

Praxis Community Projects

Trustees' Annual Report & Financial Statements

Year Ended 31 March 2025

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

Registered charity number 1078945 and registered company number 03638571.

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

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

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How we work

Praxis' Vision

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

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

Working locally, regionally, and nationally

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

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

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

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

Funding our work

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

Our Strategy 2021 – 2026

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

Our mission

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

We deliver our vision by working on three levels:

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

Our Values

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

➤ **We strive for a better way**

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

➤ **We learn together**

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

➤ **Everyone belongs here**

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

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

We always start with the insight from the people we support

We work together towards our 4 strategic objectives

Objective 1

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

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

Objective 2

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

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

Objective 3

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

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

Objective 4

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

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

Our priorities for 2025/26

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

Our Impact

We provide immigration advice and support

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

What we do

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

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

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

Highlights from 2024/25

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

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

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

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

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

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

Building 'support ecosystems'

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

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

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

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

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

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

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

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

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

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

Magpie Project partnership – focus on women and children

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

Jane Williams, CEO of The Magpie Project:

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

Case example:

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

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

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

Piloting new solutions: Extension application workshops

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

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

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

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

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

Testimonies from workshop participants:

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

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

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

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

Our impact in numbers

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

Community engagement and holistic support

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

What we do

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

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

Praxis community groups

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

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

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

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

Highlights from 2024/25

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

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

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

This is what group members told us:

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

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

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

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

In our annual survey:

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

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

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

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

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

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

In our annual survey:

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

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

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

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

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

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

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

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

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

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

For example:

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

Community activities

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

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

Co-creation

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

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

Sharing experience and learning

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

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

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

Our impact in numbers

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

We improve immigration and homelessness services

We spent £79,858 (2023/24: £116,771)

What we do

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

Highlights from 2024/25

Partnerships and collaboration with homelessness and community organisations

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

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

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

Supporting others to deliver immigration advice

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

Training and capacity building

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

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

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

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

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

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

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

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

Topics included;

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

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

'educational, informative, I feel equipped to help and know somewhat what to do,'
'useful information/perspectives and ideas from experts in their field,'
'I have more tools to help people.'

Work with statutory services

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

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

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

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

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

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

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

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

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

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

Our impact in numbers

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

We campaign and advocate for change

We spent £306,981 (2023/24: 227,772)

What we do

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

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

Highlights from 2024/25

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

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

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

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

Original Research

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

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

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

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

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

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

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

NRPF Collective Impact Partnership

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

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

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

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

Influencing policy positions of homelessness charities

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

Evidence submissions

We contributed the following evidence:

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

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

Our impact

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

Our People and our organisation

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

CEO transition

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

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

Listening to our people

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

Developing our policies to fit our values

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

Investing in the People function

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

Supporting our volunteers

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

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

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

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

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

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

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

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

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

Keeping our people safe

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

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

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

We took the following actions:

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

Fundraising

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

How we carry out our fundraising

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

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

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

Fundraising through third parties

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

Protecting the privacy and data of our supporters

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

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

We do not:

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

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

Addressing people's concerns

We have not received any complaints about our fundraising.

Protecting vulnerable people

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

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

Thank you!

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

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

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

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

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

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

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

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

Financial Review

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

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

OUR CHARITABLE OBJECTS

Praxis' charitable objects are to:

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

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

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

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

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

CHARITY STRUCTURE, GOVERNANCE, & MANAGEMENT

Status

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

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

Constitution

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

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

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

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

Organisational structure, governance, and management

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

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

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

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

Recruitment

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

Appointment

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

Induction and training

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

Diversity

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

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

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

Related parties and related party transactions

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

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

Remuneration policy for key management personnel.

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

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

Grant making policy

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

PUBLIC BENEFIT

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

RISK & CORPORATE GOVERNANCE MATTERS

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

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

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

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

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

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

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

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

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

Reserves Policy

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

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

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

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

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

PLANS FOR FUTURE PERIODS

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

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

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

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

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

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

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

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

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

Approved by the trustees on 2 October

2025 and signed on their behalf by:



Dr Debbie Weekes-Bernard

CHAIR OF TRUSTEES

Trustees, Chief Executives and Professional Advisers

Trustees serving during the year:

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

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

Chief Executive:

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

Principal Office:

Pott Street, London, E2 0EF

Charity Number:

1078945

Company Number:

03638571

Auditors:

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

Bankers:

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

Opinion

We have audited the financial statements of Praxis Community Projects (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

Use of our report

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

Anthony Epton

Anthony Epton (Senior Statutory Auditor)

for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants

75 Maygrove Road
West Hampstead
London NW6 2EG

3 October 2025

PRAXIS COMMUNITY PROJECTS

Financial Statements for the year ended 31 March 2025

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

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

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

Company number: 03638571

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

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

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



Debbie Weekes-Bernard, Chair of Trustees

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

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

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

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

1. Accounting Policies

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

a) Basis of Accounting

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

Praxis Community Projects meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes(s).

b) Preparation of the accounts on a going concern basis

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

c) Fixed assets

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

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

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

d) Funds

The different funds are defined as follows:

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

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

1. Accounting Policies (Continued)

e) Income recognition

This comprises fees receivable from the various activities and investment income. All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income can be measured reliably.

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

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

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

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

f) Expenditure

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

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

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

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

g) Debtors

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

h) Cash at bank and in hand

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

1. Accounting Policies (Continued)

i) Creditors and provisions

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

j) Pension Scheme

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

k) Estimation uncertainty

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

l) Financial instruments

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

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

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

3. Charitable Activities

Income related to Charitable Activities from individuals, trusts and other similar institutions	2,570,141	2,364,220
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In accordance with the London Councils grant funding, the following disclosures are made:

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

Grantor: ☐ London Councils ☐ Project: Street Legal East

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

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

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

4. Access to Support

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

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

5. Capacity Building

Direct Costs

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

6. Campaigns and Advocacy

Direct Costs

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

6a. Cost of Fundraising

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

7. Support Costs 2025

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

Support Costs 2024

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

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

Net incoming resources for the year are stated after charging:

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

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

8. Staff Costs

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

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

Staff Costs by service area:

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

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

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

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

9. Tangible Fixed Assets - Furniture, Fixtures & Equipment

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

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

10. Debtors

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

11. Creditors due within one year

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

12. Creditors due after one year

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

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

13. Funds

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

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

Unrestricted Income Funds

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

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13. Funds (continued)

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

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

Unrestricted Income Funds

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

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14. Analysis of Net Assets Between Funds

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

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

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15. Pension Commitments

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

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

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

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

Deficit contributions

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

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

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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

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15. Pension Commitments (Continued)

PRESENT VALUES OF PROVISION

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

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

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

INCOME AND EXPENDITURE IMPACT

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

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

ASSUMPTIONS

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

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

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16. Financial Instruments

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

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

17. Related Party Transactions

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

18. Statement of Financial Activity 2024

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

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

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

Donate

Take Action

Volunteer

Fundraise

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