

Charity registration number 1079042

Company registration number 3902118 (England and Wales)

STAR (STUDENT ACTION FOR REFUGEES)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

STAR (STUDENT ACTION FOR REFUGEES)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	K Joksaite	
	E Arnold	
	J Osborne	
	D Garratt	
	M Taher	
	B Dibb	
	S Isegbe	(Appointed 23 November 2021)
	H Al Sheikh	(Appointed 23 November 2021)
	W Zuoriki	(Appointed 25 April 2022)
	M Grenier	(Appointed 25 April 2022)
	J Schofield-Wood	(Appointed 25 April 2022)
	C Bacon	(Appointed 25 April 2022)
Charity number	1079042	
Company number	3902118	
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STAR (STUDENT ACTION FOR REFUGEES)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 JUNE 2022

The trustees present their annual report and financial statements for the year ended 30 June 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The charity's objects are:

- To relieve sickness, hardship, poverty and distress particularly by the provision of a trained student network of volunteers and helpers to assist in all aspects of refugee assistance
- To advance the education of the public in general about the issues relating to refugees and the role of students.

THE WORK OF STAR

STAR's Vision and Aims

Our vision

A society where refugees are welcomed and can thrive as equal members of the community.

Our values

Inclusive: Our movement brings together people from all backgrounds. We are committed to ensuring we are a welcoming and respectful place for all and continually strive to be more diverse and representative, particularly of those with lived refugee experience.

Student powered: Students are the driving force of STAR with the power to bring about positive change in their local communities and the UK.

Collaborative: We are stronger together. Change happens because we work collectively and share learning across our network, in our communities and alongside partners locally and nationally.

Dynamic: We have the energy to drive social change and the adaptability and flexibility to respond quickly and effectively to the changing environment.

Expert: Our network has the support of an experienced and knowledgeable staff team, and our work is informed by those with lived refugee experience.

Who we are and what we do

Student Action for Refugees (STAR) is the national network of students building a society where refugees and asylum seekers are welcomed and can thrive.

At STAR we know that refugees and people seeking asylum in the UK experience multiple forms of adversity while seeking protection. As well as the difficult and traumatic experiences people who are forced to flee their homes because of war and persecution must live through, their journey to safety is often long and dangerous. Once they arrive here, the difficulties are far from over, as they face many challenges in claiming their right to asylum and building new lives. This is due to an increasingly hostile policy environment, negative media narrative and public attitudes, and limited access to services. We want to change this. Set up by students at Nottingham University in 1994, STAR is creating a more understanding, just and welcoming society by:

- empowering students to be changemakers;
- providing practical support for refugees and connecting local communities through volunteering;
- challenging the structural barriers that refugees and asylum seekers face when seeking protection and building new lives in the UK;
- sharing information about asylum and the lived experience of refugees to shift the narrative.

STAR (STUDENT ACTION FOR REFUGEES)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

We have a small staff team who train and support the network and lead on national campaign and advocacy work, with expertise in improving access to higher education.

Our movement is an inclusive one with UK students, students from refugee backgrounds and international students working together to make change. For over a quarter century our vibrant national student network has impacted on the lives of hundreds of thousands of people, making a difference that has reached far beyond the walls of universities and colleges. For many of our student leaders and activists, their involvement with STAR sparks the beginning of a lifelong commitment to social action and refugee and migrant rights.

In order to achieve our vision, we work at a number of different levels. This starts by ensuring that our student leaders have the support and training they need to be effective changemakers. Our national network means that we can mobilise large numbers of volunteers to provide practical support and friendship in local communities. Our volunteering projects tackle isolation and enable refugees to feel welcomed, learn about their new home, improve their English, build connections and become part of the community. These projects also provide opportunities for quality, positive social contact which extensive research on “contact theory” suggests is one of the most effective ways of reducing negative attitudes. Volunteering activities and campus events, which provide a platform for refugee activists, artists and professionals, give the next generation of professionals and opinion-formers a real understanding of the situation for refugees in the UK. This mobilises them to take action to tackle systemic problems and to change the minds of their peers, friends and families. This in turn helps to build public support for policy change and makes communities more welcoming. Our central staff team works alongside national and local organisations to identify where our student network can make the biggest impact for systemic change. It is also of huge importance to our network that refugees and people seeking asylum have the same chance to access university, so we also lead the campaign for scholarship programmes and improved access.

Our 2021/22 highlights!

- Our network was active in 54 universities and there were 44 STAR university student society groups, across 31 towns and cities, run by 292 STAR student leaders.
- 378 events were organised by STAR groups to educate, campaign, and fundraise for a more welcoming UK, from art exhibitions to cookery classes and film nights.
- 1580 refugees were supported through 46 community projects and 40 one off events.
- We mobilised thousands of students to support calls for better treatment of refugees in the UK, including standing against the Nationality and Borders Bill, and we took practical action to respond to the crisis in Ukraine and Afghanistan.
- 83 UK universities now offer sanctuary scholarships for refugee students, 22 were new this year. The STAR staff team was involved in the development of 11 of these and in the improvement of 4 existing scholarships. We delivered workshops for 382 university staff.
- 17 STAR groups campaigned for Equal Access at their institutions and 4 won!
- 100 aspiring students from refugee backgrounds were supported by our national university application mentoring project and we provided signposting and advice about accessing higher education to almost 300 people.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Here's how STAR made a difference in 2021/22

We trained and empowered students to be effective changemakers

Our strength is our amazing national network of dedicated student leaders, activists and volunteers so our first priority is to provide our student leaders and activists with the support and training they need to be effective changemakers.

At the end of the academic year 100% of STAR leaders surveyed said they were now committed to making the UK a welcoming place for refugees compared to 42% before their involvement.

Despite the challenges of the Covid pandemic, which continued to impact on the student experience and campus engagement until the end of the academic year, we are proud to say that welcoming refugees remained a priority. In 2021-22 we were active in 54 universities and colleges in England, Scotland and Wales. 44 STAR student groups, in 31 towns and cities, were supported and empowered to take local and national action to welcome refugees. The groups were run by 292 STAR student leaders and had a membership of at least 2260 students. Across their active social media platforms, they had a reach of 37,368.

"It has been a huge honour and privilege to lead a fast-growing society after the pandemic. I am proud to say we have accomplished a lot over the year. Re-establishing in person volunteering projects, raising huge amounts for local charities and Ukraine, organising events and talks to bring the cause closer to students, collaborating with extremely diverse societies and groups across the University and the city and working with the University of Sanctuary Group to make sure students from a refugee background saw their scholarships meet the increase in living costs, have been some of these achievements" Aram, Exeter STAR Leader

The STAR national team provided extensive 1:1 support, training and networking opportunities to student leaders to help new groups get established and ensure all leaders had the advice and guidance they needed to run successful groups, organise impactful events and volunteering projects and handover to new leadership at the end of the year. The STAR team held more than 120 support meetings, with STAR leaders and we provided a comprehensive training programme. For example, to prepare new members at the start of the year we delivered five online training events attended by 186 students. The sessions covered how to make a difference with STAR, an introduction to asylum in the UK, how to engage with your MP, how to advocate for Equal Access to HE for refugees in your university and how to run your group and volunteering projects. Our English to Speakers of Other languages (ESOL) professionals provided national online training and direct support to English Conversation Club coordinators and volunteers.

"All the support we could have needed...The balance of structured and more ad hoc support available made us feel looked after. There was always someone to go to." (Lena, STAR leader)

We provided a warm welcome to 1580 refugees and connected communities through volunteering.

Our national network means we can mobilise large numbers of volunteers to provide a welcome to refugees in local communities. Our volunteering projects, run in partnership with local organisations, include English conversation clubs, kids' homework clubs, sports clubs, garden projects, film nights, arts & crafts groups, university open days and more. They tackle isolation and make people feel welcome, help them learn about their new home and to improve their English.

This year 1580 refugees and people seeking asylum were supported through 46 community projects delivered in partnership with 39 local organisations. These projects were made possible by 875 STAR student volunteers and 29 of them were student volunteer led. STAR groups also organised 40 one off events, like festive parties and clothes collections for local refugee charities.

New volunteering projects included conversation clubs and kids' clubs set up to support people living in hotels in London and the Midlands. There were also new sports projects, like Birmingham STAR's exciting collaboration with Aston Villa and brand-new women's groups set up in Warwick and Birmingham. Nationally, we continued to deliver our successful online University Application Mentoring Project, in partnership with the Universities and Colleges Admissions Service (UCAS), which supported 100 people.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Here are just a few of the great volunteering projects from this year:

Making connections - STAR Nottingham collaboration with NEST

This year Nottingham STAR formed a new partnership with the Nottingham Education Sanctuary Team (NEST), a full-time educational provision college for asylum seeker and refugee young people aged 15-19 years. Most of them are new arrivals to the city, so the staff at the project were excited to connect them with other local young people. The first activity planned by the STAR group was a campus tour, in the form of a fun scavenger hunt, which took the NEST students all over the university grounds and gave them lots of time to chat with their STAR volunteer hosts about university life and Nottingham. The 45 NEST students were split into small groups, each hosted by 2 STAR volunteers, given a map of the campus and a list of questions which would lead them to different venues, like the giant outdoor chessboard, the arts venue or the school of Law & Social Sciences. They were really happy to get the chance to find out more about university in the UK as many of them have plans to study - for example, a NEST student had set his heart on studying Cancer Sciences and one of the volunteers happened to be doing that exact course which gave them a lot to talk about!

"They had a fabulous time and were still talking about it the next day. We look forward to the next event". (NEST staff member)

Case study: English Conversation Clubs for Afghan refugees in Westminster

In Autumn 2021, we were approached by Westminster City Council who were supporting recently arrived Afghan refugees across three hotels in Paddington they knew were desperate for English language learning opportunities. They asked if we could help, so we recruited two STAR groups, King's College London (KCL) STAR and London School of Economics (LSE) STAR, and together we worked with the council to start a new English Conversation Club. It took a while to get started but we were delighted when the first club took place at the end of January. The sessions were for adult learners but informal activities were provided for children so the parents could concentrate on their English practice. There was such a demand that the group had to expand to run two sessions each Wednesday attended by 20 learners and supported by 8 volunteers. The atmosphere was incredibly warm and welcoming, with lots of conversation and laughter at each table.

"Thank you so much for this club! We are so happy to have English!" (Conversation Club participant).

Sharon, the Family Liaison Officer at Westminster City Council, told us about the positive impact it is having and said, "it makes such a difference when volunteers like STAR come in, you can see how much of a need there is, and we so greatly appreciate it".

Case study: National University Application Mentoring Project

In 2020, to respond to the need highlighted by our advice work and the experience of our lived experience activists, we launched an online "How to apply to university" mentoring pilot project. It was such a great success we continued to develop it this year. The first set of workshops are timed to help people complete UCAS forms so took place in December and January. We partnered with UCAS who helped us to train up 35 STAR volunteers to support applicants through the process. UCAS staff also presented alongside STAR staff & Equal Access activists at the initial information session which was attended by 81 people interested in applying to university. People ready to apply were then given the option to sign up for 1:1 online mentoring sessions with STAR volunteers. 41 people took part and they reported a 50% increase in confidence in applying to university.

"I can't thank you enough for the good work and precious help you are providing. The session went fantastic. The mentor was amazing..., I can't wait to be back for the next mentoring session".

The next round in March focused on how to apply for scholarship programmes. There were 95 people at the initial information session and 59 people went on to meet a STAR volunteer mentor to get top tips & advice with their applications. 20 of these mentees were supported over 2 sessions. We followed up with the mentees in the summer to find out if there had been any positive outcomes, out of twelve responses - nine people had received an offer of a university place, one for a PhD, three for MA's and the rest for undergraduate courses. We were delighted to hear that four of them had also successfully secured a sanctuary scholarship.

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"I am very thankful to STAR for the mentoring sessions. My mentor was incredible, I am so grateful for her. She helped me a lot and without her I don't think I would have gotten a scholarship."

Alongside the online sessions we also held in person mentoring sessions in London and reached many more people through video recordings of the information sessions, which were viewed almost 1400 times this year.

"It is really something we appreciate; I had been struggling with this for 2 and a half years. Finally, somebody can help me, after 2 and a half years of searching, thank you so much. I am so happy to have found STAR, you are doing such good things." (Mentee)

We successfully improved access to university

Having equal access to education is a human right. Many studies have shown that higher education can mitigate the negative effects of traumatic experiences. University provides a safe, empowering environment where people fleeing persecution can rebuild their lives and support networks. However, people seeking asylum are treated as international students by universities, do not have access to student finance and are not allowed to work. In addition to financial barriers, many people from refugee backgrounds find the UK university system difficult to navigate and struggle to get the help they need to do so.

We are committed to ensuring our institutions and campuses are places of welcome for refugees and we have been leading advocacy for scholarship programmes and work on improved access to university in the UK since 2008. We are experts in access to university for refugees and asylum seekers and in campaigning for, developing and managing Sanctuary Scholarships. We also bring the sector together, share and encourage good practice and lobby institutions for more and better scholarships and improved access pathways. Here is what we achieved this year:

Sanctuary Scholarships: An exciting milestone was reached with around half (83) of UK universities now offering a sanctuary scholarship! 22 of the scholarships were new this year and our staff team provided direct support with the development of 11 of these and with the improvement of 4 existing scholarships. 17 STAR groups campaigned for improved access at their institutions, achieving success at 4 universities. At Nottingham University, the STAR group ensured that the WH Revis Scholarship was reinstated, and Stirling STAR got the university to establish a brand new scholarship. At the University of Birmingham, the STAR group submitted a proposal to two Pro Vice Chancellors calling for the expansion of the Article 26 Scholarship, they then joined forces with a new Refugee Hub at the university and after a lot of hard work the proposal was approved! Finally, after a couple of years of campaigning Bath STAR and partners got their university to agree to expand their Sanctuary Scholarship to undergraduate level which was a huge achievement.

"When I started this campaign, I did so with the goal of trying to leave a lasting impact even after I'd left the university...I often found myself skeptical or worried that things would change, unsure that the university would make a real commitment. Your advice and support throughout really informed my choices and decision making, encouraging me to continue trying...I learnt a lot from listening to you." - Balraj, Birmingham STAR Leader

Providing advice, spreading the word & encouraging good practice: We provided guidance and signposting to 288 students and prospective students this year and 42 university staff members. Our online scholarships table continued to be the most comprehensive list of sanctuary scholarships available and was viewed 59,235 times. We held 29 Equal Access events with 867 attendees, these included 17 information & support events for 412 current & aspiring refugee students and 9 training and information events for university staff with 382 attendees.

"Thanks for the incredibly helpful workshop you facilitated yesterday. I have learned so much with all speakers from Universities across the UK." - Belfast Metropolitan College staff member after attending "How to set up a Sanctuary Scholarship" workshop

We also set up a network for university staff working on sanctuary scholarships to encourage sharing of good practice and to provide a platform to discuss urgent issues, for example how they could respond to the crises in Afghanistan and Ukraine and support students affected.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Equal Access Activists - lived experience campaigners: Our Equal Access Activist group has gone from strength to strength this year and has been working closely with the STAR team to guide our access to university work. They recruited 6 new members, bringing the membership up to 16, giving them a more comprehensive geographical spread and wider range of experiences. Over the year they co-led many training and information events for staff and fellow students, fed into guidance for the Student Loans Company & UCAS and helped to shape the development of a new online portal for higher education opportunities. The Equal Access Network, the online peer support network for current and aspiring students who are displaced, which the Equal Access Activists started in 2021, grew to 217 people. They have written and were interviewed for a number of media articles to highlight how vital access to university is. For example, AbdulRahman wrote about applying to university as a refugee student for the Times HE Student magazine. They have also presented at national and international events, like the UNESCO World Higher Education conference in Barcelona and the UK Council for International Student Affairs (UKCISA) conference.

"She was spectacular, an amazing speaker, very powerful." (UKCISA Advice and Training Officer about Venita, Equal Access Activist).

Systems change & advocacy: After a number of years of work with UCAS and partners, UCAS have introduced a new self-identification question for asylum-seeking, refugee & migrant applicants in the UCAS application form. This is a major step towards improving access to pastoral and financial support. We also worked with UCAS to develop new good practice guidance for HE providers and applicants.

Along with the other members of the Access to Higher Education Working Group we worked with the Student Loans Company in England to tackle the many difficulties faced by refugee and migrant applicants. As a result, they are developing new guidance for their advisors and exploring additional support for these applicants. We were also consulted by the Department for Education in the development of the Warm Welcome Scholarships for Afghan nationals which finally went live in early May and have also supported calls to open access to student finance for British National (Overseas) visa holders from Hong Kong, many of whom have fled political persecution.

We shared information about asylum and the lived experience of refugees to shift the narrative

"I love being part of a passionate community... I also have lots more information about asylum issues and am more empowered to help inform people." (Abi, STAR leader).

Hostile public opinion drives harsh public policy and an unwelcoming reception for refugees in local communities. Research on "contact theory" shows that social contact is one of the most effective ways of building positive attitudes towards refugees in host communities and encouraging intercultural tolerance and understanding. This happens both through STAR groups local volunteering projects and also through the many events about asylum and the refugee experience. We empower students to hold engaging and informative events that provide a platform for experts by experience, academics, activists, artists and organisations to help their fellow students better understand asylum and the experiences of refugees. These interactions and information mobilise our student members to tackle systemic problems and to change the minds of peers, friends, and families, which in turn helps to build public support for policy change.

"If I talk about what I'm doing, people want to listen, they want to know a lot more. More legitimacy in what I say than if I'd just read something. I feel more informed, and people are more understanding, they care about what I have to say when it comes from somewhere legitimate." (Lauren, STAR leader)

This year STAR groups organised almost 400 events reaching over 7000 people. These took place on and off campus, and on and offline, and ranged from demonstrations, stalls and film showings to speaker events, plays and comedy nights. Here are just a few of them:

- Goldsmiths and KCL STAR collaborated to host a conference titled 'Seeking Asylum; 2022 and Beyond', where they invited a range of speakers, including lecturers, political advisors, storytellers, documentary makers and activists, to discuss the challenges facing people seeking asylum today.

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- University of East Anglia (UEA) STAR invited Ice&Fire to perform 'Asylum Monologues' on campus. This performance is a reading of interwoven first-hand accounts of peoples experiences of seeking refuge and the UK's asylum system and is a great way to help the audience better understand the lived reality for refugees in the UK. The STAR group also played a key role in organising a UEA University Refugee Week to celebrate being their University of Sanctuary status which had a jam-packed schedule of events including a walk of welcome, cook alongs, and a creative workshop with the artist Annie Brundit.
- Edinburgh STAR created and published their own zine! They launched it with a poetry and music open mic night, and they also sold artwork from the zine, as well as raffle tickets, to raise money for refugees from Ukraine.

"We ran a workshop with Proof Bakery, a local bakery employing women from refugee backgrounds. This was a great event, where one of their Head Baker's taught a group of 15 members a traditional Syrian biscuit recipe from home. Everyone loved the workshop. We also coordinated with Warwick Discourse Society to have an open discussion about perceptions of refugees in the UK, where we were able to talk about the Anti Refugee Bill, which many of them weren't aware of and also talk about our personal experiences of volunteering." (Warwick STAR leader)

We took action to campaign for a humane asylum system and a warm welcome for refugees

Every year STAR mobilises and empowers thousands of students across the country to take action to fight the hostile environment, advocate for a humane asylum system and a warm welcome for people seeking sanctuary. Our central staff team works alongside national and local organisations and campaign coalitions to identify where our student network can make the biggest impact for systems and policy change. Our student groups hold stalls and events on campus to inform their peers and get them to take action, organise campaign stunts, sign and share petitions and lobby local MPs and decision makers and get the message out there on social media.

In 2021/22 we took a stand against the cruel Nationality and Borders Bill, starting with a week of action in October and a final push in March. Although we were extremely disappointed when the Act became law in April we kept up the pressure on MPs joining the Fight the Anti Refugee Laws coalition. Alongside this we continued to campaign in coalition with Lift the Ban, for the right to work for asylum seekers, for an end to immigration detention with These Walls Must Fall and for improved refugee family reunion rights with Families Together. We also joined sector calls to resettle Afghan refugees, welcome Ukrainian refugees and stand against deportations to Rwanda and more.

Locally, we have supported STAR groups near the new Hassockfield/Derwentside Immigration Detention and Removal Centre for women, to stand in solidarity with the women being detained and to call for its closure. Durham STAR have been attending monthly demonstrations and campaigning alongside Women for Refugee Women, other organisations and activists. As the centre is operated by the company Mitie they have also been using their student power on campus to call on their university to cancel its contracts with the company.

Lauren, a Durham STAR group leader describes their experience with the campaign, *"We see the diverse range of people who stand together against the site at the monthly public demonstrations that the NotoHassockfield group organise. The peaceful protests show so many people coming together and it is so inspiring to witness the public protest against the government's hostile immigration policies. I always meet so many inspiring people who are doing incredible work to improve the treatment of people seeking asylum and people who are refugees. It's really nice to be able to chat with people face-to-face, and it's fab to meet people from the local community outside of the uni bubble!"*

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FOR THE YEAR ENDED 30 JUNE 2022

A week of action against the Nationality and Borders Bill:

In October 2021, STAR groups came together for a national week of action against the Nationality and Borders Bill. We started off by holding an online event to look at what the Bill would mean for UK asylum and immigration policy and its impact on people seeking safety. Speakers included, the Co-Director of Asylum Matters, a Voices Network representative and MPs Paul Blomfield & Bell Ribeiro-Addy. The event was chaired by STAR student leader and lived-experienced activist Michael Darko. We ended it with a practical workshop on how to successfully lobby your MP. Then it was over to the STAR groups to take action in their local communities and to raise the issue with their MP, which they did in many different ways.

To highlight just a few of them - Winchester STAR decided to run a stall in a busy part of their campus to talk to as many students as they could about the bill and give them the tools they needed to take action, Edinburgh STAR created a giant banner which they displayed on campus and followed up with a mass MP letter writing event. In Brighton, Sussex STAR partnered up with local organisations for a huge campaign stunt on the beach. In the run up to the event they wanted a creative way to get as many students as possible involved, so they held a Tie-Dye t-shirt workshop to reach new people and tell them about the protest. The group then got busy organising with students and groups on campus, finding a megaphone, writing press statements, organising drone photography and getting the word out. It all paid off as on the day 200 people turned up to form a giant orange heart as a public display of solidarity with refugees.

Liliah, a Sussex STAR member described *"The aim of the protest was to challenge these new inhumane and deadly measures designed to keep people seeking safety out, and instead to show people that they are welcome here."* Many more people were reached with the message as the stunt was covered by local media and a video was shared widely on social media.

How we responded to the crisis in Ukraine:

When Russia invaded Ukraine on 24th February, we joined sector-wide efforts to ensure that the needs of refugees were front and centre: we shared a statement on social media calling on the government to support Ukrainians seeking sanctuary, co-signed an open letter in the Times calling on the government to welcome Ukrainian refugees with over 50 charities, and co-signed Freedom From Torture's petition from the sector. We shared actions and news updates with the STAR network and provided guidance to individual groups fundraising to support Ukrainian refugees. We created our own online template letter to MPs calling on the government to welcome Ukrainian refugees (including particular reference to financial and visa support for Ukrainian students in the UK on study visas and students who were studying in Ukraine who may wish to continue their studies here) and challenge the Nationality and Borders Bill.

We were also involved in sector-wide efforts to ensure that access to higher education opportunities were available for Ukrainians affected by the conflict. This included collating guidance for students affected by the invasion. We also published guidance for UK universities on how they can support students, academics and institutions affected by the conflict, in collaboration with Universities of Sanctuary and REUK. Our Access to University Coordinator spoke at a webinar about support for the Ukrainian HE community alongside representatives of Ukrainian institutions, Mercy Corps, and Google, attended by 110 people

We were invited by Universities UK International to join regular sector meetings, which included the Department for Education and Department for Levelling Up, Housing and Communities. These meetings provided the opportunity to press for access to student finance and home fees for Ukrainians, and to highlight the need for refugees of all backgrounds to be considered and for inclusive long-term structures of support to be set up. As part of this we fed into an expert sub-group to support universities to set up short-term opportunities for students who were previously studying in Ukraine and to create opportunities for displaced students to travel to the UK, through both the Homes for Ukraine scheme and a longer-term visa programme open to all displaced students. One exciting development from this group is that we started working in partnership with REUK & University of Sanctuary to build a new online portal for all the access to HE opportunities available to displaced students.

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We shared the STAR model internationally - STARTnow in Thessaloniki

We have been working with Greek charity SolidarityNow since 2019 supporting them to develop student led STAR-like groups in Thessaloniki and although we were sad that the project came to an end this year we were all delighted that at the end of the 2021/22 academic year, STARTnow had passed exclusively to the volunteer students with plans for the recruitment of the new generation of both volunteers and beneficiaries at the start of September. An entirely student-led refugee welcome group is finally established in Thessaloniki and we know they will do great things!

Future work

These are our strategic goals for 2021-24. We have already made good progress, despite the challenges of the pandemic, but we also recognise that an important additional priority is to continue building back the network and activities post pandemic.

1. To create a better welcome for refugees by:

- Delivering impactful community projects which welcome, build understanding and connections
- Changing minds and building support for refugees by providing spaces and opportunities where people can meet and learn together
- Campaigning nationally, locally and within our institutions to challenge the hostile environment and damaging immigration policy
- Breaking down the barriers preventing people seeking asylum and refugees from accessing higher education

2. To build a more powerful movement by:

- Establishing groups in all nations from the grassroots
- Ensuring more people with lived refugee experience take a lead and shape our work
- Building a more diverse and representative charity & network.
- Empowering more student leadership & involvement in decision making e.g., we have plans to develop a regional leaders programme
- Building and reconnecting with our supporter base by improving our communications
- Becoming more sustainable by developing individual & alumni giving, income generation from universities and strengthening the trustee board

Thank you to our donors

A huge thank you to the following groups and individuals who went above and beyond to raise money for the STAR charity. Thanks to Cardiff STAR, Essex STAR, Goldsmiths STAR, York STAR, Edinburgh STAR, Bath STAR and UEA STAR. We also don't want to forget our regular donors, Facebook birthday fundraisers and everyone else who gave generously to support our work this year. Thank you so much!

Special mentions for these amazing fundraisers!

- UEA STAR who ran, walked, cycled and swam 636 miles to raise £636 for the Equal Access campaign - the distance between STAR's furthest groups - University of London Institute in Paris to the University of Stirling
- York STAR who raised a massive £845 by hosting a delicious supper club
- Edinburgh STAR who raised £700 from organising a Ceilidh
- Jacob Colman who ran a half marathon every month in 2021 and raised £1,072!
- Alexander Zouev from NCH STAR who patiently waited until October 2021 to run the London marathon after it was postponed due to Covid, and who raised an amazing £2,640
- Geoff and Helen who braved the Brighton Marathon 2022 and raised an amazing £1,064
- The brilliant Team Track STARs Dipak, Ben, Hannah, Danny, Jo, Safia, Sophie and Matt from Experian who raised £1,115 and thanks to Experian who match funded the first £1000!

And of course a massive thank you to all of the generous trusts and foundations who fund us; The Esmée Fairbairn Foundation, The Sam and Bella Sebba Charitable Trust, The Maingot Charitable Trust, The Alan and Babette Sainsbury Charitable Fund, Foundation Open Society Institute, The AB Charitable Trust, The Refugee Council, Barrow Cadbury Trust/The National Lottery Community Fund COVID Support Fund, The Aziz Foundation, Garfield Weston Foundation, The Allen Lane Foundation and the Southall Trust.

STAR (STUDENT ACTION FOR REFUGEES)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Achievements and performance

Financial review

The charity's reserves stood at £90,690 at the year end (2021: £41,145). The reserves were made up of £85,576 unrestricted reserves (2021: £35,327) and £5,114 restricted reserves (2021: £5,818).

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a sufficient level to:

- Ensure the charity can meet its obligations in the event of it having to close or significantly reduce in size.
- Meet foreseeable but unknowable costs which cannot be funded from specific or restricted funding

The trustees have concluded that the amount required is £52,269. This is based on a predetermined formula and is reviewed on a regular basis.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Risk Management

STAR has a risk register which is updated annually by the Trustees with advice from the staff team.

Public Benefit

When planning activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and are satisfied that the charity's activities meet the principles laid out in that guidance.

Structure, governance and management

STAR was established in 1994 by students at the University of Nottingham and registered as a charitable company limited by guarantee in January 2000. It was established under a Memorandum of Association, which establishes the objects and powers of the charitable company and is governed by the Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

N Murphy	(Resigned 19 April 2022)
K Joksaite	
E Arnold	
J Osborne	
D Garratt	
M Taher	
B Dibb	
S Isegbe	(Appointed 23 November 2021)
H Al Sheikh	(Appointed 23 November 2021)
W Zuoriki	(Appointed 25 April 2022)
M Grenier	(Appointed 25 April 2022)
J Schofield-Wood	(Appointed 25 April 2022)
C Bacon	(Appointed 25 April 2022)

STAR (STUDENT ACTION FOR REFUGEES)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

New Trustees are elected by the STAR membership at the AGM. Candidates are asked to submit a written application to Trustees and, if selected, will be co-opted by the Board to serve until the following AGM. STAR also has three places reserved for STAR student members who are elected by the membership at the AGM.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

STAR is a registered charity and a company limited by guarantee, the Trustees of the charity are also directors of the limited company. STAR is a membership organisation with the STAR groups as its members. STAR groups are student union societies which are constituted within their universities or college's student union and then affiliated to the STAR national charity. STAR members are trained and supported by the staff team from the charity's offices in London.

STAR's student members meet annually at the AGM in November at which they elect Trustees, view the Annual Accounts and plan STAR's work for the coming year. The Trustees are ultimately responsible for governance and oversight of the charity, they ensure that STAR fulfils its legal obligations and carries out activities to fulfil its aims for the public benefit, they also oversee strategy and resources. The Trustees delegate responsibility for running the charity to the Chief Executive and meet quarterly as well as attending the AGM and annual student Committee Training in June.

STAR Groups

Affiliated groups

University of Bath STAR, University of Birmingham STAR, Birkbeck, University of London, STAR, Brunel University of London STAR, BPP University STAR, University of Bristol STAR, Cardiff University STAR, City University of London STAR, Durham University STAR, The University of Edinburgh STAR, University of Essex STAR, University of Exeter STAR, University of Glasgow STAR, Goldsmiths University of London STAR, King's College London STAR, University of Kent STAR, Lancaster University STAR, University of Leeds STAR, London South Bank University STAR, University of Leicester STAR, University of Liverpool STAR, London School of Economics Student Union STAR, The University of Manchester STAR, Nottingham Trent University STAR, University of Northampton STAR, University of Nottingham STAR, University of Oxford STAR, University of Plymouth STAR, Queen Mary University of London STAR, The University of Sheffield STAR, University of Southampton STAR, University of Stirling STAR, University of Sunderland STAR, University of Sussex STAR, Swansea University STAR, The Open University STAR, University College London SU STAR, University of East Anglia STAR, University of East London STAR, University of London in Paris STAR, University of the West of England STAR, University of Warwick STAR, University of Winchester STAR, Warwick Medical School STAR & University of York STAR.

STAR (STUDENT ACTION FOR REFUGEES)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Staff and volunteers

STAR's work is undertaken by a network of thousands of student volunteers supported by a small central staff and volunteer team based in London. Additional staff support the English conversation clubs across the country. STAR's staff team this year were:

Paid staff

Emily Crowley, Chief Executive
Hannah Carbery, Student Network Organiser (left 17th January 2022)
Siobhán Coskeran, Access to University Co-ordinator
Rebekah Lucking, Volunteering Project Manager
Annie Feetham, Student Network Organiser (Temporary)
Anisa Shirka, Administrator (post made redundant, left 12th December 2021)
Jess Benham, Student Network Manager (post made redundant, left 12th December 2021)
Miriam Lawson, Communications Assistant (6-month contract - left 14th October 2021)
Trà My Hicken, Communications Assistant

Consultants

Abi Airey, Conversation Club ESOL Specialist
Patricia Mersh, Conversation Club ESOL Specialist

National Volunteers

Hannah Carbery
Waleed Zuoriki
Callum Nolan

Equal Access Activists

Daniel, Venita, Waleed, Maryam, Abdullah, AbdulRahman, Pearlgina, Abdullah, Michael, Arooba, Anne, Zana, Dickson, Akram, Tamana, Shehany

The trustees' report was approved by the Board of Trustees.



.....
D Garratt

Trustee

Dated: 23/2/2023

STAR (STUDENT ACTION FOR REFUGEES)

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STAR (STUDENT ACTION FOR REFUGEES)

I report to the trustees on my examination of the financial statements of STAR (Student Action for Refugees) (the charity) for the year ended 30 June 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



F J Wilde FCCA MBA DChA

Warner Wilde
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 28 February 2023

STAR (STUDENT ACTION FOR REFUGEES)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
Income from:							
Donations and legacies	3	163,008	58,067	221,075	102,206	68,647	170,853
Other trading activities	4	5,005	-	5,005	6,622	-	6,622
Investments	5	29	-	29	8	-	8
Total income		168,042	58,067	226,109	108,836	68,647	177,483
Expenditure on:							
Raising funds	6	1,338	-	1,338	54	272	326
Charitable activities	7	116,455	58,771	175,226	111,169	104,950	216,119
Total expenditure		117,793	58,771	176,564	111,223	105,222	216,445
Net income/(expenditure) for the year/							
Net movement in funds		50,249	(704)	49,545	(2,387)	(36,575)	(38,962)
Fund balances at 1 July 2021		35,327	5,818	41,145	37,714	42,393	80,107
Fund balances at 30 June 2022		85,576	5,114	90,690	35,327	5,818	41,145

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STAR (STUDENT ACTION FOR REFUGEES)

BALANCE SHEET

AS AT 30 JUNE 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	12		652		1,303
Current assets					
Debtors	13	-		240	
Cash at bank and in hand		94,931		102,015	
		<u>94,931</u>		<u>102,255</u>	
Creditors: amounts falling due within one year	14	<u>(4,893)</u>		<u>(62,413)</u>	
Net current assets			90,038		39,842
Total assets less current liabilities			<u>90,690</u>		<u>41,145</u>
Income funds					
Restricted funds	16		5,114		5,818
Unrestricted funds			85,576		35,327
			<u>90,690</u>		<u>41,145</u>

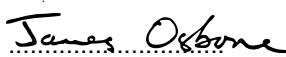
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2022.

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on ...18/2/2023.....


J Osborne
Trustee


D Garratt
Trustee

Company registration number 3902118

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

1 Accounting policies

Charity information

STAR (Student Action for Refugees) is a private company limited by guarantee incorporated in England and Wales. The registered office is 356 Holloway Road, London, N7 6PA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated services are included in income at the estimate value to the Charity, when quantifiable and measurable. No income is recognised for services donated by volunteers.

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds which comprise those costs associated with attracting general donations
- Expenditure on charitable activities which comprises the costs of running the various activities and services for the charity's beneficiaries.

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support them. Support costs are apportioned to each activity on the basis of staff time.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	3 years straight line
-----------------------	-----------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	8,658	1,879	10,537	6,536	-	6,536
Grants receivable	152,500	56,188	208,688	95,670	68,647	164,317
Donated goods and services	1,850	-	1,850	-	-	-
	<u>163,008</u>	<u>58,067</u>	<u>221,075</u>	<u>102,206</u>	<u>68,647</u>	<u>170,853</u>
Grants receivable for core activities						
Esmee Fairbairn Foundation	90,000	-	90,000	40,000	-	40,000
Sam and Bella Sebba Charitable Trust	7,500	-	7,500	17,500	-	17,500
Refugee Council	-	25,000	25,000	-	25,000	25,000
Maingot Charitable Trust	10,000	-	10,000	15,000	-	15,000
Alan and Babette Sainsbury Charitable Fund	7,500	-	7,500	12,500	-	12,500
Garfield Weston Foundation	20,000	-	20,000	-	-	-
The Barrow Cadbury Trust - Covid-19 Support Fund	-	-	-	-	36,900	36,900
ESU	-	-	-	-	4,177	4,177
A B Charitable Trust	-	-	-	10,000	-	10,000
The Blue Thread	10,000	-	10,000	-	-	-
The Steel Charitable Trust	-	15,000	15,000	-	-	-
Kickstart Scheme	-	11,891	11,891	-	-	-
The Aziz Foundation	-	4,297	4,297	-	-	-
The Allen Lane Foundation	4,500	-	4,500	-	-	-
The Southall Trust	3,000	-	3,000	-	-	-
Other	-	-	-	670	2,570	3,240
	<u>152,500</u>	<u>56,188</u>	<u>208,688</u>	<u>95,670</u>	<u>68,647</u>	<u>164,317</u>

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising events	5,005	6,622
	<u>5,005</u>	<u>6,622</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	29	8
	<u>29</u>	<u>8</u>

6 Raising funds

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2022	2021	2021	2021
	£	£	£	£
<u>Fundraising and publicity</u>				
Other fundraising costs	1,338	54	272	326
	<u>1,338</u>	<u>54</u>	<u>272</u>	<u>326</u>

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

7 Charitable activities

	2022 £	2021 £
Staff costs	153,648	159,681
Depreciation and impairment	651	652
Student network support costs	3,432	12,750
Printing, postage and stationery	180	444
Thessaloniki Students welcome project grants	-	4,024
Telephone and internet	281	335
Subscriptions and membership fees	-	94
Staff training and recruitment	1,183	1,416
ESOL tutors	1,450	2,863
Consultancy	-	13,845
	<u>160,825</u>	<u>196,104</u>
Grant funding of activities (see note 8)	-	84
Share of support costs (see note 9)	12,979	18,321
Share of governance costs (see note 9)	1,422	1,610
	<u>175,226</u>	<u>216,119</u>
Analysis by fund		
Unrestricted funds	116,455	111,169
Restricted funds	58,771	104,950
	<u>175,226</u>	<u>216,119</u>

8 Grants payable

	2021 £
Grants to individuals	84
	<u>84</u>

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

9 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Professional fees	685	-	685	467	-	467
Rent, rates and room hire	8,158	-	8,158	15,816	-	15,816
Insurance	1,331	-	1,331	764	-	764
Computer and IT	2,576	-	2,576	826	-	826
Bank charges	142	-	142	259	-	259
Repairs, maintenance and equipment	87	-	87	189	-	189
Independent Examiners fees	-	1,422	1,422	-	1,597	1,597
Other governance costs	-	-	-	-	13	13
	<u>12,979</u>	<u>1,422</u>	<u>14,401</u>	<u>18,321</u>	<u>1,610</u>	<u>19,931</u>
Analysed between Charitable activities	<u>12,979</u>	<u>1,422</u>	<u>14,401</u>	<u>18,321</u>	<u>1,610</u>	<u>19,931</u>

Governance costs includes payments to the Independent Examiner of £1,422 (2021- £1,320)

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	<u>7</u>	<u>6</u>
Employment costs	2022 £	2021 £
Wages and salaries	137,308	145,726
Social security costs	8,925	7,270
Other pension costs	7,415	6,685
	<u>153,648</u>	<u>159,681</u>

There were no employees whose annual remuneration was £60,000 or more.

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

12 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 July 2021	4,275
Disposals	(375)
At 30 June 2022	3,900
Depreciation and impairment	
At 1 July 2021	2,972
Depreciation charged in the year	651
Eliminated in respect of disposals	(375)
At 30 June 2022	3,248
Carrying amount	
At 30 June 2022	652
At 30 June 2021	1,303

13 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	-	240

14 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		2,152	2,327
Deferred income	15	-	55,000
Trade creditors		-	1,150
Other creditors		1,042	2,339
Accruals and deferred income		1,699	1,597
		4,893	62,413

15 Deferred income

	2022 £	2021 £
Other deferred income	-	55,000

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

15 Deferred income

(Continued)

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	-	55,000
	<u> </u>	<u> </u>
Movements in the year:		
Deferred income at 1 July 2021	55,000	90,000
Released from previous periods	(55,000)	(65,000)
Resources deferred in the year	-	30,000
	<u> </u>	<u> </u>
Deferred income at 30 June 2022	-	55,000
	<u> </u>	<u> </u>

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 July 2020	Incoming resources	Resources expended	Balance at 1 July 2021	Incoming resources	Resources expended	Balance at 30 June 2022
	£	£	£	£	£	£	£
Foundation Open Society Institute	37,393	-	(31,348)	6,045	-	(1,583)	4,462
European Students Union	-	4,176	(4,176)	-	-	-	-
Esmee Fairbairn	5,000	-	(5,000)	-	-	-	-
The Barrow Cadbury Trust - Covid-19 Support Fund	-	36,900	(35,597)	1,303	-	(651)	652
Refugee Council	-	25,000	(25,000)	-	25,000	(25,000)	-
DWP Kickstart scheme	-	2,571	(4,101)	(1,530)	11,891	(10,361)	-
The Aziz Foundation	-	-	-	-	4,297	(4,297)	-
The Steel Charitable Trust	-	-	-	-	15,000	(15,000)	-
Equal Access	-	-	-	-	1,879	(1,879)	-
	<u>42,393</u>	<u>68,647</u>	<u>(105,222)</u>	<u>5,818</u>	<u>58,067</u>	<u>(58,771)</u>	<u>5,114</u>

Foundation Open Society Institute

To empower university students to support refugees to settle and succeed in Thessaloniki, Greece.

European Students Union

Towards costs of the Equal Access Activist group and conference

The Barrow Cadbury Trust - Covid-19 Support Fund

To maintain STAR's student volunteer services supporting refugees and asylum seekers

The balance on the fund represents the net book value of the office equipment and will be offset against depreciation of the assets.

DWP Kickstart Scheme

For the Communications Officer salary. Funding is received in arrears so income is anticipated after the year-end to cover the deficit.

The Steel Charitable Trust

Funding for English conversation clubs.

The Aziz Foundation

Funding for staff: Access to University Co-ordinator and Student Network Organiser.

Equal Access and Refugee Council

Furthering the opportunities available to refugees and people seeking asylum in the UK for access to higher education.

STAR (STUDENT ACTION FOR REFUGEES)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2022

17 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 30 June 2022 are represented by:						
Tangible assets	-	652	652	-	1,303	1,303
Current assets/ (liabilities)	85,576	4,462	90,038	35,327	4,515	39,842
	<u>85,576</u>	<u>5,114</u>	<u>90,690</u>	<u>35,327</u>	<u>5,818</u>	<u>41,145</u>

18 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, defined as the Chief Executive role, is as follows.

	2022 £	2021 £
Aggregate compensation	<u>51,827</u>	<u>58,580</u>