

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.

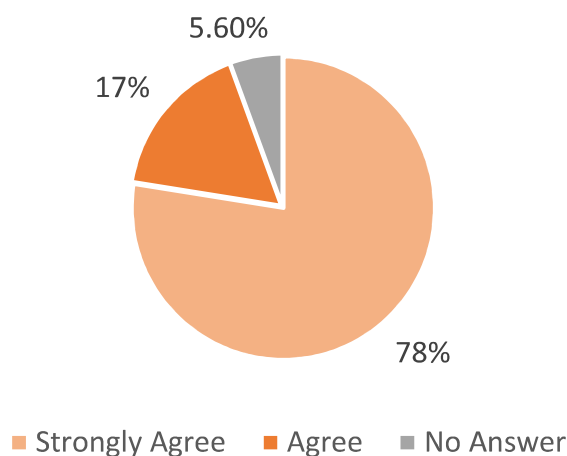
In line with our holistic model, we **assisted the women to improve and resolve** a wide range of other issues and support needs arising from the barriers placed on their access to the social welfare and health system and on access to housing/accommodation. Examples of support needs include securing 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 Daghlian 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
		<hr/> 4,302	<hr/> 13,552
CURRENT ASSETS			
Debtors	10	398,712	310,530
Cash at bank and in hand		729,146	599,649
		<hr/> 1,127,858	<hr/> 910,179
CREDITORS			
Amounts falling due within one year	11	(318,175)	(232,574)
		<hr/> 809,683	<hr/> 677,605
NET CURRENT ASSETS			
		<hr/> 813,985	<hr/> 691,157
TOTAL ASSETS LESS CURRENT LIABILITIES			
Amounts falling due after one year	12	(2,926)	(2,983)
		<hr/> 811,059	<hr/> 688,174
NET ASSETS			
FUNDS			
	13		
Restricted Reserves		250,255	93,390
Unrestricted Reserves:			
General Reserves		421,867	451,403
Designated Reserves		138,937	143,381
		<hr/> 811,059	<hr/> 688,174
TOTAL FUNDS			
		<hr/> 811,059	<hr/> 688,174

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

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
---------------------------------------	----------------------	-----------------

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