivalents at 31 March 2023	599,649	654,317

Reconciliation of net income to net cash flow from operating activities

Net expenditure as per SOFA	(183,521)	(139,501)
Adjustments		
Depreciation	14,346	16,185
Dividends and Interest	(1,087)	(127)
Decrease in debtors	18,450	239,652
Increase / (decrease) in creditors	96,056	(192,824)
Net cash provided by operating activities	(55,756)	(76,615)

Analysis of cash & cash equivalents

Cash in hand	505,841	561,594
Notice deposits (less than 3 months)	93,808	92,723
Total cash & cash equivalents	599,649	654,317

The notes on pages 23 to 33 form part of these financial statements

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102)(effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Praxis Community Projects 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(s).

b) Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c) Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £5,000; otherwise it is written off through the Statement of Financial Activities. Costs of replacements of major equipment may be charged to designated funds set aside for that purpose by appropriations from Revenue.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

- Furniture, fittings and equipment to be written off over four years

d) Funds

The different funds are defined as follows:

- Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.
- Unrestricted funds are those funds available to the charity for its general purposes.
- Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. The aim and use of designated funds is set out in page 10 in the Reserves Policy.

It is the policy of the trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short term effect of income volatility and retain funds to generate sufficient income to meet current and future operational activities of the charity.

1. Accounting Policies (Continued)

e) Income recognition

This comprises fees receivable from the various activities and investment income. 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 income can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are recognised on a case-by-case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of any irrecoverable VAT.

Charitable activities comprise mainly of the provision of accommodation including welfare and catering, premises and administrative costs.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice.

g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting Policies (Continued)

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

k) Estimation uncertainty

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2023
NOTES TO THE ACCOUNTS

	Total funds 2023 £	Total funds 2022 £
2. Donations & Legacies		
Donations from individuals, trusts and other similar institutions	516,104	497,294
3. Charitable Activities		
Income related to Charitable Activities from individuals, trusts and other similar institutions	1,810,028	1,591,325
4. Access to Support		
Direct Costs		
Staff Costs (note 8)	1,413,912	1,307,406
Other Costs	282,082	118,644
	1,695,994	1,426,050
Support costs (note 7)	118,569	160,855
	1,814,563	1,586,905
5. Capacity Building		
Direct Costs		
Staff Costs (note 8)	269,766	249,368
Other Costs	48,963	21,962
	318,729	271,329
Support costs (note 7)	79,852	103,841
	398,581	375,171
6. Campaigns and Advocacy		
Direct Costs		
Staff Costs (note 8)	164,845	152,380
Other Costs	34,348	14,117
	199,193	166,498
Support costs (note 7)	43,555	57,367
	242,748	223,865
6a. Cost of Fundraising		
Staff Costs (note 8)	42,373	39,169
Other Costs	12,475	3,138
	54,848	42,307

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2023
NOTES TO THE ACCOUNTS

7. Support Costs 2023

	Access to Support £	Capacity Building £	Campaigns and Advocacy £	Total 2023 £
Premises Costs	9,192	6,190	3,376	18,758
Depreciation - owned assets	7,030	4,735	2,582	14,347
Audit Fee	3,920	2,640	1,440	8,000
Governance Costs	5,761	3,880	2,116	11,757
Other Costs	92,666	62,407	34,041	189,114
	<u>118,569</u>	<u>79,852</u>	<u>43,555</u>	<u>241,976</u>

Support Costs 2022

	Access to Support £	Capacity Building £	Campaigns and Advocacy £	Total 2022 £
Premises Costs	12,157	8,188	4,466	24,811
Depreciation - owned assets	7,932	5,342	2,914	16,188
Audit Fee	4,856	3,270	1,784	9,910
Governance Costs	12,986	4,257	3,048	20,291
Other Costs	122,924	82,784	45,155	250,863
	<u>160,855</u>	<u>103,841</u>	<u>57,367</u>	<u>322,063</u>

Support costs consist of premises and office costs, and are distributed by staff ratio

Net incoming resources for the year are stated after charging:

	Total funds 2023 £	Total funds 2022 £
Fees payable to the charity's auditor for the audit of the annual accounts:	8,000	9,910
Depreciation:	<u>14,347</u>	<u>16,187</u>
	<u>22,347</u>	<u>26,097</u>

8. Staff Costs

The average monthly number of employees employed during the year was:

	2023	2022
Charitable Activities	40	38
Support & Governance	<u>12</u>	<u>12</u>
	<u>52</u>	<u>50</u>

Staff costs for the above persons:

	2023 £	2022 £
Wages and Salaries	1,619,208	1,505,031
Social Security Costs	169,657	148,668
Pension Costs	50,228	46,179
Temporary Staff Costs	<u>51,803</u>	<u>48,445</u>
	<u>1,890,896</u>	<u>1,748,323</u>

Staff Costs by service area:

	2023 £	2022 £
Access to Support	1,413,912	1,307,406
Capacity Building	269,766	249,368
Campaigns and Advocacy	164,845	152,380
Cost of Fundraising	<u>42,373</u>	<u>39,169</u>
	<u>1,890,896</u>	<u>1,748,323</u>

Of which attributable to key management personnel
(excluding consultancy fees)

	<u>236,705</u>	<u>265,530</u>
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PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2023
NOTES TO THE ACCOUNTS

8. Staff Costs (continued)

One Employee received emoluments between £70,000 and £80,000 in the current year (2021-2022 one). No employees received emoluments between £60,000 and £70,000 in the current year (2021-22, one).

The Trustees neither received nor waived any emoluments for their services to the Charity and were not reimbursed for any expenses incurred on behalf of the Charity during the current or previous year.

The Charity holds an insurance policy that provides professional insurance cover for the Trustees.

9. Tangible Fixed Assets - Furniture, Fixtures & Equipment

	2023 £	2022 £
Cost:		
Balance brought forward as at 1 April	139,345	130,885
Additions	-	8,460
Value at 31 March	139,345	139,345
Depreciation:		
Balance brought forward at 1 April	111,446	95,261
Provided in year	14,347	16,185
Depreciation at 31 March	125,793	111,446
Net Book Value at 31 March	13,552	27,899
Net Book Value at 1 April	27,899	35,624

10. Debtors

	2023 £	2022 £
Trade Debtors	160,409	211,873
Prepayments and accruals	95,144	103,564
Other Debtors	54,977	13,543
	310,530	328,980

11. Creditors due within one year

	2023 £	2022 £
Amounts due within one year:		
Trade Creditors	124,388	32,657
Other taxes & social security	67,298	49,532
Defined Benefit Pension Plan deficit	3,281	3,263
Accruals, including provisions	37,607	36,890
Deferred Income	-	10,597
	232,574	132,938

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2023

NOTES TO THE ACCOUNTS

12. Creditors due after one year

	2023 £	2022 £
Defined Benefit Pension plan deficit	2,983	6,563

13. Funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted income funds					
Access to Support	47,070	571,430	(575,047)	3,525	46,978
Capacity Building	16,500	97,640	(114,967)	10,117	9,290
Campaigns and Advocacy	41,229	104,674	(108,781)	-	37,122
Total Restricted funds	104,799	773,744	(798,795)	13,642	93,390

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted Income Funds					
London Borough of Tower Hamlets	6,730	-	-	-	6,730
Hackney Community	-	47,843	(48,356)	513	-
Big Lottery - Reaching Communities Root and Branch	-	87,103	(85,585)	-	1,518
The Big Lottery	20,489	7,000	(24,697)	-	2,792
Paul Hamlyn Foundation	22,869	50,565	(46,057)	-	27,377
Paul Hamlyn Foundation - Justice Initiative	16,500	35,200	(41,712)	-	9,988
Tower Hamlets - EECAB Borough Wide	-	37,810	(32,442)	-	5,368
Henry Smith Foundation	14,851	60,400	(60,138)	-	15,113
Pathways (Hospital discharge)	-	65,500	(60,933)	-	4,567
Star (Local Councils)	-	100,604	(98,147)	-	2,457
New Horizon London Councils	-	55,947	(50,409)	-	5,538
Mercers Charitable Foundation	-	10,990	(12,105)	1,115	-
Austin and Hope	-	-	(5,488)	5,488	-
Trust for London	18,360	54,109	(68,910)	-	3,559
GLA	-	19,026	(20,046)	1,020	-
Ben & Jerrys COVID Welfare	5,000	-	(8,012)	3,012	-
Frontline Network	-	32,424	(34,918)	2,494	-
BBC Children in Need	-	39,268	(32,851)	-	6,417
Paul Hamlyn - Brighter Futures	-	60,030	(60,030)	-	-
Queen Mary University - Brighter Futures	-	9,925	(7,959)	-	1,966
Total Restricted Funds	104,799	773,744	(798,795)	13,642	93,390

Unrestricted Income Funds

Designated Funds	165,381	-	-	(22,000)	143,381
General Reserves	601,515	1,553,474	(1,711,945)	8,358	451,403
Total Unrestricted Funds	766,896	1,553,474	(1,711,945)	(13,642)	594,784
Total Charity Funds	871,695	2,327,218	(2,510,740)	-	688,174

PRAXIS COMMUNITY PROJECTS
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13. Funds (continued)

Funds 2022	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Restricted income funds					
Advice Services & Group Activities	151,327	941,093	(1,031,197)	-	61,223
Housing & Homelessness	43,576	292,768	(292,768)	-	43,576
Interpreting	-	-	-	-	-
Central Costs	-	-	-	-	-
Total Restricted funds	194,903	1,233,861	(1,323,965)	-	104,799
	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Restricted Income Funds					
London Borough of Tower Hamlets	-	291,715	(284,985)	-	6,730
Oak Foundation	-	160,000	(160,000)	-	-
St Mungos	-	132,768	(132,768)	-	-
The Big Lottery	19,047	78,948	(97,995)	-	-
Paul Hamlyn Foundation	101,229	31,000	(72,371)	-	59,857
The Act for Change	20,311	-	(20,311)	-	-
Henry Smith Foundation	5,236	59,399	(49,784)	-	14,852
London Borough of Hackney	-	164,989	(164,989)	-	-
BBC Children in Need	-	25,546	(25,546)	-	-
St Martins in the Fields	-	19,011	(19,011)	-	-
London Borough of Newham	-	90,047	(90,047)	-	-
Shelter	-	104,078	(104,078)	-	-
Trust for London	18,414	50,000	(50,054)	-	18,360
Ben & Jerrys (TIDES) Foundation	19,002	-	(19,002)	-	-
Ben & Jerrys COVID Welfare	-	5,000	-	-	5,000
The Pilgrim Trust	3,966	-	(3,966)	-	-
other trusts	1,393	-	(1,393)	-	-
Other Income	6,305	21,360	(27,665)	-	-
Total Restricted Funds	194,903	1,233,861	(1,323,965)	-	104,799
Unrestricted Income Funds					
Designated Funds	190,131	-	-	(24,750)	165,381
General Reserves	626,162	854,885	(904,282)	24,750	601,515
Total Unrestricted Funds	816,293	854,885	(904,282)	-	766,896
Total Charity Funds	1,011,196	2,088,746	(2,228,247)	-	871,695

14. Analysis of Net Assets Between Funds

31 March 2023	Restricted Funds	Designated Funds	General Reserves	Total 2023
	£	£	£	£
Tangible Fixed Assets	4,472	-	9,080	13,552
Net Current Assets	88,918	143,381	445,306	677,605
Long-term Creditors	-	-	(2,983)	(2,983)
Total Net Assets	93,390	143,381	451,403	688,174
31 March 2022	Restricted Funds	Designated Funds	General Reserves	Total 2022
	£	£	£	£
Tangible Fixed Assets	9,207	-	18,692	27,899
Net Current Assets	95,592	165,381	589,386	850,359
Long-term Creditors	-	-	(6,563)	(6,563)
Total Net Assets	104,799	165,381	601,515	871,695

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2023

NOTES TO THE ACCOUNTS

15. Pension Commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum each on 1st April)	(payable monthly and increasing by 3%
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2023
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15. Pension Commitments (Continued)

PRESENT VALUES OF PROVISION

	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)
Present value of provision	6,264	9,826	43,223

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2023 (£s)	Period Ending 31 March 2022 (£s)
Provision at start of period	9,826	43,223
Unwinding of the discount factor (interest expense)	185	249
Deficit contribution paid	(3,580)	(10,938)
Remeasurements - impact of any change in assumptions	(167)	(226)
Remeasurements - amendments to the contribution schedule	-	(22,482)
Provision at end of period	6,264	9,826

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2023 (£s)	Period Ending 31 March 2022 (£s)
Interest expense	185	249
Remeasurements – impact of any change in assumptions	(167)	(226)
Remeasurements – amendments to the contribution schedule	-	(22,482)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2023
NOTES TO THE ACCOUNTS

16. Financial Instruments	2023	2022
	£	£
Financial Assets measured by amortised cost	310,530	328,890
Financial Liabilities measured by amortised cost	124,388	32,376

Financial Assets include trade debtors and staff loans. Financial liabilities include trade and sundry creditors

17. Related Party Transactions

The only related party transaction to be reported in the financial year is noted on p10 of the Trustees' Report.

18. Statement of Financial Activity 2022	Unrestricted funds	Restricted funds	Total funds
	2022	2022	2022
	£	£	£
Income from:			
Donations and Legacies	497,294	-	497,294
Investments	127	-	127
Charitable activities:			
Access to Support	99,536	1,309,525	1,409,061
Capacity Building	53,240	36,998	90,238
Campaigns and Advocacy	92,026	-	92,026
TOTAL INCOME:	742,223	1,346,523	2,088,746
Expenditure on:			
Raising Funds	42,306	-	42,306
Charitable Expenditure:			
Access to Support	349,119	1,237,786	1,586,905
Capacity Building	176,330	198,841	375,171
Campaigns and Advocacy	223,865	-	223,865
TOTAL EXPENDITURE:	791,620	1,436,627	2,228,247
NET INCOME/(EXPENDITURE):	(49,397)	(90,104)	(139,501)
NET MOVEMENT IN FUNDS	(49,397)	(90,104)	(139,501)
RECONCILIATION OF FUNDS			
Fund balances brought forward at 1 April 2021	816,293	194,903	1,011,196
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2022	766,896	104,799	871,695

Accounts

Company Number: 03638571

Charity Number: 1078945

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

PRAXIS COMMUNITY PROJECTS
TRUSTEES' ANNUAL REPORT
For the year ended 31 March 2022

The Trustees present their report and financial statements of Praxis Community Projects ("Praxis") for the year ended 31 March 2022.

REFERENCE & ADMINISTRATIVE DETAILS

Trustees serving during the year:

The Trustees of the Charity, who are also the Directors of the Company, have held office since 1 April 2021 as follows:

Barbara Roche	<i>(Chair) (Retired November 2021)</i>
Dr Debbie Weekes-Bernard	<i>(Chair) (Appointed 10 February 2022)</i>
Pasha Michaelsen	<i>(Vice Chair) (Acting Chair from Nov 2021-Feb 2022)</i>
Raphael Perret	<i>(Treasurer)</i>
Tom Brand	
Martin Cosarinsky Campos	<i>(Retired 8 December 2022)</i>
Constance Cullen	
Ruby Giblin	
Dylan Matthews	
Kemi Ogunlana	
Jumana Rahman	
Satbir Singh	<i>(Appointed 12 October 2022)</i>

Chief Executive:

Sally Daghlia OBE

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

1078945

Auditors:

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers:

HSBC plc, 465 Bethnal Green Road, London, E2 9QW

OUR CHARITABLE OBJECTS

Praxis' charitable objects are to:

- (a) advance the education and relieve the poverty, sickness and distress of members of the public, particularly refugees, migrants and asylum seekers (the beneficial class) in particular but not exclusively by:
 - (1) the provision of counselling, translating and interpreting services regarding matters of importance to the beneficiaries of the charity, including the matter of detention and related issues;
 - (2) the provision of advice regarding financial matters, welfare benefits, housing, health, education, training and employment;
 - (3) the provision of ESOL classes and vocational training; and
 - (4) the carrying out of research to assess the needs of the beneficial class.
- (b) provide facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those members of the beneficial class who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.
- (c) advance the education of the public, in particular the beneficial class, of different cultures of the beneficial class through, but not exclusively, the provision of art and drama workshops and other similar cultural and educational activities.
- (d) promote racial harmony by undertaking workshops which help people understand the causes and effects of racist attitudes and how individuals may learn to live with and overcome them.

Praxis' Vision

People who have migrated to the UK will not be marginalised or mistreated because of their immigration status. They will live safely, free from poverty, discrimination, and exclusion, and be treated with compassion and respect.

Praxis' mission

Our mission is to create positive change for and with individuals and communities who are marginalised because of their immigration status.

We deliver our vision by working on three levels:

Delivering direct services: providing specialist legal advice and holistic welfare support to help people to live securely and safely.

Building the capacity of other services across the UK: using our expertise to provide innovative solutions and sharing our knowledge through training and partnership working.

Campaigning for systemic change: building alliances and working in partnership with experts by experience to create positive, long-term changes to the policy and practice that cause exclusion and destitution.

Our direct services are pan-London but we share our expertise and influence nationally and internationally.

Our four strategic objectives as set out in our 2021-2026 strategic plan build on the objects of the charity and the current context and set the framework for our activities.

Objective1

People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

To achieve this Praxis will increase access to support by delivering frontline services which provide the legal advice, and holistic support and guidance people need to leave crisis and begin to live in safety. We will work in partnership to increase access to support for those most in need, and champion user-led work to build community and strengthen lived experience voices.

Objective 2

Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

To achieve this Praxis will expand our training and capacity building programme, supporting good practice, and enabling others to respond positively to the needs of people who have migrated.

Objective 3

Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

To achieve this Praxis will advocate with and on behalf of people who have migrated, creating systemic improvements, and acting as a catalyst for long term change.

Objective 4

Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

To achieve this Praxis will build on the learning from Covid-19 to ensure that we remain an organisation which can flex and adapt quickly while continuing to meet the needs of the staff and service users.

ACHIEVEMENTS AND PERFORMANCE

With the invaluable support of funders and partners, and by working in partnership and united with migrants and refugees, Praxis has met its organisational objectives this year against a backdrop of ongoing rapid changes in the UK's approach to migration.

This financial year continued the trend of fast paced and challenging changes, many disproportionately affecting communities and individuals who have migrated to the UK. We continued to challenge the exclusion from mainstream support many migrants and refugees experience; being denied secure status, and at the mercy of a complex and dysfunctional administrative and legislative system. Our holistic and integrated service model and focus on influencing systemic change, centres the voices of experts by experience and has continued to drive our impact throughout this rapidly changing time. We have developed, piloted and embedded innovative and responsive approaches in collaboration with new partners across several sectors during the year, and have also seen the successful closure of our temporary housing project which delivered safe accommodation and help to find sustainable pathways to safety and belonging.

We won our first campaign on 'Free School Meals' for children who need them, regardless of their parents' immigration status, and worked with our partners to oppose and challenge the Nationality and Borders Bill as it passed through parliament. We also worked with local authorities to help inform their responses to the Afghan and Ukrainian refugee crises based on evidence and learning garnered from our frontline services.

The following section details our activities and impact in 2021-2022.

Objective1

People navigating the immigration system or subject to immigration controls have access to the support they need to live safely and escape poverty.

"Praxis has been saviour to me when I didn't know what to do"

During the year Praxis Advice services of 20 specialist caseworkers **supported more people than ever before.**

2441 people accessed expert advice on immigration to help them understand their options and make informed choices. The advice team's support included helping people to understand their rights and entitlements, advocate for themselves and build resilience.

- **77% accessing our advice and case support strongly agreed that Praxis had made their life more 'safe and stable'.**

537 people were supported to progress their immigration case by submitting immigration applications to the Home Office and **664** people we had helped had their application granted (the time frame for decisions does not align with the application submission timeframes).

In total **£754,032 in financial support was won or accessed** for people in urgent need, many battling the '**No Recourse to Public Funds**' (NRPF) visa condition increasingly imposed on those seeking leave to remain. This condition attached to many people's visas denies access to the welfare safety net, regardless of circumstance or need and can push those affected into extreme financial hardship. The financial support included help to secure fee waivers for applications to the Home Office, and grants to pay for basic necessities, access to welfare benefits and other entitlements, where possible.

We supported people to leave crisis and find pathways to long-term safety.

- **97% said that the overall service they received was very good.**
- **75% strongly agreed that Praxis had improved their life**

"My family and I congratulate Praxis on the excellent services Praxis have provided and have change our lives and for us to be able to move forward there is no words to express our thanks and gratitude to your team"

Housing:

This year saw the award-winning housing project come to an end slightly earlier than planned due to the impact of Covid. This innovative project was a partnership with Commonweal Housing underpinned by social investment from City Bridge, Esmée Fairbairn Foundation, Trust for London and Big Society Capital.

The project demonstrated the benefits of providing a combination of legal advice and casework and a supported housing environment to help people overcome the barriers to independence caused by their immigration status.

We set out to address the challenge of accommodating homeless migrants who were excluded from general support such as hostel accommodation and other homelessness support systems by their immigration status and the no recourse to public funds visa condition. Operating a cross subsidy model we were able to house some single people by accommodating families referred to us by local authorities and funded as part of their duties to support children under Section 17 of the Children's Act. The social support and legal casework provided by Praxis meant that families were able to move on after an average of 365 days, compared to an average of 552 days based on Local authority figures provided by NRPF Connect. We estimate that our model may have saved up to £8m in local authority costs over the life of the project and significantly reduced the time that families and individuals were destitute and prevented from living a normal life.

In addition to significant cost savings, the project produced extensive learning on good practice, highlighting the benefits of good quality accommodation, and a holistic support package including immigration advice. Influenced by this work many Local Authorities and London Councils are now commissioning immigration advice for families and individuals at risk of homelessness and destitution because of their immigration status.

This project also informed and enabled us to campaign against the impact of the No Recourse to Public Funds policy on the lives of adults and children. The project provided successful outcomes for families with children and single women subject to the NRPF condition; 72 positive decisions were achieved by the time they left the project.

Objective 2

Statutory and voluntary service providers are better able to identify and address needs of people who have migrated or have family migration histories.

We continued to model innovative solutions and share knowledge and good practice with other services, supporting professionals and organisations to understand the complex and frequently changing landscape of services and entitlements. The move to online delivery during the Covid pandemic offered some unforeseen advantages; it helped make our training accessible to participants across the UK, greatly increasing the geographical spread of professionals and organisations benefitting from our courses. Online delivery has therefore become embedded as delivery option within the training portfolio.

During the year we delivered **20** training sessions attended by **329** attendees, and two presentations at events run by partner organisations attended by **70** people. We also provided training to frontline workers across **11** London councils. As a result, the barriers that affect people subject to immigration controls are becoming more recognised by a range of non-migrant organisations, which in turn leads to greater positive outcomes for individuals as organisations refer people on for expert support earlier to avoid or deescalate their crisis.

In March 2022 we delivered four workshops in partnership with local authorities and the Greater London Authority (GLA). Praxis provided information on the rights and entitlements of those arriving under the new government schemes for people fleeing Ukraine and outlined legal options for those who arrived independently. The workshops were attended by 50 people and 26 individuals were provided with advice.

Praxis ran the Pan-London Migrant Frontline Network funded by St Martin-in-the-Fields charity. It offered support to frontline staff who work with people experiencing homelessness in London and explored migrant experiences of homelessness. The PLM Network facilitated quarterly events, which provided a regular opportunity to bring together frontline workers in London to network, share expertise and experience, and link to decision makers.

- *"Thank you again to you and your colleagues from Praxis for such a good event...it was so great that people could receive advice and support." – delivery partner.*

Objective 3

Positive changes in national policy and practice are secured through public campaigning, influencing, advocacy and strategic litigation.

This year was the first year for our new policy and campaigns team which co-produced and delivered a campaign with Praxis' No Recourse to Public Funds action group. The work got off to a highly successful start, winning our very first campaign ensuring **Free School Meals** for children who need them, regardless of their parents' immigration status.

This campaign was launched in February and we used extensive outreach and relationship building to reinvigorate a loose coalition of organisations that had previously worked on this issue, including The Children's Society, Citizens UK, Food Foundation and Child Poverty Action Group, for a renewed push on this issue. We organised **meetings with a number of MPs and peers from a range of political parties**, which helped us to build support, gather intelligence and inform the design of the campaign.

On hearing the success of the campaign Anna, an action group member, said:

"We are tremendously happy to hear today's good news. This promising development gives us hope. It is so important to safeguard children. This is a step further on our quest: we are closer to ensuring that one of the most basic rights of children, to be well nourished, are being met. We are not resting on our laurels, there are more battles to fight. We are glad to see the government is listening to us and our voices are being heard. We are looking forward to achieving more of our aims."

Supported by Praxis, the NRPF action group has been speaking out on other issues that affect them whilst building campaigning and organising skills and developing a campaign strategy. This work is instrumental in building leaders with lived experience and ensuring that those affected by policy are central in efforts to challenge it. To mark Human Rights Day in December, the group organized an event to celebrate human rights and provide an opportunity for conversation with MP's on the real-life impacts of being denied access to a safety net.

With the new policy and campaigns team coming into place, we have been working on building structures and practices so that our communications have a good foundation. In addition, we have significantly increased social media content production across every platform and produced expert policy briefings.

- Praxis media work expanded this year. We increased pro-active approaches, pitching stories and responding to requests for comment. The range of coverage included; several pieces including a feature piece in My London, a letter to the editor in the Times, op eds in the Tribune, the Independent and a ghost written one in Politics Home. We had several campaign features in Children and Young People Now, The Independent and the Big Issue. We were particularly proud of an interview with 2 young people who used our services in a BBC Panorama Documentary.

<https://www.mylondon.news/news/news-opinion/people-seeking-asylum-should-allowed-22548716>

This year saw Praxis enter a new national partnership with the Institute for Public Policy Research (IPPR) and the Greater Manchester Immigration Aid Unit. Bringing together policy and research expertise, community engagement and immigration expertise the partnership is working together to create positive policy change. This innovative partnership is funded by the Justice Together Initiative. The partnership focussed its initial work on lobbying to secure improvements to the Nationality and Borders Bill as it went through the parliamentary process. Whilst 30 amendments were secured in the House of Lords these were all over-turned in the House of Commons and we now face the challenge of supporting the many people whose rights have been overturned or reduced by the Act. Nonetheless, positive working relationships and alliances have been developed for the future and the next campaign focus.

Objective 4

Praxis will be a resilient, agile, flexible organisation that can respond effectively to changing needs and circumstances.

This year saw the successful recruitment of a new chair and Dr Debbie Weekes Bernard was appointed as Chair of the Board in February 2022. Debbie brings significant professional experience, networks and commitment to the board. She is the Deputy Mayor for Communities and Social Justice in London, chairs the Mayor's Equality, Diversity and Inclusion Advisory group, as well as London's Strategic Migration Panel and is co-chair of the Diversity in the Public Realm Commission. She is also a member of the TUC Anti-Racism Taskforce and the World Economic Forum Global Future Council on Systemic Inequalities and Social Cohesion.

As a human rights' organisation Praxis has a long history of challenging racism and discrimination and, following an organisational learning programme in 2020, we have challenged ourselves to systematically examine our obligations and behaviours to ensure that we have an anti-racist approach across all our work. As part of this we have developed new values which are being embedded throughout the organisation.

We continued to build the infrastructure of the charity to strengthen our governance, building on the reviews of the management structure in 2020 and review of fundraising and communications in 2021. We appointed a new head of fundraising and communications in 2021 and created a new role to support digital engagement in both campaigning and fundraising. We revised the team structure so that the new campaigns' function is led directly by the CEO reflecting its importance in the strategic plan.

An in-depth Financial Analysis was completed by the Interim Head of Finance and Resources (covering maternity leave) leading to the financial coding system being redesigned and the Chart of Accounts being overhauled ready for 2022-23. This change involved re-organising departmental structure of the accounts to improve granular financial information and inform financial analysis and planning, this significantly improves our ability to identify income gaps and secure full costed grants and contracts to build a sustainable organisation.

Following the digital transformation undertaken in 2020, we continued to evolve our ability to work effectively, securely and fluidly within the emerging hybrid landscape combining remote and in-person work. Digital applications supporting our employment and professional development processes were implemented this year to support improved human resource functions.

Health and safety and supporting staff and volunteer wellbeing and resilience has continued to be a priority. This year saw us achieve accreditation as a Living Wage Employer and achieve re-accreditation by Investors in People. We underwent and passed an Advice Quality Standard audit and an audit by the Office of the Immigration Services Commissioner (OISC) which regulates immigration advice provision. We received very positive feedback regarding our client-centred approach, a development which helps cement our reputation as a high-quality advice provider working alongside people who have migrated.

CHARITY STRUCTURE, GOVERNANCE & MANAGEMENT

Status

Praxis Community Projects is a registered charity and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £10 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The members of the company comprise individuals, who are the trustees of the charity and the directors of the company, and certain groups that have a specific interest in the charitable activities of Praxis. The current members groups are: Arewa Association, SACC – Salvador Allende Cultural Centre, Vamos Juntos, Diaspora Support Network and the Uganda Social Justice Arena.

Constitution

The company was incorporated on 25 September 1998 and is registered at Companies House under number 03638571. It took over the assets, liabilities and activities of The Robert Kemble Christian Institute ("RKCI") from 1 April 1999. It was registered as an incorporated charity with the Charity Commissioners under registration number 1078945 on 13 January 2000.

RKCI was originally established by a Deed of Declaration of Trust dated 6 June 1983 following the premature death of the Reverend Robert Kemble, a minister of the United Reformed Church, who had worked extensively with displaced people in Central London. Initial funding for the charity came from a bequest in Reverend Kemble's will. There were no restrictions attached to the use of this legacy.

The incorporated charity is now governed by the rules and regulations set down in its company Memorandum and Articles of Association which were originally dated 25 September 1998 and were subsequently amended on 29 November 1999 and 13 July 2006. In March 2018 the Memorandum of Articles and Association were amended to bring them into line with current legislation and the current context of the charity's work. The Memorandum and Articles of Association were further amended at the AGM in May 2022 to enable trustees to be reappointed for a further short period in exceptional circumstances when critical for good governance.

Organisational structure, governance and management

The overall strategic direction of the charity is determined by the trustees who meet formally six times a year for quarterly board meetings, an AGM and a strategy away day. The trustees agree the strategic and operational priorities and annual budget. They also establish policies and procedures for the running of the charity. There are two sub-groups, the Finance and Resources Committee which meets six times a year and reports to each of the main board meetings and a Premises Committee, formed to assist the organisation to find new premises in advance of the end of its lease in 2025. The finance and resources committee takes responsibility for monitoring and reporting to the Board on key areas including financial planning and management, fundraising, human resources and risk management. From time to time, small groups of trustees and staff work together to consider relevant strategic or operational issues. In addition to attending board meetings the board deploys the expertise of individual trustees as champions to support the chief executive and senior staff and provide for more oversight for specific activities or issues, for example safeguarding. The organisation has a Service User Forum designed to engage service users in the planning and governance of the organisation and give feedback on services. Two of the trustees attend the service-user forum and two service-user representatives attend trustee meetings in an advisory capacity.

In 2021 Praxis completed a review of governance using the Governance Code as a reference point and is undertaking development actions to strengthen governance where required.

The day-to-day management of Praxis is delegated to the Chief Executive and the senior management team. The Chief Executive presents an overview report to each board meeting, along with reports on service delivery, quality assurance and performance. The trustees receive quarterly financial reports and management accounts, including cash flows.

Method of recruitment, appointment, induction and training of trustees

Recruitment

Trustees are selected based on criteria established by the Board, comprising relevant skills and experience, knowledge of the areas of work in which the charity is engaged, understanding of governance and an understanding of the communities with which the charity works. Trustees are normally selected through an open recruitment and search process led by a trustee recruitment panel which includes the chair and chief executive. In some cases, potential trustees are recommended and then considered by the recruitment panel which makes recommendations to the board for appointment. In July 2021, in anticipation of the retirement from the board of the chair Barbara Roche, after serving three terms, Praxis launched a public recruitment using experienced consultants to identify a new chair with the required competencies and profile to lead the organisation. This process was led by the vice-chair.

Appointment

Trustees hold office for a period of three years from the date of appointment (or such shorter period as the Trustees may agree) and, if qualified, are eligible for reappointment for further terms of three years. Three terms of three years is the normal maximum time that any trustee can serve. A trustee may be reappointed after the normal maximum term of nine years if a majority constituting at least 75% of the remaining trustees pass a resolution that such a reappointment is critical to the good governance of Praxis. When considering whether to pass such a resolution the remaining trustees are required to take into account the need for progressive refreshing of the board of trustees, and any such reappointment must be reported in the trustee's annual report for that year.

Induction and training

New trustees receive formal induction, including meetings with the CEO and chair, key documents including the Memorandum and Articles of Association, the strategic plan, and opportunities to meet staff and shadow work. Individual trustees are eligible for governance related training courses and are encouraged to attend. The board reviews its own performance, skills and composition annually at the strategic review day.

Diversity

The Board is diverse, in terms of gender, age, nationality and ethnicity and maintaining diversity is a factor in board recruitment. The board currently comprises 60% women and 40% men, 50% of trustees are people of colour with varied backgrounds including Asian British, black African and Caribbean, 50% of trustees have migrant backgrounds. The age profile is mixed. There is stakeholder representation on the Board and a service-user champion trustee was appointed to develop stronger engagement of beneficiaries in governance; two service user representatives attend board meetings and feed in from wider service user discussions. Trustees participated in facilitated sessions with a consultant as part of an organisation-wide anti-racist learning programme and are committed to maintaining and promoting diversity, inclusion and equality principles.

Related parties and related party transactions

- 1 Robert Kemble Trustees Limited hold the head lease on the premises for which the landlord is the Thames North Trust, a body controlled by the United Reformed Church.
- 2 Rent of £25,000 is payable annually in respect of the Pott Street premises to the United Reformed Church.

Remuneration policy for key management personnel.

Trustees are responsible for setting remuneration levels for the charity's senior staff; the Chief Executive, Head of Operations and Business Development, Head of Fundraising and Communications and Head of Finance and Resources.

In setting their remuneration, the trustees consider the skills, experiences and competencies required for the post; salary levels for comparable roles elsewhere in the sector; the charity's ability to pay and its track record in attracting and retaining committed and motivated employees. Salary levels are reviewed periodically by the trustees using independent advice.

Grant making policy

Praxis does not give grants directly as a method of furthering its charitable objectives. The charity applies for and distributes hardship payments according to need and the criteria of the donors. We are particularly grateful to London Catalyst and Arnold Clark Community Fund. In 2021/22 Praxis distributed £21,503 in hardship payments.

PUBLIC BENEFIT

The charitable purposes, objectives and activities, which Praxis undertakes for the public benefit, and achievement in delivering these are set out in the relevant sections of this report. The Trustees ensure that the services delivered by Praxis are not unreasonably restricted and are relevant to the needs of our beneficiaries, thereby enabling them to settle effectively in the UK and contribute positively to society. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

FUNDRAISING

A significant proportion of Praxis's funds come from charitable trusts and foundations. In recent years we have received a growing number of donations from individuals and are working to increase our individual donor base. We are registered with the Fundraising Regulator and abide by their Fundraising Promise and the Code of Fundraising Practice. We comply with the General Data Protection Regulation which became law in 2018. We do not contact people unknown to us or without their permission. We do not use any commercial participators or professional fundraisers. We do not use any intrusive or persistent approaches. We have not received any complaints about our fundraising.

RISK & CORPORATE GOVERNANCE MATTERS

Praxis trustee board normally meets six times a year, including a strategic review day and AGM. We have regular meetings of the Finance and Resources Committee, normally prior to every full board meeting, and trustees monitor the financial position, including cash flow, and reports on risk and income generation at every meeting. During the pandemic all trustee meetings were held over Zoom these have now reverted to in-person, with committees held remotely.

Praxis continues to face building related risks, particularly in relation to potential repair costs arising from working in an old building where we have a two thirds liability for repairs. Our current lease ends mid 2025 and we have revised our future building needs given changing working patterns. We have appointed professional consultants to help find a new affordable home for Praxis. Praxis has a premises committee to consider this important issue and trustees have invested in a premises reserve to help us with the costs of a future move. The Robert Kemble Trust Limited continues to hold the lease on the Pott Street premises as Trustee for Praxis.

In July 2021 trustees launched a public recruitment for a new chair in anticipation of the retiral in November 2021 of our long-standing chair Barbara Roche. The vice-chair Pasha Michaelsen led this process, and an inclusive selection process was carried out with the support of professional recruitment consultants Perrett Laver. Trustees were delighted to appoint Dr Debbie Weekes Bernard as chair in February 2022.

One of the most significant risks facing Praxis is long-term financial sustainability given the changes wrought by Covid19 in the fundraising landscape and the challenging headwinds buffeting the economy as we move through 2022. In 2021, Praxis began work on a three-year income strategy to help us achieve long-term financial stability

and resilience and ensure we can deliver on our organisational strategy. This work explores Praxis's strategic ambitions, impact approach and financial foundations in the context of income generation aspirations. The income strategy will include a set of recommendations that can form the basis for an action plan. This work is in progress and due to be completed over the summer of 2022.

FINANCIAL REVIEW

The total income of the Charity for the year was £2,088,746 (2021: £2,378,165) and total expenditure amounted to £2,228,247 (2021: £2,203,126). Overall, the charity delivered a net loss of £139,501 across the 2021-22 financial year. While such a loss is not ideal, the majority of it came from spending down restricted and designated funds, which are held for specific purposes, and there was a much smaller reduction of £24,647 on general reserves. Following two years of significant disruption and challenge caused by the Covid-19 pandemic, the Trustees are satisfied that the Charity has managed to maintain a relatively resilient financial position. As at 31 March 2022, the charity held £601,515 in general reserves (2021: 626,162), with an additional £165,381 unrestricted reserves designated for specific purposes.

We are very grateful for all the support we receive, both financial and non-financial. We would like to thank the following supporters in particular as well as those who wish to remain anonymous:

A&B Charitable Trust, BBC Children in Need, Ben & Jerry's Tides Foundation, Justice Together Initiative, Dischma, Southwark Cathedral, Souter Charitable Trust, London Legal Support Trust, Milton Damerel Trust, The Oak Foundation, Paul Hamlyn Foundation, Respond and Adapt, Southwark Cathedral, The Arpad & Alena Rosner Foundation, The Aurum Charitable Trust, The Henry Smith Charity, The National Lottery Community Fund, The Mercer's Company, The Souter Charitable Trust, Trust for London, 29th May 1961 CT, Metropolitan Migration Foundation, Greater London Authority, London Councils, St Mungo's, St Martin in the Field Front Line Network, LB Hackney, LB Tower Hamlets, LB of Newham and Homeless Link. SKY Media Foundation, St Matthews Church Bethnal Green, Open University.

We would also like to thank the organisations, local authorities, charities and companies who collaborated with us.

Allen and Overy
Crisis
Babel's Blessing
Greater Manchester Immigration Aid Unit
Homeless link
Hackney Migrant's Centre
IPPR
JCWI
Kazzum Arts
Members of Praxis groups
Members of NRPF
LB Hackney
LB City London
LB Newham
LB Tower Hamlets
Pathways
Praxis Service User Forum Members
Praxis Service User Representatives
Public Law Centre
Refugee Action
Refugee Kitchen
Shelter
St Martin-in-the-fields – Charity
St Mungo's
United Reform Church

Reserves Policy

The Policy is to maintain sufficient reserves to enable operating activities to continue over a reasonable period should a shortfall in income occur and to take account of potential risks and contingencies that may arise. These included the following elements:

- Projects which Praxis is obliged to deliver, but where there is some risk of funding not covering the full cost of delivery
- Financial capacity to enable Praxis to manage staff levels in accordance with its policies and legal obligations
- The working capital needed to operate
- Some capacity to manage operational expenditure at a time of unforeseen uncertainty in income streams
- A general margin for unexpected events

Trustees have reviewed the level of reserves required to mitigate these risks, using the same methodology as the prior year. The target level of reserves now stands at £655,395, which is equivalent to 3.46 months' running costs.

The actual general reserves at 31 March 2022 stood at £601,515 (3.17 months' operating costs). While this is £53,880 below the target level, the Trustees consider that in light of the challenges of coming through the Covid-19 pandemic, Praxis remains on a stable financial footing. They are mindful that the Charity will need to pay close attention to unrestricted fundraising in future years to ensure that this deficit does not become systemic and the reserves will recover to target level.

During 2021-22, some £24,750 of designated funds were spent from the business development reserve to support the growth and development of the charity. These stood at £25,250 at year end, with plans to utilise the remainder during 2022-23. The designated property reserve, which stands at £140,131, was not utilised during the year. These will support the organisation in costs associated with the search for new premises and the end of the current lease agreement, which will end by 2025, and reflect the fact that current annual rent paid by the charity is significantly below market rate for the area. None of these future contingencies has changed, and it is the Trustees prudent view that this designation remains appropriate and necessary.

Cash balances at 31 March 2022 represent just under 4 months of expenditure. The reserves are considered to be adequate based on current levels of activity, and the charity continues to operate as a going concern, with robust forward planning in place for the medium and long term.

PLANS FOR FUTURE PERIODS

The number of people facing challenges with the immigration system which put them at risk of exclusion, homelessness and poverty is growing exponentially. The Nationality and Borders Act passed in 2022 will add to the number of people living insecurely and facing significant challenges to their health, welfare and safety, all exacerbated by the cost of living crisis. We are seeing growing numbers of people without secure status or without documents facing a hostile and dysfunctional Home Office system. Many EU citizens are struggling now with issues related to status and Ukrainian refugees face homelessness, as there is no planned support as the Homes for Ukrainians voluntary scheme ends. The Windrush scandal is far from over with many people dying before receiving any compensation. Government rhetoric continues to fuel hostility towards migrants as witnessed in the passing of the Nationality and Borders Act and the response to small boat arrivals.

In April 2021 Praxis launched [a new five-year strategy](#) to guide us through this challenging external context. It is clear that the scale of need is beyond the capacity not only of Praxis but of the sector as a whole and our new strategy will focus on securing wider impact and policy change, working in partnership with others.

We will continue to deliver direct services with a focus on immigration advice and the complex inter-play with social and welfare law; our work on the frontline gives us the knowledge and evidence to influence and push for systemic change. We will continue to build the capacity of others, through training and partnerships, to improve wider access to services and to build alliances for change.

We are building our communications and campaigning capacity and are committed to being a catalyst for systemic national change. We recognise that this is a long-term aspiration, however, we are setting incremental goals. We are dedicated to work in partnership with service-users, co-producing our campaigns, ensuring that people with lived experience of the immigration system have a strong voice and are at the centre of all that we do.

We will continue our efforts to find a suitable new home for Praxis given that our lease ends in 2025. Whilst we hope to retain an East London base, property prices mean that we must widen our search. We are also exploring the delivery of services from other premises to increase access points and reduce travel for service users.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on **19 December 2022** and signed on their behalf by:



Raphael Perret
TREASURER

Opinion

We have audited the financial statements of Praxis Community Projects for the year ended 31 March 2022 which comprise of the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of the charitable company's net movement in funds, including the 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report (which incorporates the strategic report and the directors' report).

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

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Charity Law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and consider other factors such as relevant taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity to ensure these were in place throughout the year;

PRAXIS COMMUNITY PROJECTS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS

For the year ended 31 March 2022

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Murtaza Jessa (Senior Statutory Auditor)
10 Queen Street Place
For and on behalf of Haysmacintyre LLP, Statutory Auditor

London
EC4R 1AG

Date 20 December 2022

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2022

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted funds	Restricted funds	Total funds	Total funds
		2022	2022	2022	2021
	Notes	£	£	£	£
Income from:					
Donations and Legacies	1	497,294	-	497,294	380,725
Investments		127	-	127	3,380
Raising funds:					
Income from lettings	2	-	-	-	-
Charitable activities:					
Advice Services & Group Activities	3	-	941,093	941,093	975,926
Housing & Homelessness	3	59,573	292,768	352,341	726,404
Interpreting	3	297,891	-	297,891	291,730
TOTAL INCOME:		854,885	1,233,861	2,088,746	2,378,165
Expenditure on:					
Charitable Expenditure:					
Advice Services & Group Activities	4,7	356,449	1,031,197	1,387,646	1,072,925
Housing & Homelessness	4,7	177,921	292,768	470,689	877,247
Interpreting	4,7	369,912	-	369,912	252,954
TOTAL EXPENDITURE:		904,282	1,323,965	2,228,247	2,203,126
NET INCOME/(EXPENDITURE):		(49,397)	(90,104)	(139,501)	175,039
Transfer between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(49,397)	(90,104)	(139,501)	175,039
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 April 2021		816,293	194,903	1,011,196	836,157
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2022		766,896	104,799	871,695	1,011,196

All activities are from continuing operations.

The notes on pages 21 to 32 form part of these financial statements.

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2022

BALANCE SHEET AS AT 31 MARCH 2022**BALANCE SHEET AS AT 31 MARCH 2022**

Company Number: 03638571

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible Assets	9	27,899	35,625
		<u>27,899</u>	<u>35,625</u>
CURRENT ASSETS			
Debtors	10	328,980	568,632
Cash at bank and in hand		654,317	739,264
		<u>983,297</u>	<u>1,307,896</u>
CREDITORS			
Amounts falling due within one year	11	(132,938)	(300,030)
		<u>850,359</u>	<u>1,007,866</u>
NET CURRENT ASSETS			
		<u>878,258</u>	<u>1,043,491</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
CREDITORS			
Amounts falling due after one year	12	(6,563)	(32,295)
		<u>871,695</u>	<u>1,011,196</u>
NET ASSETS			
FUNDS			
Restricted Reserves	13	104,799	194,903
Unrestricted Reserves:			
General Reserves	13	601,515	626,162
Designated Reserves	13	165,381	190,131
		<u>871,695</u>	<u>1,011,196</u>
TOTAL FUNDS			

The financial statements have been prepared in accordance with the special provision relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the trustees and authorised for issue on **19 December 2022** and signed on their behalf by:



..... Raphael Perret, Treasurer

The notes on pages 21 to 32 form part of these financial statements

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
STATEMENT OF CASH FLOWS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
Cash flows from operating activities:		
Net Cash provided by operating activities	(76,615)	21,251
Cash flows from investing activities:		
Dividends & Interest	127	3,381
Purchase of fixed assets	(8,460)	(16,247)
Net Cash from investing activities	(8,333)	(12,866)
Cash flows from financing activities		
Change in cash & cash equivalents in the reporting period	(84,948)	8,384
Cash & cash equivalents at 1 April 2021	739,264	730,880
Cash & cash equivalents at 31 March 2021	654,316	739,264

Reconciliation of net income to net cash flow from operating activities

Net income as per SOFA	(139,501)	175,039
Adjustments		
Depreciation	16,185	14,442
Dividends and Interest	(127)	(3,380)
(increase)/decrease in debtors	239,652	(289,791)
Increase in creditors	(192,824)	124,941
Less pensions non-cash expenditure	-	-
Net cash provided by operating activities	(76,615)	21,251

Analysis of cash & cash equivalents

Cash in hand	561,594	637,683
Notice deposits (less than 3 months)	92,723	93,197
Total cash & cash equivalents	654,317	730,880

The notes on pages 21 to 32 form part of these financial statements

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102)(effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Praxis Community Projects 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(s).

b) Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c) Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £5,000; otherwise it is written off through the Statement of Financial Activities. Costs of replacements of major equipment may be charged to designated funds set aside for that purpose by appropriations from Revenue.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

- Furniture, fittings and equipment to be written off over four years

d) Funds

The different funds are defined as follows:

- Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.
- Unrestricted funds are those funds available to the charity for its general purposes.
- Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. The aim and use of designated funds is set out in page 10 in the Reserves Policy.

It is the policy of the trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short term effect of income volatility and retain funds to generate sufficient income to meet current and future operational activities of the charity.

e) Income recognition

This comprises fees receivable from the various activities and investment income. 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 income can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are recognised on a case-by-case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Income from government and other grants, whether 'capital' or 'revenue' grants. Is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

f) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise mainly of the provision of accommodation including welfare and catering, premises and administrative costs.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice

g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

k) Estimation uncertainty

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
NOTES TO THE ACCOUNTS

	Total funds 2022	Total funds 2021
	£	£
1 Donations & Legacies		
Donations from individuals, trusts and c	497,294	380,725
2 Income from Lettings		
Rent receivable under operating leases	-	-
3 Grants & Contract Income		
Grants & Contract income	1,591,325	1,994,060
4 Advice & Group Activities		
Direct Costs		
Staff Costs (note 8)	979,061	730,802
Other Costs	86,678	141,705
	1,065,739	872,507
Support costs (note 7)	321,907	200,418
	1,387,646	1,072,925
5 Housing & Homelessness		
Direct Costs		
Staff Costs (note 8)	279,732	566,023
Other Costs	32,171	155,996
	311,903	722,019
Support costs (note 7)	158,786	155,228
	470,689	877,247
6 Interpreting		
Direct Costs		
Staff Costs (note 8)	139,866	195,381
Other Costs	31,453	3,991
	171,319	199,372
Support costs (note 7)	198,592	53,582
	369,911	252,954

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
NOTES TO THE ACCOUNTS

7 Support Costs 2022

	Advice	Housing	Interpreting	Total 2022	Total 2021
	£	£	£	£	£
Staff Costs	157,349	52,450	139,866	349,665	131,019
Premises Costs	37,860	25,498	13,907	77,265	88,909
Depreciation - owned assets	7,932	5,342	2,914	16,187	14,442
Audit Fee	4,856	3,270	1,784	9,910	12,720
Governance Costs	12,986	4,257	3,048	20,291	870
Other Costs	100,924	67,969	37,074	205,967	161,267
	<u>321,907</u>	<u>158,786</u>	<u>198,592</u>	<u>679,285</u>	<u>409,227</u>

Support Costs 2021

	Advice	Housing	Interpreting	Total 2021
	£	£	£	£
Staff Costs	64,166	49,698	17,155	131,019
Premises Costs	43,543	33,725	11,641	88,909
Depreciation - owned assets	7,073	5,478	1,891	14,442
Audit Fee	6,230	4,825	1,665	12,720
Governance Costs	426	330	114	870
Other Costs	78,980	61,172	21,115	161,267
	<u>200,418</u>	<u>155,228</u>	<u>53,581</u>	<u>409,227</u>

Support costs consist of premises and office costs, and are distributed by staff ratio

Net incoming resources for the year are stated after charging:

	Total funds 2022	Total funds 2021
	£	£
Fees payable to the charity's auditor for the audit of the annual accounts:	9,910	12,720
Depreciation:	<u>16,187</u>	<u>14,442</u>
	26,097	27,162

8 Staff Costs

	2022	2021
The average monthly number of employees employed during the year was:		
Charitable Activities	38	36
Support & Governance	<u>12</u>	<u>10</u>
	50	46

Staff costs for the above persons:

	2022	2021
	£	£
Wages and Salaries	1,505,031	1,388,888
Social Security Costs	148,668	131,777
Pension Costs	46,179	41,916
Temporary Staff Costs	<u>48,445</u>	<u>60,644</u>
	<u>1,748,323</u>	<u>1,623,225</u>

Staff Costs by service area:

	2022	2021
Advice & Group Activities	786,745	730,802
Housing & Homelessness	332,181	566,023
Interpreting	279,732	195,381
Support	<u>349,665</u>	<u>131,019</u>
	<u>1,748,323</u>	<u>1,623,225</u>
Of which attributable to key management personnel (excluding consultancy fees)	<u>265,530</u>	<u>219,683</u>

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
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8 Staff Costs (continued)

One Employee received emoluments between £70,000 and £80,000 in the current year (2020-201 one). No employees received emoluments between £60,000 and £70,000 in the current year (2020-21, one)

The Trustees neither received nor waived any emoluments for their services to the Charity and were not reimbursed for any expenses incurred on behalf of the Charity during the current or previous year.

The Charity holds an insurance policy that provides professional insurance cover for the Trustees.

9 Tangible Fixed Assets - Furniture, Fixtures & Equipment

	2022	2021
	£	£
Cost:		
Balance brought forward as at 1 April	130,886	114,639
Additions	8,460	16,247
Value at 31 March	139,346	130,886
Depreciation:		
Balance brought forward at 1 April	95,261	80,819
Provided in year	16,185	14,442
Depreciation at 31 March	111,446	95,261
Net Book Value at 31 March	27,899	35,625
Net Book Value at 1 April	35,625	33,820

10 Debtors

	2022	2021
	£	£
Trade Debtors	211,873	568,632
Prepayments and accruals	103,564	-
Other Debtors	13,543	-
	328,980	568,632

11 Creditors due within one year

	2022	2021
	£	£
Amounts due within one year:		
Trade Creditors	32,657	57,377
Other taxes & social security	49,532	32,479
Defined Benefit Pension Plan deficit	3,263	10,515
Accruals, including provisions	36,890	66,326
Deferred Income	10,597	133,333
	132,938	300,030

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
NOTES TO THE ACCOUNTS

12 Creditors due after one year

	2022	2021
	£	£
Defined Benefit Pension plan deficit	6,563	32,295

13 Funds

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Restricted income funds					
Advice Services & Group Activities	151,327	941,093	(1,031,197)	-	61,223
Housing & Homelessness	43,576	292,768	(292,768)	-	43,576
Interpreting	-	-	-	-	-
Central Costs	-	-	-	-	-
Total Restricted funds	194,903	1,233,861	(1,323,965)	-	104,799

13 Funds

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Restricted Income Funds					
London Borough of Tower Hamlets	-	291,715	(284,985)	-	6,730
Oak Foundation	-	160,000	(160,000)	-	-
St Mungos	-	132,768	(132,768)	-	-
The Big Lottery	19,047	78,948	(97,995)	-	-
Paul Hamlyn Foundation	101,229	31,000	(72,371)	-	59,858
The Act for Change	20,311	-	(20,311)	-	-
Henry Smith Foundation	5,236	59,399	(49,784)	-	14,851
London Borough of Hackney	-	164,989	(164,989)	-	-
BBC Children in Need	-	25,546	(25,546)	-	-
St Martins in the Fields	-	19,011	(19,011)	-	-
London Borough of Newham	-	90,047	(90,047)	-	-
Shelter	-	104,078	(104,078)	-	-
Trust for London	18,414	50,000	(50,054)	-	18,360
Ben & Jerrys (TIDES) Foundation	19,002	-	(19,002)	-	-
Ben & Jerrys COVID Welfare	-	5,000	-	-	5,000
The Pilgrim Trust	3,966	-	(3,966)	-	-
Other Trusts	1,393	-	(1,393)	-	-
Other Income	6,305	21,360	(27,665)	-	-
Total Restricted Funds	194,903	1,233,861	(1,323,965)	-	104,799

Unrestricted Income Funds

Designated Funds	190,131	-	(24,750)	165,381
General Reserves	626,162	854,885	(904,282)	601,515
Total Unrestricted Funds	816,293	854,885	(904,282)	766,896
Total Charity Funds	1,011,196	2,088,746	(2,228,247)	871,695

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
NOTES TO THE ACCOUNTS

13 Funds (continued)

Funds 2021

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£		£
Restricted income funds					
Advice Services & Group Activities	113,818	964,051	(1,072,506)	145,963	151,327
Housing & Homelessness	7,243	525,477	(630,105)	140,962	43,576
Interpreting	-	-	-	-	-
Central Costs	-	-	-	-	-
Total Restricted funds	121,061	1,489,528	(1,702,611)	286,925	194,903

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£		£
Restricted Income Funds					
London Borough of Tower Hamlets	-	-	(4,748)	4,748	-
Homless Link	42,200	30,804	(73,004)	-	-
Migration Foundation	-	10,000	(10,000)	-	-
Oak Foundation	-	39,942	(92,082)	52,140	-
East End CAB (LBTH-MSG)	-	37,810	(59,663)	21,853	-
St Mungos	-	232,962	(282,250)	49,288	-
The Big Lottery	-	259,622	(237,584)	2,992	19,047
Paul Hamlyn Foundation	63,833	129,000	(91,603)	-	101,229
The Act for Change	-	62,100	(41,789)	-	20,311
Henry Smith Foundation	-	59,200	(53,963)	-	5,237
London Borough of Hackney	4,753	55,064	(72,591)	12,774	-
BBC Children in Need	-	17,872	(19,787)	1,915	-
St Martins in the Fields	-	36,815	(69,201)	32,386	-
Greater London Authority	-	33,040	(33,040)	-	-
London Borough of Newham	7,243	191,728	(238,505)	39,534	-
Crisis	-	47,036	(78,449)	31,413	-
Shelter	-	104,077	(124,768)	20,691	-
Trust for London	-	51,000	(32,586)	-	18,414
Ben & Jerrys (TIDES) Foundation	-	19,002	-	-	19,002
The Pilgrim Trust	-	24,129	(20,164)	-	3,966
Globe Trust	-	8,874	(28,621)	19,747	-
Refugee Action - Respond & Adapt	-	30,000	(33,429)	3,429	-
other trusts	-	1,500	(107)	-	1,392
Other Income	3,032	7,950	(4,677)	-	6,305
Total Restricted Funds	121,061	1,489,527	(1,702,611)	286,926	194,903

Unrestricted Income Funds

Designated Funds	190,131	-	0		190,131
General Reserves	524,966	888,637	(500,515)	(286,926)	626,162
Total Unrestricted Funds	715,097	888,637	(500,515)	(286,926)	816,293
Total Charity Funds	836,158	2,378,164	(2,203,126)	-	1,011,196

As explained in the Accounting Policies, the Restricted Funds represent grants and donations given to the charity for specific projects on which it is accountable to the donors. During the course of the year, all projects have been reviewed to determine the appropriate status with regard to their treatment as restricted or unrestricted reserves and adjustments made as necessary. Central shared costs are recovered from each project on the basis of staff time, and where this has resulted in a deficit in a restricted project funds have been transferred from general reserves. Remaining balances carried forward as restricted reserves represent ongoing commitments to complete works outstanding as at 31 March 2022 or where any remaining

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2022

NOTES TO THE ACCOUNTS

funds are restricted to the purposes for which they were received. Transfers to restricted funds represent that part of unrestricted funds spent on the various projects.

As explained in the Reserves Policy, the Trustees have designated £165,381 of unrestricted funds to help with a potential property move and to invest in business development.

14 Analysis of Net Assets Between Funds

31 March 2022	Restricted Funds £	Designated Funds £	General Reserves £	Total 2022 £
Tangible Fixed Assets	9,207	-	18,692	27,899
Net Current Assets	95,592	165,381	589,386	850,359
Long-term Creditors	-	-	(6,563)	(6,563)
Total Net Assets	104,799	165,381	601,515	871,695

31 March 2021	Restricted Funds £	Designated Funds £	General Reserves £	Total 2021 £
Tangible Fixed Assets	11,810	-	23,816	35,626
Net Current Assets	183,093	190,131	634,641	1,007,865
Long-term Creditors	-	-	(32,295)	(32,295)
Total Net Assets	194,903	190,131	626,162	1,011,196

15 PENSION COMMITMENTS

GP4 Pension Scheme (operated by the Pensions Trust)

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

16 PENSION COMMITMENTS

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
NOTES TO THE ACCOUNTS

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Present value of provision	9,826	43,223	51,213

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2022 (£s)	Period Ending 31 March 2021 (£s)
Provision at start of period	43,223	51,213
Unwinding of the discount factor (interest expense)	249	1,151
Deficit contribution paid	(10,938)	(10,619)
Remeasurements - impact of any change in assumptions	(226)	1,478
Remeasurements - amendments to the contribution schedule	(22,482)	-
Provision at end of period	9,826	43,223

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2022 (£s)	Period Ending 31 March 2021 (£s)
Interest expense	249	1,151
Remeasurements – impact of any change in assumptions	(226)	1,478

PRAXIS COMMUNITY PROJECTS**Financial Statements for the year ending 31 March 2022****NOTES TO THE ACCOUNTS**

Remeasurements – amendments to the contribution schedule	(22,482)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

16 Financial Instruments

2,022	2,021
£	£

Financial Assets measured by amortised cost	328,980	568,632
Financial Liabilities measured by amortised cost	32,657	57,376

Financial Assets include trade debtors and staff loans. Financial liabilities include trade and sundry creditors

17 RELATED PARTY TRANSACTIONS

There were no related party transactions to be reported in the financial year or prior year

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2022
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18 Statement of Financial Activity 2021	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income from:			
Donations and Legacies	380,725	-	380,725
Investments	3,380	-	3,380
Raising funds:			
Income from lettings	-	-	-
Charitable activities:			
Advice & Group Activities	11,875	964,051	975,926
Housing & Homelessness	200,927	525,477	726,404
Interpreting	291,730		291,730
TOTAL INCOME:	888,637	1,489,528	2,378,165
Expenditure on:			
Charitable Expenditure:			
Advice Services & Group Activities	419	1,072,506	1,072,925
Housing & Homelessness	247,142	630,105	877,247
Interpreting	252,954	-	252,954
TOTAL EXPENDITURE:	500,515	1,702,611	2,203,126
NET INCOME/(EXPENDITURE):	388,122	(213,083)	175,039
Transfer between funds	(286,925)	286,925	-
NET MOVEMENT IN FUNDS	101,197	73,842	175,039
RECONCILIATION OF FUNDS			
Fund balances brought forward at 1 April 2020	715,096	121,061	836,157
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2021	816,293	194,903	1,011,196

Accounts

Company Number: 03638571

Charity Number: 1078945

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

PRAXIS COMMUNITY PROJECTS

TRUSTEES' ANNUAL REPORT

For the year ended 31 March 2021

The Trustees present their report and financial statements of Praxis Community Projects ("Praxis") for the year ended 31 March 2021.

REFERENCE & ADMINISTRATIVE DETAILS

Trustees serving during the year:

The Trustees of the Charity, who are also the Directors of the Company, have held office since 1 April 2020 as follows:

Barbara Roche	<i>(Chair)</i>
Elijah Agwom Sambo	<i>(Resigned 12 November 2020)</i>
Pasha Michaelson	<i>(Vice Chair)</i>
Jumana Rahman	
Raphael Perret	<i>(Treasurer and Chair of Finance and Resources Committee)</i>
Martin Cosarinsky Campos	
Dylan Matthews	
Ruby Giblin	
Kemi Ogunlana	<i>(Appointed 12 November 2020)</i>
Tom Brand	
Constance Cullen	

Chief Executive:

Sally Daghlion OBE

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

3638571

Auditors:

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers:

HSBC plc, 465 Bethnal Green Road, London, E2 9QW

OUR CHARITABLE OBJECTS

Praxis' charitable objects are to:

- (a) advance the education and relieve the poverty, sickness and distress of members of the public, particularly refugees, migrants and asylum seekers (the beneficial class) in particular but not exclusively by:
 - (1) the provision of counselling, translating and interpreting services regarding matters of importance to the beneficiaries of the charity, including the matter of detention and related issues;
 - (2) the provision of advice regarding financial matters, welfare benefits, housing, health, education, training and employment;
 - (3) the provision of ESOL classes and vocational training; and
 - (4) the carrying out of research to assess the needs of the beneficial class.
- (b) provide facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those members of the beneficial class who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.
- (c) advance the education of the public, in particular the beneficial class, of different cultures of the beneficial class through, but not exclusively, the provision of art and drama workshops and other similar cultural and educational activities.
- (d) promote racial harmony by undertaking workshops which help people understand the causes and effects of racist attitudes and how individuals may learn to live with and overcome them.

Our five strategic objectives build on the objects of the charity and the current context and set the framework for our activities.

a) Migrants at-risk will be able to access services recognising their human rights and needs.

We provided specialist immigration advice and a range of welfare services and interventions targeted at those facing the highest risks, including homelessness, ensuring pathways out of destitution. Acting in collaboration with other charities and service providers, we improved access to legal advice and support services for migrants in need.

b) Destitute migrants will be able to access safe accommodation and support.

Praxis provided safe, temporary homes and support to migrants at-risk with 'no recourse to public funds' (NRPF) through our housing projects; we used our experience and expertise to influence local authorities and the homelessness sector to improve the wider provision of accommodation and support for NRPF families and single migrants.

c) The challenges faced by undocumented, destitute migrants and those with uncertain immigration status will be more widely understood

We shared our knowledge and expertise through training, networking, alliance building and events. We use the evidence gathered through our front-line work to lead, influence and create change at local and national level and contributed to improving the public narrative on migration and fostering support for migrants.

d) Service users find resilience, voice and a sense of belonging

Praxis helped create community and social connectedness through our peer support groups, providing opportunities to develop confidence, skills, knowledge and potential. We supported our service users to speak up about the issues that affect them and contribute to public and policy debates, and to shaping our own work.

e) A robust and sustainable charity, able to champion the needs of our beneficiaries

Praxis developed its infrastructure, strategic management and thinking capacity to increase sustainability and impact.

OUR ACTIVITIES

Praxis work and priorities are set out by the trustees in the Strategic Plan 2018-21 as summarised below.

Praxis' Vision is for a world where people are not defined by their immigration status; a world where people who have migrated are treated with dignity and respect.

Praxis' core purpose is to work with migrants in crisis or at risk, to ensure that they can live in safety, overcome the barriers they face and have control over their own destinies. We provide specialist services, build community, challenge exclusion and inspire solidarity with migrants.

We focus our activities on three main areas: advice and support; homelessness and destitution; and group work to build community, resilience and voice. We target our advice and group work services at the people most at risk, with the greatest need, and where we can achieve the most impact. Our beneficiaries include people with insecure status or without documentation to prove their status, those who have experienced trafficking or enslavement, asylum seekers and refugees, homeless and destitute migrants and victims of exploitation and gender violence.

We seek ways to use the evidence from our service delivery to influence policy, improve service provision and build a more welcoming community in which people can integrate and thrive. Supporting people to speak for themselves is an integral part of this strategy.

Our direct services are pan-London but we share our expertise and influence nationally and internationally.

We provided an interpreting service working under contract to the GP Care Group to deliver specialist language support in 10 GP surgeries across East London.

ACHIEVEMENTS AND PERFORMANCE

Achievements and performance during the period have been set against the strategic objectives.

With the support of funders, over the last year Praxis has met its organisational objectives, while responding to the urgent and emerging needs of the people we support in the face of the global pandemic. The following section details our activities and impact in 2020 -2021.

Responding to Covid-19

"My immigration matter was solved within three months... before [I came to] Praxis [there was] Covid and no one, nobody helped me and my children, I was totally helpless." - Ida

In 2020 the Government's response to the Windrush Lessons Learned Review acknowledged '*institutional failings at the heart of the Home Office*'. On the frontline, Praxis has seen the human impact of these failings every day as

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Legal Aid cuts, restrictive immigration policies and cuts to frontline services have left people without access to the advice and support they need and forced them into needless poverty and crisis.

Covid-19 has both exposed and exacerbated these issues. Increasingly, people have presented to Praxis facing destitution and homelessness, vulnerability to declining health and severe safeguarding issues, while lockdown has isolated them from the communities and networks that could help them.

Many people had been living in poverty before the pandemic started and received no public support because of insecure immigration status or the No Recourse to Public Funds condition on their visa. Lockdowns, loss of work, reduced access to services and the closure of community projects left people hungry and without essentials. People have struggled to meet Home Office requirements in lockdown with reduced access to advice, support, and the documents they need. Delays in decision making by the Home Office has extended periods of destitution. Digital exclusion, isolation and language barriers have intensified these issues, impacting on mental health and compounding existing traumas.

In April 2020, Praxis responded quickly to the Covid-19 pandemic, implementing business continuity plans and redesigning activities and services to ensure we could address the existing and emerging needs of those we support, while adhering to health guidelines to maintain the safety of staff, service users and wider public:

- We quickly **adapted the way we work across services**: we established Covid-secure protocols and undertook a digital transformation to ensure safe, remote work. We kept our office running with a skeleton crew to send and receive key documents to the Home Office and respond to emergencies.
- Our **advice services were adapted to be delivered remotely**, providing expert immigration, housing, benefit, healthcare and welfare advice at full capacity over the phone, making arrangements for face-to-face appointments where risk assessed and essential for signing documents.
- Our **wellbeing and resilience groups were moved online**, and **we doubled the number of sessions** provided to meet increased need.
- We **launched our training provision online**, supporting local authorities, homelessness organisations, hospitals, grassroots organisations and schools to better identify and address the needs of at-risk migrants.
- We **implemented new protocols within our housing projects** to ensure they were Covid-19 safe and provided extra support for residents.
- We **delivered vital, modified services and advice to people experiencing homelessness**, supporting access to emergency accommodation, and **providing immigration advice within 'Everybody In' hotels**.
- We **launched a new Covid Inclusion Project**, contacting those most at risk, and conducting triage needs assessments to ensure access to food, healthcare, accommodation, guidance and support.
- We **worked with partners in the sector to highlight the impact of Covid-19** on migrants at risk, and advocate for their needs.

The following section details progress towards our organisational objectives in the period 2020/2021.

Objective 1: Migrants in crisis are able to access services that recognise their human rights

Immigration and Welfare Advice:

"Everybody at Praxis is so wonderful, whatever they've done for me I'll never forget it in my whole life... even if we couldn't meet, they always tried their best to help all of us." – Lucy

In April 2020 as the UK went into its first lockdown, Praxis quickly redesigned our drop-in advice services to be delivered remotely, online and over the phone. Expert advisers continued to work closely with individuals, supporting them to understand their options, delivering casework, advocating on their behalf and ensuring access to the immigration, housing, benefits, healthcare and family advice. Over the last year Praxis has provided advice to **2254** people.

Praxis continued its partnerships with leading homelessness organisations, providing an essential legal lifeline for migrants experiencing homelessness. We delivered innovative projects across London with Crisis, the Connection at St. Martin's, Pathways and St Mungo's and joined a pan-London partnership led by Shelter. We provide expert, specialist immigration advice and support within these projects, while delivering ongoing training to support homelessness organisations better understand and holistically address the barriers faced by migrants experiencing homelessness.

We worked closely with partners to ensure migrants were included in the 'Everybody In' initiative. We facilitated a coalition of six frontline organisations, led by Crisis, to ensure the provision of immigration advice to support destitute migrants sheltering in hotels. This model was successfully adopted across all 11 hotels funded by the Greater London Authority, where we supported 276 people, offering advice and securing long term routes out of homelessness.

With emergency response funding from The Coronavirus Community Fund and Respond and Adapt, we launched The Covid Inclusion Project making 1,160 welfare calls to those most at risk, conducting triage needs assessments to ensure that they had access to the guidance, support and information they needed to live safely. We also launched a new Destitution Service, providing hardship grants and referrals into complementary services. We dedicated resources to monitoring and evaluating our response, analysing emerging trends and consulting services users to ensure that our work remained rooted in their experiences and needs. Throughout we supported people to understand their rights and entitlements and advocate for themselves.

Housing:

"When I was homeless and I had my child with me, with no food, and no home, that's when I moved into Praxis' house...Praxis also helped me with my immigration case...It didn't take very long time to get a visa then, just three or four months! Before that I had been stuck for more than two years." – Lucy

In 2020 our award-winning housing project provided **10,514** nights of safe accommodation, continuing to be a lifeline for women and children at risk. This year **26 adults and 27 children** stayed in Praxis accommodation, with access to specialist advice, casework and support to enable them to find sustainable pathways out of destitution.

To comply with government guidelines, we stopped taking new referrals into the Housing Project, and instead focused on supporting the existing residents through the crisis and subsequent lockdowns. We delivered weekly calls to support wellbeing and identify needs, and supported families with activities and learning opportunities for the children. For those moving on from the project thanks to a positive response to their immigration case, we provided support with the transition to having secure status, delivering casework to enable access to benefits, support with the move and resettlement in the new home. With many Local Authorities operating reduced services, this support was critical.

As a result of our intervention, 16 people were able to leave the project with secure immigration status and access to statutory support. The project has demonstrated the effectiveness of providing accommodation alongside immigration advice. The average stay for these families was 364 days in comparison to a 629-day average stay for

families supported by local authorities in other accommodation, resulting in both quicker positive outcomes for families and significant savings to local authorities. Praxis will use evidence and learning from the project to advocate for commissioning to include increased holistic provision.

Objective 2: Service users find resilience, voice and a sense of belonging

"I knew my voice would get heard, regardless of what was going on in my life." – Maya

This year Praxis has delivered four peer-led community groups: Brighter Futures a creative group for 18 – 30-year-olds; WINGS, a group for young children and their mothers; GIANTS a space for migrant men who are fighting isolation and poor mental health and Language of Wellbeing, a group for women to build social connections through yoga practice and English learning.

These groups all have set objectives to reduce isolation, build resilience and solidarity and strengthen voices. This year Praxis supported over **200** people through these groups, and feedback from group members below demonstrates the success of the groups in meeting objectives and the positive impact they have on people's lives:

- Reduced isolation: *"I meet people, friends and that's good. We see each other and we talk and ask each other about how we feel. You feel like someone is listening, you don't feel alone."*
- Improved wellbeing: *"I feel a lot better mentally."*
- Strengthened resilience: *"I learn I am strong since joining"*
- Increased self- confidence: *"A real boost in confidence...it makes you realise there no limits to what you can achieve it you put your mind to it."*
- Strengthened voices: *"The group helped me to speak up. Now I know I have a voice."*

In April 2020, we quickly moved our group work online, doubling the number of sessions to meet increased need. We provided additional 1:1 calls to members to ensure they had access to the support and advice they needed to live safely. In the first six months of the pandemic, Praxis provided 92 care packages to group members which included hygiene essentials, wellbeing products for parents and education activities such as books, games, and pens and colouring pencils for children. We delivered 59 tablets and smartphones to reduce digital exclusion and make sure that families could access vital support online and children could keep up with schoolwork.

"At the beginning of lockdown people found it difficult to go online, so Praxis sent us tablets and phones – they have gone the extra mile to make us feel comfortable and connected." David

Objective 3: The challenges faced by undocumented, destitute migrants and those with uncertain immigration status are more widely understood

Training:

Over the year we continued to build awareness of the issues affecting destitute migrants, model innovative solutions and share knowledge and good practice, supporting other organisations to understand the complex and frequently changing landscape of services and entitlements. Delivering this work online, we delivered training and presentations to over 200 organisations. We participated in several networks to increase awareness, share learning and resources. Networks include NRPF working group, NACCOM, Tower Hamlets Community Advice Network, Migrant Rights Network, Refugee and Migrant Children's Consortium, Housing and Immigration Group, Refugee Legal Group, the Migrants and Refugees Advisory Panel and the GLA Homeless Migrant and Refugee Panel.

In March 2021 Praxis facilitated a conference called *'Homelessness and migration – working towards better solutions together'* with Homeless Link and the Frontline Network. The conference provided a joint platform for

homelessness and migrant organisations across the country to explore challenges and showcase solutions to migrant destitution. Over 1000 people registered, and workshops provided an overview of the current picture of migrant homelessness in England, including the effects of Covid-19 and Brexit. It showcased good practice by services and commissioners and expertise from Praxis and people with lived experience. It also offered practical advice on how the homelessness and migration sector can work better together to achieve shared goals.

Campaigning:

Praxis continued to support people to speak out about the issues that affect them. During the year Brighter Futures presented at the launch of the All-Party Parliamentary Group on No Recourse to Public Funds, to the Mayor of London's Digital Digest on food insecurity for young people and to the Covid-19 House of Lords Select Committee. They used this work to create a booklet, outlining [*their hopes and fears in the context of Covid 19*](#). Members were also featured in a [*BBC News article*](#) on the barriers faced by those who are young and undocumented, which was engaged with by over 1 million people.

WINGS members spoke in parliament at the APPG on No Recourse to Public Funds, and later turned their intervention into [*a series of blogs, exposing the many ways no recourse to public funds impacts their families in the context of Covid.*](#)

This year Praxis began work on a three-year campaign co-produced with people with first-hand experience of the immigration system. The campaign will challenge the no recourse to public funds condition and aims to secure national changes in policy and practice to ensure that everyone has a safety net in times of crisis.

Objective 4: A robust and sustainable charity, able to champion the needs of our beneficiaries

In 2020-21 we continued to build the infrastructure of the charity to strengthen our governance. In 2020 a management review was undertaken with the aim of ensuring Praxis has a sound operating structure to meet the challenges ahead. This review led to the creation of two new posts, a head of finance and resources and a head of fundraising and communications. The existing head of services role was revised to become the head of operations and business development. A review of the fundraising and communications team and structure was carried out in early 2021 and changes implemented over the year to strengthen the organisation and enable delivery against the new strategic plan.

A key challenge for Praxis has been enabling staff members to undertake their day-to-day work in the most efficient way remotely while ensuring accessible services for our service users. To deliver services in different and more flexible ways we embarked on a digital transformation project which has included moving from Office 2007 to Office 365 and the implementation of Microsoft Teams across the organisation. The implementation of this was brought forward to help us meet the challenges of remote working necessitated by the pandemic. Implementation is ongoing, and we will continue to roll out new tools including Modern Management and SharePoint. Over 2020 we learnt a great deal about being an agile, flexible, paperless organisation and this is something we intend to consolidate in 2021.

As for many organisations, health and safety and supporting staff wellbeing and resilience has been a key priority this year. All staff have been consulted throughout the year on remote working and how Praxis can best support them, and we widened access to monthly reflective practice sessions facilitated by a clinical psychologist, supervisions with a fixed agenda item on wellbeing and support needs, weekly yoga and mindfulness practice and access to a full Employee Assistance Programme. This work has been supported by the appointment of the new Head of Finance and Resources.

This year also saw the harrowing and public killing of George Floyd in the US and the exposure of the violent and deep-rooted nature of racism that sparked the Black Lives' Matter movement in the US, the UK and across the world. As a human rights' organisation Praxis challenges racism and discrimination daily, but have challenged ourselves this year to examine our obligations and behaviours to ensure that we are addressing the injustices of racism, the structures and thinking that perpetuates it. In 2020 we began an organisation-wide learning exercise to ensure that an anti-racist approach is embedded within our strategy and across the organisation and this work will continue in 2021.

CHARITY STRUCTURE, GOVERNANCE & MANAGEMENT

Status

Praxis Community Projects is a registered charity and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The members of the company comprise individuals, who are the trustees of the charity and the directors of the company, and certain groups that have a specific interest in the charitable activities of Praxis. The current members groups are: Arewa Association, SACC - Salvador Allende Cultural Centre, Vamos Juntos, Diaspora Support Network and the Uganda Social Justice Arena.

Constitution

The company was incorporated on 25 September 1998 and is registered at Companies House under number 03638571. It took over the assets, liabilities and activities of The Robert Kemble Christian Institute ("RKCI") from 1 April 1999. It was registered as an incorporated charity with the Charity Commissioners under registration number 1078945 on 13 January 2000.

RKCI was originally established by a Deed of Declaration of Trust dated 6 June 1983 following the premature death of the Reverend Robert Kemble, a minister of the United Reformed Church, who had worked extensively with displaced people in Central London. Initial funding for the charity came from a bequest in Reverend Kemble's will. There were no restrictions attached to the use of this legacy.

The incorporated charity is now governed by the rules and regulations set down in its company Memorandum and Articles of Association which were originally dated 25 September 1998 and were subsequently amended on 29 November 1999 and 13 July 2006. In March 2018 the Memorandum of Articles and Association were amended to bring them into line with current legislation and the current context of the charity's work.

Organisational structure, governance and management

The overall strategic direction of the charity is determined by the trustees who meet formally six times a year for quarterly board meetings, an AGM and a strategy away day. The trustees agree the strategic and operational priorities and annual budget. They also establish policies and procedures for the running of the charity. There are two sub-groups, the Finance and Resources Committee which meets six times a year and reports to each of the main board meetings and a Premises Committee, formed to assist the organisation to find new premises in advance of the end of its lease in 2025. The finance and resources committee takes responsibility for monitoring and reporting to the Board on key areas including financial planning and management, fundraising, human resources and risk management. From time to time, small groups of trustees and staff work together to consider relevant strategic or operational issues. In addition to attending board meetings the board deploys the expertise

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and interest of individual trustees to support the chief executive and staff in agreed ways, including as champions for a particular issue or service. The organisation has a Service User Forum designed to engage service users in the planning and governance of the organisation and give feedback on services. Two of the trustees attend the service-user forum and two service-user representatives attend trustee meetings in an advisory capacity. Praxis has begun a review of governance using the Governance Code as a reference point and will complete this during 2021.

The day-to-day management of Praxis is delegated to the Chief Executive and the senior management team. The Chief Executive presents an overview report to each board meeting, along with reports on service delivery, quality assurance and performance. The trustees receive quarterly financial reports and management accounts, including cash flows.

Method of recruitment, appointment, induction and training of trustees

Recruitment

Trustees are normally selected through an open recruitment and search process led by the chair and a trustee recruitment panel which includes the chief executive. Trustees are selected based on criteria established by the Board, comprising relevant skills and experience, knowledge of the areas of work in which the charity is engaged, understanding of governance and an understanding of the communities with which the charity works. In November 2020 Kemi Ogunlana was appointed as a trustee, having served one year as a service user representative, attending the trustee board in an advisory capacity.

Appointment

Trustees hold office for a period of three years from the date of appointment (or such shorter period as the Trustees may agree) and, if qualified, are eligible for reappointment for further terms of three years, not exceeding three terms in total.

Induction and training

New trustees receive formal induction, including meetings with the CEO and chair, key documents including the Memorandum and Articles of Association, the strategic plan, and opportunities to meet staff and shadow work. Individual trustees are eligible for governance related training courses and are encouraged to attend. The board reviews its own performance, skills and composition annually at the strategic review day.

Diversity

The Board has not set diversity targets, but is diverse, in terms of gender, age, nationality and ethnicity and maintaining diversity is a factor in board recruitment. The board currently comprises 50% women and 50% men, includes three trustees with Asian or black African backgrounds, two trustees with refugee backgrounds and trustees of mixed European and other backgrounds. The age profile is mixed. There is stakeholder representation on the Board and the board is supporting the Service User Forum to develop stronger engagement of beneficiaries in governance and appointed a former service-user representative to the board as a trustee in November 2020. The ongoing governance review will include a review of performance in relation to the diversity, inclusion and equality principles set out in the Governance Code. Trustees are also involved in the organisational anti-racist programme of learning and have begun considering their leadership and governance obligations in relation to these matters in facilitated sessions with an expert consultant.

Related parties and related party transactions

- 1 Robert Kemble Trustees Limited hold the head lease on the premises for which the landlord is the Thames North Trust, a body controlled by the United Reformed Church.
- 2 Rent of £20,000 is payable annually in respect of the Pott Street premises to the United Reformed Church.

Remuneration policy for key management personnel.

Trustees are responsible for setting remuneration levels for the charity's senior staff; the Chief Executive, Head of Operations and Business Development, Head of Fundraising and Communications and Head of Finance and Resources.

In setting their remuneration, the trustees consider the skills, experiences and competencies required for the post; salary levels for comparable roles elsewhere in the sector; the charity's ability to pay and its track record in attracting and retaining committed and motivated employees. Salary levels are reviewed periodically by the trustees using independent advice.

Grant making policy

Praxis does not give grants directly as a method of furthering its charitable objectives. The charity applies for and distributes welfare payments according to need and the criteria of the donors. We are particularly grateful to London Catalyst Samaritan Grant and Wendy Quill. We also provide hardship payments to destitute residents in our housing projects. In 2020/21 Praxis distributed £36,575 in welfare payments.

PUBLIC BENEFIT

The charitable purposes, objectives and activities, which Praxis undertakes for the public benefit, and achievement in delivering these are set out in the relevant sections of this report. The Trustees ensure that the services delivered by Praxis are not unreasonably restricted and are relevant to the needs of our beneficiaries, thereby enabling them to settle effectively in the UK and contribute positively to society. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

Fundraising

A significant proportion of Praxis's funds come from charitable trusts and foundations. In recent years we have received a growing number of donations from individuals and are working to increase our individual donor base. We are registered with the Fundraising Regulator and abide by their Fundraising Promise and the Code of Fundraising Practice. We comply with the General Data Protection Regulation which became law in 2018. We do not contact people unknown to us or without their permission. We do not use any commercial participators or professional fundraisers. We do not use any intrusive or persistent approaches. We have not received any complaints about our fundraising.

RISK & CORPORATE GOVERNANCE MATTERS

Praxis trustee board normally meets six times a year, including a strategic review day and AGM. We have regular meetings of the Finance and Resources Committee and monitor the financial position, including cash flow, report on risk and report on fundraising at every meeting. During the course of the pandemic all trustee meetings have been held over Zoom, including strategic discussions following on from the away-day held in 2020. We held frequent meetings, reporting on health and safety and how we were managing the risks of Covid-19.

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Trustees reviewed their own performance and carried out a trustee skills audit, leading to the appointment of a new trustee with lived experience of the issues facing Praxis service users.

Trustees reviewed the overall funding environment and considered potential short-, medium- and long-term impacts on the Charity. This included risks from new ways of working, and staff welfare issues. We sought external expertise to review our detailed building plans to enable safe, socially distanced on-site working for the skeleton staffing used to keep operations going through the first lock-down. We then developed further plans to enable more staff and limited face-face client contact as required to progress legal cases. We invested in additional cleaning and building works to promote a Covid-secure environment, as well as investing in new technologies and reviewing data protection given the predominance of offsite working. We were pleased that Praxis staff were able to access the vaccine programme at an early stage being designated as social care workers providing essential services. We continue to monitor and review the situation, responding to changing health advice and the needs of staff and service users. We have created a part-time post of people manager to strengthen HR functions and minimise risk.

In November 2021 our long-standing chair Barbara Roche will retire from the board of trustees. We have begun an open search process for a new chair to lead the trustees and support the delivery of the ambitious new plan.

We continue to face building related risks, particularly in relation to potential repair costs arising from working in an old building where we have a two thirds liability for repairs. We are in discussions with our landlord the United Reformed Church, about future plans for the building. Our current lease ends in 2025 and we are assessing our future building needs given changing working patterns and exploring options to find a new home for Praxis. Trustees have invested in a premises reserve to help us with the costs of a future move, and we have established a premises committee. The Robert Kemble Trust Limited continues to hold the lease on the Pott Street premises as Trustee for Praxis.

FINANCIAL REVIEW

The total income of the Charity for the year was £2,378,165 (2020: £2,007,735) and total expenditure amounted to £2,203,126 (2020: £1,834,495). Overall, the charity delivered a surplus of £175,039 across the 2020-21 financial year. Despite the unprecedented challenges posed in year by Covid-19, the charity was able to build on prior years' successes and has ended the financial year in a strong position to further grow and develop its financial sustainability as we start to come out of the global pandemic. As at 31 March 2021, the charity held £626,162 in general reserves, with an additional £190,131 unrestricted reserves designated for specific purposes.

We are very grateful for all the support we receive, both financial and non-financial. We would like to thank the following supporters in particular as well as those who wish to remain anonymous:

BBC Children in Need, Ben & Jerry's Tides Foundation, Esmee Fairbairn Foundation, French Huguenot Church of London Charitable Trust, Justice Together Initiative, Lloyd's of London, London Catalyst, London Legal Support Trust, Milton Damerall Trust, Oak Foundation, Paul Hamlyn Foundation, Respond and Adapt, Southwark Cathedral, The AB Charitable Trust, The Arpad & Alena Rosner Foundation, The Aurum Charitable Trust, The Henry Smith Charity, The National Lottery Community Fund, The Pilgrim Trust, The Souter Charitable Trust, Trust for London, Wendy Quill; Migration Foundation, Great London Authority, London Councils, St Mungo's, St Martin in the Field Front Line Network, LB Tower Hamlets, LB of Newham and Homeless Link.

Reserves Policy

The Policy is to maintain sufficient reserves to enable operating activities to continue over a reasonable period should a shortfall in income occur and to take account of potential risks and contingencies that may arise. These included the following elements:

- Projects which Praxis is obliged to deliver, but where there is some risk of funding not covering the full cost of delivery.
- Financial capacity to enable Praxis to manage staff levels in accordance with its policies and legal obligations.
- The working capital needed to operate.
- Some capacity to manage operational expenditure at a time of unforeseen uncertainty in income streams.
- A general margin for unexpected events.

Trustees have undertaken a thorough review of the level of reserves required to meet the requirements outlined above, paying particular attention to the projected medium- and long-term impacts of the COVID-19 pandemic, as well as the realised growth in Praxis's activity, and the organisation's plans as laid out in the Strategic Plan.

Given the uncertainty over the long-term changes in the funding environment, the charity's ambitious plans and the significant investment required to deal with the aftermath of COVID-19 and a move to new premises, the Trustees revised the calculation methodology for required reserves in 2019-20. Consequently, the level of reserves Praxis is required to hold is greater than in previous years. This methodology has been reviewed and has been considered to be appropriate as of 31 March 2021.

Designated reserves were not utilised in 2020-21, primarily due to exceptional, unplanned funding being received in year to help with the running costs of the charity during the Covid-19 pandemic and delays in implementation of other plans due to the pandemic. The business development reserves are however much needed in the 2021-22 financial year alongside the delivery of the Strategic Plan and plans for utilisation of these funds to support the growth and development of the charity have been approved by the Board. Designated funds relating to the premises will support the organisation in costs associated with the search for new premises and the end of the current lease agreement, which will end by 2025, and reflect the fact that current annual rent paid by the charity is significantly below market rate for the area. As at 31 March 2021, the total level of designated reserves was £190,131.

Excluding these designated funds, general reserves at 31 March 2021 were £626,162 which is in line with the level determined by the Trustees consideration of the reserves policy.

Cash balances at 31 March 2021 represent just over 4 months of expenditure at budgeted levels for the 2021-22. The reserves are considered to be adequate based on current levels of activity, and the charity continues to operate as a going concern, with robust forward planning in place for the medium and long term.

PLANS FOR FUTURE PERIODS

The social, economic and health environment is very uncertain and we anticipate that the needs of the people we support will become further entrenched and the number of people facing difficulties related to immigration status will continue to grow. Independent reports highlight the growth of inequality and the barriers to justice faced by thousands of people unable to access legal advice and therefore blocked from accessing the services that they need to live safely and in dignity. In April 2021 Praxis launched [a new five-year strategy](#) which will guide us through what promises to be a challenging external context, from ever more restrictive asylum and immigration

policies to the unfolding impact of Brexit on the lives of many long-standing European residents in the UK, new refugee crises and the continuing impact of Covid-19. Under our new strategy, we will continue to deliver expert advice and holistic support to meet the complex needs of our service users, while investing in our ability to achieve wider impact through our training programme, campaigning, influencing, advocacy and strategic litigation.

We are building our communications and campaigning capacity, alongside our fundraising for sustainability and are committed to becoming a catalyst for systemic national change. We will continue to forge partnerships and alliances with others to deliver services and create wider change. We will do this in partnership with service-users ensuring that they have a strong voice and are at the centre of all that we do.

We will consult staff and service users about future operational delivery given that we are likely to retain a hybrid model of remote and office-based working into the future. This will maximise flexibility for staff and for the organisation, enabling us to use our premises more efficiently and cost-effectively. Our commitment is to maintain a physical hub to facilitate the building of community, solidarity and shared learning that comes from staff and service users working in physical proximity, as well as maintaining the benefits of remote working and remote access to services that Covid 19 has enabled us to develop. We will also explore the delivery of services from other premises to increase access points and reduce travel for service users.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

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The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on **Tuesday 16 November 2021** and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'B. Roche', with a stylized flourish at the end.

B. Roche

CHAIR OF TRUSTEES

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2021

Opinion

We have audited the financial statements of Praxis Community Projects for the year ended 31 March 2021 which comprise of the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of the charitable company's net movement in funds, including the 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees Report. 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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
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work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report (which incorporates the strategic report and the directors' report).

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

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRAXIS COMMUNITY PROJECTS
For the year ended 31 March 2021

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Charity Law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and consider other factors such as relevant taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity to ensure these were in place throughout the year, including during the Covid-19 remote working period;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Murtaza Jessa (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 25 November 2021

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2021

STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2021	2021	2021	2020
		£	£	£	£
INCOME FROM:					
Donations & Legacies	1	380,725	-	380,725	243,512
Investments		3,380	-	3,380	805
Raising funds:					
Income from lettings	2	-	-	-	2,151
Charitable activities:					
Advice & Group Activities	3	11,875	964,051	975,926	701,602
Housing & Homelessness	3	200,927	525,477	726,404	760,636
Interpreting	3	291,730	-	291,730	299,029
TOTAL INCOME		888,637	1,489,528	2,378,165	2,007,735
EXPENDITURE ON:					
Charitable expenditure:					
Advice Services & Group Activities	4,7	419	1,072,506	1,072,925	737,622
Housing & Homelessness	5,7	247,142	630,105	877,247	821,763
Interpreting	6,7	252,954	-	252,954	275,110
TOTAL EXPENDITURE		500,515	1,702,611	2,203,126	1,834,495
NET INCOME/(EXPENDITURE)		388,122	(213,083)	175,039	173,240
Transfer between funds		(286,925)	(286,925)	-	-
NET MOVEMENT IN FUNDS		101,197	73,842	175,039	173,240
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 April 2019	14	715,096	121,061	836,157	662,917
FUND BALANCES CARRIED FORWARD 31 MARCH 2020		816,293	194,903	1,011,196	836,157

All activities are from continuing operations.

The notes on pages 22 to 36 form part of these financial statements.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	35,625	33,820
CURRENT ASSETS			
Debtors	10	568,632	278,841
Cash in hand and in bank		739,264	730,880
		1,307,896	1,009,721
CREDITORS			
Amounts falling due within one year	11	(300,030)	(166,790)
NET CURRENT ASSETS		1,007,866	842,931
TOTAL ASSETS LESS CURRENT LIABILITIES		1,043,491	876,751
CREDITORS			
Amounts falling due after one year	12	(32,295)	(40,594)
NET ASSETS		1,011,196	836,157
FUNDS			
Restricted Funds	13/15	194,903	121,061
Unrestricted Funds			
General Reserves	13/15	626,162	524,965
Designated	13/15	190,131	190,131
TOTAL FUNDS		1,011,196	836,157

The financial statements have been prepared in accordance with the special provision relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the trustees and authorised for issue on **Tuesday 16 November 2021** and signed on their behalf by:


..... Barbara Roche, Chair

..... R. Perret (Nov 16, 2021 21:14 GMT) Raphael Perret, Treasurer

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
STATEMENT OF CASH FLOWS

	2021	2020
	£	£
Cash flows from operating activities:		
Net Cash provided by operating activities	21,251	27,710
Cash flows from investing activities:		
Dividends & interest	3,381	805
Purchase of fixed assets	(16,247)	(27,457)
Net cash (used in)/investing activities	(12,867)	(26,652)
Cash flows from financing activities	-	-
Change in cash & cash equivalents in the reporting period	8,384	1,058
Cash & cash equivalents at the beginning of the reporting period	730,880	729,822
Cash & cash equivalents at the end of the reporting period	739,264	730,880
<u>Reconciliation of net income to net cash flow from operating activities</u>		
Net income as per SOFA	175,039	173,240
Adjustments		
Depreciation	14,442	9,176
Dividends and interest	(3,380)	(805)
(Increase)/Decrease in debtors	(289,791)	(86,528)
Increase/(Decrease) in creditors	124,941	(67,373)
Net Cash provided by operating activities	21,251	27,710
Analysis of cash & cash equivalents		
Cash in hand	646,493	637,683
Notice deposits (less than 3 months)	92,771	93,197
Total cash & cash equivalents	739,264	730,880

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102)(effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Praxis Community Projects 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(s).

b) Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c) Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £5,000; otherwise it is written off through the Statement of Financial Activities. Costs of replacements of major equipment may be charged to designated funds set aside for that purpose by appropriations from Revenue.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

- Furniture, fittings and equipment to be written off over four years

d) Funds

The different funds are defined as follows:

- Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust deed.
- Unrestricted funds are those funds available to the charity for its general purposes.
- Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. The aim and use of designated funds is set out in page 10 in the Reserves Policy.

It is the policy of the trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short term effect of income volatility and retain funds to generate sufficient income to meet current and future operational activities of the charity.

e) Income recognition

This comprises fees receivable from the various activities and investment income. 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 income can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Income from government and other grants, whether 'capital' or 'revenue' grants. Is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

f) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise mainly of the provision of accommodation including welfare and catering, premises and administrative costs.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice

g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

k) Estimation uncertainty

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basis financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

	Total Funds	Total Funds
	2021	2020
	£	£
1. DONATIONS & LEGACIES		
Donations from individuals, trusts and other similar institutions	380,725	243,512
2. INCOME FROM LETTINGS		
Rent receivable under operating Leases	-	2,151
3. GRANTS & CONTRACT INCOME		
Grants & Contract income	1,994,060	1,761,267
4. ADVICE & GROUP ACTIVITIES		
Direct costs		
Staff costs (note 8)	730,802	485,622
Other costs	141,705	134,330
	872,507	619,952
Support costs (Note 7)	200,418	117,670
	1,072,925	737,622
5. HOUSING & HOMELESSNESS		
Direct costs		
Staff costs (note 8)	566,023	541,447
Other costs	155,996	149,120
	722,019	690,567
Support costs (Note 7)	155,228	131,196
	877,247	821,763

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

	Total Funds	Total Funds			
	2021	2020			
	£	£			
6. INTERPRETING					
Direct costs					
Staff costs (note 8)	195,381	220,220			
Other costs	3,991	1,529			
	199,372	221,749			
Support costs (Note 7)	53,582	53,361			
	252,954	275,110			
7. SUPPORT COSTS 2021	Advice	Housing	Interpreting	Total 2021	Total 2020
	£	£	£	£	£
Staff Costs (note 8)	64,166	49,698	17,155	131,019	76,133
Premises Costs	43,543	33,725	11,641	88,910	65,325
Depreciation - Owned Assets	7,073	5,478	1,891	14,442	9,175
Audit Fee	6,230	4,825	1,665	12,720	10,800
Governance Costs	426	330	114	870	3,728
Other Costs	78,980	61,172	21,115	161,267	137,066
	200,418	155,228	53,382	409,227	302,227
SUPPORT COSTS 2020	Advice	Housing	Interpreting	Total 2020	
	£	£	£	£	
Staff Costs (note 9)	29,642	33,049	13,442	76,133	
Premises Costs	25,434	28,357	11,534	65,325	
Depreciation - Owned Assets	3,572	3,983	1,620	9,175	
Audit Fee	4,205	4,688	1,907	10,800	
Governance Costs	1,451	1,619	658	3,728	
Other Costs	53,366	59,500	24,200	137,066	
	117,670	131,196	53,361	302,227	

Support costs consist of premises and office costs and are distributed by staff ratio.

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

7. SUPPORT COSTS (continued)

Net income resources for the year are stated after charging:

	Total 2021	Total 2020
	£	£
Fees payable to the charity's auditor for the audit of the charity's annual accounts	12,720	10,800
Depreciation	14,442	7,850
	27,162	18,650

8. STAFF COSTS

The average monthly number of employees employed during the year was:

	2021	2020
Charitable Activities	36	32
Support & Governance	10	8
	46	40

Staff costs for the above persons:

	£	£
Wages and Salaries	1,388,888	1,101,455
Social Security Costs	131,777	101,939
Pension Costs	41,916	35,771
Temporary Staff Costs	60,644	84,257
	1,623,225	1,323,422

Staff costs by service area:

Advice & Group Activities	730,802	485,622
Housing & Homelessness	566,023	541,447
Interpreting	195,381	220,220
Support	131,019	76,133
	1,623,225	1,323,422

Of which attributable to key management personnel (excluding consultancy fees)

	219,683	145,694
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One Employee received emoluments between £70,000 and £80,000 in the current year (2019-20, none). No employees received emoluments between £60,000 and £70,000 in the current year (2019-20, one).

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

The Trustees neither received nor waived any emoluments for their services to the Charity and were not reimbursed for any expenses incurred on behalf of the Charity during the current or previous year.

The Charity holds an insurance policy that provides professional insurance cover for the Trustees.

9.	TANGIBLE FIXED ASSETS – FURNITURE, FIXTURES & EQUIPMENT	2021	2020
		£	£
	Cost:		
	Balance brought forward as at 1 April	114,639	87,182
	Additions	16,247	27,457
	Value at 31 March	130,886	114,639
	Depreciation:		
	Balance brought forward as at 1 April	80,819	71,643
	Provided in year	14,442	9,176
	Depreciation at 31 March	95,261	80,819
	Net Book Value at 31 March	35,625	33,820
	Net Book Value at 1 April	33,820	15,539
10.	DEBTORS	2021	2020
		£	£
	Trade Debtors	568,632	278,341
	Loans to staff	-	500
		568,632	278,841
11.	CREDITORS DUE WITHIN ONE YEAR	2021	2020
		£	£
	Amounts due within one year:		
	Trade Creditors	57,377	54,410
	Other taxes & social security	32,479	48,056
	Defined Benefit Pension Plan deficit	10,515	10,619
	Accruals, including provisions (see below)	66,326	53,705
	Deferred Income	133,333	-
		300,030	166,790

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

11. CREDITORS DUE WITHIN ONE YEAR
(continued)

	2021	2020
	£	£

Provision movements are as follows:

Provisions at 1 April	21,565	31,200
Provisions made in the year	-	10,000
Release in the year	-	19,635
Provision at 31 March	21,565	21,565

12. CREDITORS DUE AFTER ONE YEAR

Defined Benefit Pension plan deficit	32,295	40,594
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13 FUNDS 2021

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Restricted Income Funds					
Advice Services & Group Activities	113,818	964,051	(1,072,506)	145,963	151,327
Housing & Homelessness	7,243	525,477	(630,105)	140,962	43,577
Interpreting	-	-	-	-	-
Central Costs	-	-	-	-	-
Total Restricted Funds	121,061	1,489,528	(1,702,611)	286,925	194,903

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

13	FUNDS 2021 (continued)	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
	Restricted Income Funds					
	London Borough of Tower Hamlets	-	-	(4,748)	4,748	-
	Homeless Link	42,200	30,804	(73,004)	-	-
	Migration Foundation	-	10,000	(10,000)	-	-
	Oak Foundation	-	39,942	(92,082)	52,140	-
	East End CAB (LBTH-MSG)	-	37,810	(59,663)	21,853	-
	St Mungos	-	232,962	(282,250)	49,288	-
	The Big Lottery	-	259,622	(237,584)	-2,992	19,047
	Paul Hamlyn Foundation	63,833	129,000	(91,603)	-	101,230
	The Act for Change	-	62,100	(41,789)	-	20,311
	Henry Smith Foundation	-	59,200	(53,963)	-	5,237
	London Borough of Hackney	4,753	55,064	(72,591)	12,775	-
	BBC Children in Need	-	17,872	(19,787)	1,915	-
	St Martins in the Fields	-	36,815	(69,201)	32,386	-
	Greater London Authority	-	33,040	(33,040)	-	-
	London Borough of Newham	7,243	191,728	(238,505)	39,534	-
	Crisis	-	47,036	(78,449)	31,412	-
	Shelter	-	104,077	(124,768)	20,691	-
	Trust for London	-	51,000	(32,586)	-	18,414
	Ben & Jerrys (TIDES) Foundation	-	19,002	-	-	19,002
	The Pilgrim Trust	-	24,129	(20,164)	-	3,966
	Globe Trust	-	8,874	(28,621)	19,747	-
	Refugee Action - Respond & Adapt	-	30,000	(33,429)	3,429	-
	Other Trusts	-	1,500	(107)	-	1,393
	Other Income	3,032	7,950	(4,677)	-	6,305
	Total Restricted Funds	121,061	1,489,528	(1,702,611)	286,925	194,903
	Unrestricted Income Funds					
	Designated Funds	190,131	-	-	-	190,131
	General Reserves	524,965	888,637	(500,515)	(286,925)	626,162
	Total Unrestricted Funds	715,096	888,637	(500,515)	(286,925)	816,293
	TOTAL CHARITY FUNDS	836,157	2,378,165	(2,203,126)	-	1,011,196

PRAXIS COMMUNITY PROJECTS
Financial Statements for the year ending 31 March 2021
NOTES TO THE ACCOUNTS

14	FUNDS 2020	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
		£	£	£	£	£
	Restricted Income Funds					
	London Borough of Tower Hamlets	-	30,500	(37,187)	6,687	-
	Homeless Link	-	49,988	(7,788)	-	42,200
	Migration Foundation	-	20,000	(20,000)		-
	Oak Foundation	-	62,657	(89,252)	26,595	-
	East End CAB (LBTH-MSG)	-	32,405	(36,950)	4,545	-
	St Mungos	-	202,595	(217,299)	14,704	-
	British Red Cross	-	18,500	(20,504)	2,004	-
	The Big Lottery	5,000	96,169	(113,180)	12,011	-
	Paul Hamlyn Foundation	17,333	98,500	(63,793)	11,793	63,833
	ISD Innovation Fund	-	6,986	(6,986)	-	-
	Tudor Trust	25,000	-	(25,000)	-	-
	Henry Smith Foundation	-	42,000	(54,339)	12,339	-
	London Borough of Hackney	-	53,123	(58,896)	10,526	4,753
	BBC Children in Need	-	17,872	(25,574)	7,702	-
	The Attlee Foundation (LBTH-MSG)	-	3,093	(3,093)	-	-
	ARHAG (DCLG)	-	97,541	(113,285)	15,744	-
	St Martins in the Fields	-	51,968	(75,972)	24,004	-
	Greater London Authority	-	39,636	(41,248)	1,612	-
	London Borough of Newham	-	129,129	(132,356)	10,470	7,243
	Crisis	-	116,321	(133,537)	17,216	-
	Other Trusts	-	25,908	(25,908)		-
	Other Income	4,188	33,300	(34,182)	(274)	3,032
	Total Restricted Funds	51,521	1,228,191	(1,336,329)	177,678	121,061
	Unrestricted Income Funds					
	Designated Funds	186,000	-		4,131	190,131
	General Reserves	425,396	779,544	(498,166)	(181,809)	524,965
	Total Unrestricted Funds	611,396	779,544	(498,166)	(177,678)	715,096
	TOTAL CHARITY FUNDS	662,917	2,007,735	(1,834,495)	-	836,157

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ending 31 March 2021

NOTES TO THE ACCOUNTS

As explained in the Accounting Policies, the Restricted Funds represent grants and donations given to the charity for specific projects on which it is accountable to the donors. During the course of the year, all projects have been reviewed to determine the appropriate status with regard to their treatment as restricted or unrestricted reserves and adjustments made as necessary. Central shared costs are recovered from each project on the basis of staff time, and where this has resulted in a deficit in a restricted project funds have been transferred from general reserves. Remaining balances carried forward as restricted reserves represent ongoing commitments to complete works outstanding as at 31 March 2021 or where any remaining funds are restricted to the purposes for which they were received. Transfers to restricted funds represent that part of unrestricted funds spent on the various projects.

As explained in the Reserves Policy, the Trustees have designated £190,217 of unrestricted funds to invest in business development, including an amount of £100,000 towards the potential move to new premises.

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ANALYSIS OF NET ASSETS BETWEEN FUNDS		Restricted Funds	Designated Funds	General Reserves	Total 2021
		£	£	£	£
31 March 2021					
	Tangible Fixed Assets	11,810	-	23,816	35,626
	Net Current Assets	183,093	190,131	634,641	1,007,866
	Long-term Creditors	-	-	(32,295)	(32,295)
	Total Net Assets	194,903	190,131	626,162	1,011,196
		Restricted Funds	Designated Funds	General Reserves	Total 2020
		£	£	£	£
31 March 2020					
	Tangible Fixed Assets	6,312	-	27,508	33,820
	Net Current Assets	114,749	190,131	538,051	842,931
	Long-term Creditors	-	-	(40,594)	(40,594)
	Total Net Assets	121,061	190,131	524,965	836,157

16 PENSION COMMITMENTS

GP4 Pension Scheme (operated by the Pensions Trust)

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

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16 PENSION COMMITMENTS (continued)

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2021 (£s)	31 March 2020 (£s)	31 March 2019 (£s)
Present value of provision	43,223	51,213	62,126

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16 PENSION COMMITMENTS (continued)

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2021 (£s)	Period Ending 31 March 2020 (£s)
Provision at start of period	51,213	62,126
Unwinding of the discount factor (interest expense)	1,151	786
Deficit contribution paid	(10,619)	(10,310)
Remeasurements - impact of any change in assumptions	1,478	(1,389)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	43,223	51,213

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2021 (£s)	Period Ending 31 March 2020 (£s)
Interest expense	1,151	786
Remeasurements – impact of any change in assumptions	1,478	(1,389)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

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17	FINANCIAL INSTRUMENTS	2021	2020
		£	£
	Financial Assets measured by amortised cost	568,632	278,841
	Financial Liabilities measured by amortised cost	57,376	54,410

Financial Assets include trade debtors and staff loans. Financial liabilities include trade and sundry creditors

18 RELATED PARTY TRANSACTIONS

There were no related party transactions to be reported in the financial year or prior year.

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19 STATEMENT OF FINANCIAL ACTIVITY 2020

	Unrestricted Funds	Restricted Funds	Total Funds
	2020	2020	2020
INCOME FROM:	£	£	£
Donations & Legacies	243,512	-	243,512
Investments	805	-	805
Raising funds:			
Income from lettings	2,151	-	2,151
Charitable activities:			
Advice & Group Activities	1,672	699,930	701,602
Housing & Homelessness	232,375	528,261	760,636
Interpreting	299,029		299,029
TOTAL INCOME	779,544	1,228,191	2,007,735
EXPENDITURE ON:			
Charitable expenditure:			
Advice Services & Group Activities	20,451	717,171	737,622
Housing & Homelessness	202,605	619,158	821,763
Interpreting	275,110	-	275,110
TOTAL EXPENDITURE:	498,166	1,336,329	1,834,495
NET INCOME/(EXPENDITURE):	281,378	(108,138)	173,240
Transfer between funds	(177,678)	177,678	-
NET MOVEMENT IN FUNDS	103,700	69,540	173,240
RECONCILIATION OF FUNDS:			
FUND BALANCES BROUGHT FORWARD AT 1 APRIL 2019	611,396	51,521	662,917
FUND BALANCES BROUGHT FORWARD AT 31 MARCH 2020	715,096	121,061	836,157