ASYLUM WELCOME

England & Wales · Charity number 1092265

Details

Other names	AWADS
Status	Registered
Legal form	Charitable company
Company number	04361627
Registered	2002-05-29
Register	View on the Charity Commission register

Contact

Address	Unit 7 Newtec Place Magdalen Road Oxford OX4 1RE
Phone	01865722082
Email	office@asylum-welcome.org
Website	www.asylum-welcome.org

Activities

Objects: TO PROVIDE CHARITABLE ASSISTANCE, OPERATING PRINCIPALLY FROM OXFORDSHIRE, FOR THE RELIEF OF POVERTY, SICKNESS AND DISTRESS AND FOR EDUCATIONAL PURPOSES, FOR THE BENEFIT OF ASYLUM SEEKERS, REFUGEES AND VULNERABLE MIGRANTS WHO HAVE A HUMANITARIAN NEED FOR ASSISTANCE IN THE UK, INCLUDING THOSE DETAINED WITHIN THE LEGAL OR PENAL SYSTEM.?

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Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing, Amateur Sport, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** PRINCIPALLY FOR THOSE LIVING IN OR HAVING A CONNECTION WITH OXFORDSHIRE.
- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,574,386	£1,649,588	£717,605	34
2024-03-31	£1,720,969	£1,793,370	£712,209	36
2023-03-31	£2,015,552	£1,770,620	£784,610	45
2022-03-31	£1,262,033	£1,067,808	£539,678	28
2021-03-31	£747,978	£601,380	£345,453	16

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Trustees

Name	Role	Appointed
Aiham Al Aswadi		2023-12-06
Alison Baxter		2023-01-25
Asser Bakheet		2025-10-03
Clare Miller		2018-12-03
Courtenay Victoria Stock		2023-10-04
David Levy		2021-09-13
Dr Hawar Ameen		2025-10-03
James Andrew Bell		2025-10-03
Lucy Keating		2021-09-13
Tony Samuel		2016-09-05
Valerie Ann Johnson		2018-12-06

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ASYLUM WELCOME

England & Wales - Charity number 1092265

Accounts

Asylum Welcome



Annual Report 2024-25

A Company Limited by Guarantee
Report and Audited Financial Statements
For the Year Ended 31 March 2025

Charity no: 1092265
Company no: 4361627

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Legal and Administrative Information

Charity Name and Number
Asylum Welcome
Registered Charity number: 1092265
Registered as a Company limited by guarantee, number: 04361627

Trustees
Aiham Al Aswadi (elected at the AGM, September 2024)
Limyaa Ali
Dr Alison Baxter
Valerie Johnson (Co-chair)
Lucy Keating
Dr Tina Leonard
Dr David Levy
Humphrey Lloyd (Treasurer)
Clare Miller
Tony Samuel (Co-chair)
Courtenay Stock (Company Secretary) (elected at the AGM, September 2024)

Chief Executives
Sarah Totterdell
Dr Hari Reed

Registered Office
Unit 7 Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors
Godfrey Wilson, 5th Floor Mariner House, 62 Prince St, Bristol BS1 4QD

Bankers
The Co-operative Bank plc: PO Box 250, Skelmersdale, WN8 6WT
CCLA Investment Management Limited: 1 Angel Lane, London EC4R 3AB

Report of the Trustees
For the year ended 31 March 2025

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2025.

The legal and administrative information set out on the previous page forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

Our Vision, Mission and Values remain unchanged from last year and are set out below:

Our Vision

Asylum seekers, refugees and vulnerable migrants will feel welcomed, respected, empowered and included. They will be able to live in dignity, have hope for the future, exercise their rights, have their cases fairly considered, access services to meet their needs, and have opportunities to develop and share their talents.

Our Mission

Asylum Welcome works to alleviate poverty, suffering and isolation among asylum seekers, refugees and vulnerable migrants in need of humanitarian assistance, who seek refuge in Oxfordshire. We do this through working collaboratively with people seeking sanctuary, providing services and opportunities, supporting people to access services provided by others, promoting independence and challenging the policies and practices that undermine people's rights.

Our Values

- Common humanity: we are all one people – part of a local and global community.
- Social justice: we believe in a fair, compassionate and inclusive society that provides rights and opportunities for all people.
- Voluntary action: we value volunteers who generously give their time to deliver services, and we seek to make this a rewarding and mutually beneficial experience.

Structure, Governance and Management

Structure

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Articles of Association.

The directors of the charitable company ("the charity") are its trustees for the purposes of charity law, and throughout this report are collectively referred to as the "trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting elect the trustees.

The Board of Trustees (the Board) governs the charity and consists of not less than 5 and not more than 13 trustees elected, normally for a three-year term, by the Members at the Annual General Meeting ("AGM"). In addition to the elected trustees, the Board may co-opt up to three more trustees between AGMs. A trustee co-opted by the trustees may only serve office until the next AGM, at which point they must retire, and members have the opportunity to appoint them as a Trustee.

A Director (a role currently held by two joint Chief Executives) is appointed by the Board to manage the day-to-day operation of the charity, and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment and asylum and refugee related issues.

The Board has a Finance Committee of three to four trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees these specific areas. Other 'ad hoc' groups of trustees meet to advise the Board or Director on particular governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

The Director leads a team of staff who work with volunteers to deliver the services of the charity.

Governance

During 2024-25 the Board consisted of 11 trustees. Two trustees who had previously been co-opted, Courtenay Stock and Aiham Al Aswadi, were elected as trustees at the AGM in September 2024.

The Board met six times in 2024-25 in line with our Forward Plan for the year.

The Board were delighted to welcome the Senior Management Team (SMT) and members of the Staff Committee to Board Meetings for the first time in 2024-25. It has long been the case that individual SMT members attended Board Meetings to talk about their particular area of work, but the Board has recognised the value in sharing discussions at Board meetings, with the team as a whole and we will continue that in future.

The Staff Committee is a new group within Asylum Welcome with staff members elected by colleagues looking at issues affecting staff and where they can discuss matters that need further debate with the Director (and the Board where appropriate). It was part of an initiative within the charity aimed at "Building and Sustaining a Healthy Organisation". Policies were also reviewed and updated in that process and a staff survey was carried out for the first time.

A new Flexible Working policy, a Wellbeing, Stress and Mental Health policy and Personal Safety and Security policy and guidelines were approved at the October 2024 Board Meeting.

At the same time, the Complaints policy and Safeguarding Children and Vulnerable Adults policy and procedures were updated and approved.

In late 2024, the Board were formally notified by our Director, Mark Goldring, that he planned to retire in 2025. He kindly gave us six months' notice so that we could recruit his successor (more details below under Management).

As a pre-emptive measure, realising that Tony Samuel (one of the two Co-Chairs of the charity) would need to resign at the September 2025 AGM after reaching the maximum nine years' service, the Board unanimously approved in January 2025 that Tony could continue to serve one more three-year term, in accordance with provisions in our Articles of Association. This would ensure continuity at a time of change. Tony will seek approval of this decision at the 2025 AGM.

Public benefit

Asylum Welcome delivers public benefit by providing advice and support to asylum seekers, refugees and vulnerable migrants in Oxfordshire. Asylum Welcome delivers programmes aimed at offering holistic support for the multiple complex needs of our clients, from legal immigration and financial advice, housing support, foodbank and hardship funds, digital inclusion, youth support and education and employment advice. Asylum Welcome is the only organisation in Oxfordshire providing this level of wraparound support, thus benefiting society as a whole.

The trustees of Asylum Welcome confirm that they have had due regard to the Charity Commission's guidance on public benefit when planning and delivering the charity's activities. They have ensured that the charity's aims are for the public benefit, that the benefits are clear, and that they are delivered in a way that is accessible to refugees, asylum seekers and vulnerable migrants in Oxfordshire.

Management

As noted above, the Director has delegated authority for operational matters including finance, employment and asylum and refugee related issues. Detailed reports follow giving much greater clarity on Asylum Welcome's extensive programme of work during 2024-25.

Mark Goldring's intention to retire in 2025 had been known to the Board for some time but nonetheless we were very sorry to receive his formal notice in October 2024. The Board implemented a detailed recruitment and advertising plan which culminated in over 70 applications, reduced to a long-list of 17 people (some applying as joint candidates).

First and second interviews were conducted in February and after a rigorous selection process the two interview panels (one including a staff member, a volunteer and a client) agreed to appoint Sarah Totterdell and Dr Hari Reed as Joint CEOs. Sarah and Hari were already members of staff (Director of Settlement Services and Policy and Advocacy Coordinator, respectively). Working together as Joint CEOs from 1 May 2025, the Board has full confidence in their abilities and passion for the charity's work to take the organisation forward.

Looking forward, we have a clear set of objectives for next year; enhancing and improving our advice services, delivering an effective triage service to improve information sharing, client journeys and referrals within and outside the charity, installing and beginning to use a new unified client database, and building a stronger financial base in what is likely to be a challenging economic time.

The Board wants to put on record our enormous thanks to everyone who has contributed to helping our clients over this past year. Sadly the rhetoric from Government often remains hostile towards asylum seekers, refugees and vulnerable migrants. We can, however, be proud that so many people work and volunteer at Asylum Welcome to improve their situation.

And finally, we are tremendously grateful to Mark for his expert leadership of Asylum Welcome over the last five years. His decades of experience in the sector have been an enormous asset. Under his guidance we have become a stronger, more resilient organisation, better able to respond to the needs of refugees and asylum seekers in Oxfordshire. We have also built our advocacy function enabling us to advocate for and with the people we exist to support.

Overview of 2024-25

6 August 2024

Without doubt, the most dramatic day of the year, and one that reflected the wider highs and lows of the year, was 6 August 2024. This was the day when far-right groups had called for demonstrations at the premises of organisations supporting refugees. Asylum Welcome was specifically named. The promised demonstration never materialised, but the counter demonstration of hundreds of supporters filled the road outside our offices with people chanting their welcome to refugees. Supporters similarly surrounded the local asylum hotel, bringing reassurance to the hundreds of residents, intimidated by recent TV news showing riots and attacks in Southport and other cities.

Earlier in the day, working as normal but with clients and staff visibly worried, we had an impromptu visit from our Bishop and local Imam expressing solidarity with us and bringing lunch for our staff and volunteers. Their support, and that of the public who took to the streets, showed the best of our city and our country. But it is a sentiment that we can't take for granted. The intensive police preparations and high numbers of supporters showed the level of the threat being made. We need to keep working to sustain a safe and warm welcome amidst polarised opinions and negative storytelling, a trait from which our own government isn't immune.

National context

We have seen some positive political developments under the new government with the abolition of the Rwanda plans, the closing of the Bibby Stockholm barge, the acceleration of asylum interviews and the extension of the move-on period for those granted asylum from 28 to 56 days. We have also seen some less positive signals, including permanently denying citizenship to those arriving by unsafe routes, when safe routes for most asylum seekers simply don't exist. We haven't seen the progress that we might hope for on some obvious opportunities, such as giving asylum seekers the right to work, better opportunities to learn English or speeding up appeals on refused asylum claims.

We have continued to work with local groups to try and keep the Campsfield Immigration Removal Centre closed. We have been disappointed by the new government's continuation of preparations to re-open the site. We will carry on opposing the plans, while recognising that if the reopening does go ahead as expected, we will look at what we can do to support those who are detained.

Local context

At a local level we have seen positive progress on issues central to our strategy. We have played an active role in county-wide migration fora and coordination. Oxfordshire County Council and Oxford City Council have both become Local Authorities of Sanctuary and West Oxfordshire District Council has started the journey. We have contributed to the development of action plans for both newly approved local authorities, encouraging them to consider asylum seekers and refugees in all areas within their ambit. An example of this in practice has been Oxfordshire County Council funding bus passes for asylum seekers, most of whom receive less than £9 a week to cover their costs. The City and two District Councils have also contributed funds to assist a newly formed support group for LGBTQ+ refugees.

We have been able to work with Oxford Brookes University on their preparations to be a University of Sanctuary, and with the University of Oxford on the exciting exploration and development of a new Refugee-Led Research Hub, making higher education opportunities more accessible to would-be students.

The second Sanctuary Fair in the Oxford Town Hall in June 2024 was a positive example of collaboration between all of the ‘Sanctuary’ partners, coordinated by Asylum Welcome.

Inside Asylum Welcome: a programme overview and some highlights

Trends and challenges

The thousands of Afghans refugees who were evacuated in 2021, and the Ukrainians, who mostly arrived in 2022, have largely settled into new homes and need less support from Asylum Welcome. Therefore, we have turned our attention, as per our 2024 strategy, to the upwards of 600, ever-changing asylum seekers in hotels and dispersal housing across the county. Asylum seekers tend to have the greatest needs, yet the fewest public resources available to support them. Most evident during the year has been the challenge of helping asylum seekers effectively present their claims for refugee status. With a dearth of available legal aid lawyers, we have put more staff and volunteer time into helping clients understand the asylum process, gather their evidence, and prepare to present their own cases, so far with positive results.

Another big challenge has been helping clients move on to safe, affordable housing once they receive a decision on their asylum claims. We have developed a service which helps clients at the Oxford hotel with this journey. We have also collaborated with an organisation in Reading, which is giving clients six months in a 'half-way house' while we help them with their search for longer-term security. We see this as an important area to build on in the year ahead.

Enhancing our services to asylum seekers

We are pleased to have been able to enhance our services to asylum seekers in two important ways during 2024. The first is as a result of a powerful campaign run by our clients themselves in collaboration with us and Citizens UK which led to the County Council providing asylum seekers with passes for free bus travel. This enabled them to get around the city: to volunteer, worship, play sports or just explore the City. The other was a scheme to assist those living on institutional food who have extra dietary needs to supplement their diet. This has proved especially important for pregnant women and those with conditions such as allergies or diabetes.

Our core services

As always, the core of and main entry points to our services remain our Adult and Family Service (AFS), the now separate Outreach Service, which covers the three asylum hotels in Oxfordshire, and the Youth Service for younger people. Our core services remain busier than ever, with AFS supporting over 700 clients and Outreach 673. These services engage with clients from their first day in the country through to the longstanding challenges of those who have been here for years and still struggle to thrive.

One highlight of the year for the Adult and Family Service has been the outcome of an external evaluation of a five-year, multi-agency collaboration supporting clients who are homeless and have No Recourse to Public Funds. Our role has been to help clients regularise their immigration status, which has allowed them to work, claim benefits and/or find their own housing. The independent review showed that this work has been successful, as illustrated below, and that the project has had a massive impact on the well-being of those involved:

"*The project has supported 50 individuals with 48% of the cohort gaining some form of right to remain, and a further 36% still receiving support to regularise their immigration status. Across the cohort, 50% of people now have the right to work in the UK, most gaining this right as a direct result of the project. Of those who have left the project, 63% have access to public funds.*"
External Evaluation, Aitken 2025.

Our Immigration Service has stepped up to respond to clients' needs for legal support. One specific area of focus has been the additional vulnerabilities of those whose immigration status depends on a spouse and who face domestic abuse from that spouse or their family. Working with our partners in the Thames Valley Immigration Alliance (TVIA), we researched this in more depth, alongside offering direct support to clients, mainly women, caught in this situation, taking referrals from across the Thames Valley region. In 2025, we will be disseminating the research and offering training to other organisations to enable them to better assist survivors of abuse facing these legal barriers.

Our Youth Service offers individual advice and support to young people who arrive unaccompanied, as well as running a weekly youth club, and collaborating on running a football group. During the year, the Youth Service has supported 200 young people, many at the point of adulthood, when they turn 18 and are no longer supported by Children's Social Services but continue to face extensive challenges. These include finding housing, work and further study.

Responding to clients' needs

One of our strategic commitments this year has been to improve the way our clients engage with our services. A key step in this has been for our clients to develop a new Triage service, which went live in early 2024. This service, using staff and some experienced volunteers, responds to in-person, phone and on-line enquiries, offering immediate help and information where appropriate, referring to other organisations and/or making appointments internally with the relevant service.

For those who have arrived on official refugee schemes, our Resettlement Service (UKRS) has continued to provide high quality, intensive support to families for the first few years after their arrival, working closely with the City Council. An ongoing challenge has been the difficulties faced by adults in moving into long-term, paid employment that is consistent with their skills and ambitions. To offer more support we collaborated with employment advice organisations on the Refugee Employment Support Programme and have strengthened the expertise of our own UKRS team in this respect.

New arrivals on government schemes are also able to access a range of other services at Asylum Welcome, including digital support (phones, laptops and digital literacy), bikes, foodbank, youth activities, volunteering opportunities, and education and employment support. Our very successful Schools Advocacy programme is closely aligned with the Resettlement Service: the programme helps refugee children and their parents overcome barriers and thrive in the school system.

We pride ourselves on the diversity of our programmes, which are designed to respond to the needs of clients at all stages of their journeys. Finding the funds to sustain all these services has proved a major and increasing challenge. As an example, in 2024 we developed a programme to help refugees better understand and access health services. This proved valuable; we produced and disseminated training and materials in many languages, but unfortunately, we were not able to find the funds to continue beyond the first year.

Working with foreign national offenders

We faced similar challenges with our Huntercombe Prison visiting programme, funding for which finished in December 2024. This programme offers personal support, legal referrals, family engagement and advice on post-release housing and opportunities for foreign national offenders liable for deportation. The service proved valuable and has been appreciated by hundreds of inmates

over six years and by prison staff. We came very close to ending the programme but have now secured a short-term lifeline.

Inclusion and opportunities

One commitment in our 2024 strategy was to do more to promote activity and inclusion within our client base. Establishing the LGBTQ+ group early in the year was an important part of this, as we know from experience that this client group feels particularly excluded and unsafe, especially in asylum accommodation. The group meets in a safe space and has grown steadily, offering mutual and external support, education, friendship and activity.

Another highlight of the year relating to new opportunities for clients was a collaboration with the University of Oxford's cultural programme, which led to a range of creative arts programmes over several months, culminating in a Refugee Week exhibition. Numerous groups, including young people, hotel residents, Ukrainians and others, chose different art forms and developed their own work for the exhibition.

Summary of our main services and client numbers in 2024-25

Programme	Description	Number of clients accessing each service
Adult & Family Service	Core Asylum Welcome service and often clients' entry point into the charity. Advice and support, signposting to internal and external services. Benefits, housing, hardship and asylum support.	709
Outreach Service	Provides advice to large numbers of clients living in dispersal accommodation, including hotels, hostels, and single unit accommodation in Oxfordshire. The team provide advice clinics, covering immigration issues, healthcare and move-on support for those who receive refugee status. Arts and sports provision via partnerships.	673
Youth Project & Youth Clubs	Supports young refugees and asylum seekers (many of whom are unaccompanied). Our youth team provides intensive casework and practical support, as well as a weekly Youth Club for young people of many nationalities. The Youth Project facilitates boxing, cricket and football clubs, and provides engaging outings in school holidays.	200
Food Bank & Hardship Fund	Many people in the asylum system receive less than £7 a day when in self-catered accommodation or £8.86 per week if living in an asylum hotel. Other clients have No Recourse to Public Funds and will struggle without our help. We provide small subsistence grants for emergency needs. These interventions are a stopgap, while we attempt to ensure clients are moved onto more sustainable support.	199
Asylum and Immigration Advice	Supports people to navigate the asylum system at all stages. Aimed at improving access to immigration advice, expediting outcomes allowing people to move on with their lives. As well as our Oxford-based service, we run a Thames Valley Partnership with Slough Refugee Support & Reading Support Group Berkshire, and Settled.	429
Education and Employment	Provides language lessons, employment support, CV writing, interview practice and makes referrals and applications to schools & colleges. We have established links with local colleges and employers.	272 (121 employment, 151 education)
UKRS Resettlement Project	Intensive mentoring and material assistance for new arrivals on formal resettlement schemes; help with admin and basic needs for resettled families who are placed in Oxfordshire by the Home Office. Commissioned by Oxford City Council.	103
Huntercombe Prison/Detention Support	Supportive visits by volunteers to foreign national prisoners held at HMP Huntercombe. Provides complex advocacy and practical support as well as emotional support. Immigration advice for prisoners is complex and prison staff are not trained in this area.	79
Sanctuary Wheels-Bike Project	Provides free refurbished bikes (plus helmets, lights and locks) for clients throughout Oxfordshire. Partnership with Active Oxfordshire.	255

Digital Inclusion - Laptop Project	Provides free refurbished laptops and devices, and SIM cards plus personalised IT training for refugees and asylum seekers. Hundreds of unused devices have been donated from the public and businesses which are restored to factory settings and refurbished.	431
Schools Advocacy	Provides intensive mentoring for newly arrived parents to engage in and understand the English school system, to support good educational outcomes for their children. Includes English language classes for parents.	161
Sanctuary Hosting	Supports refugees and vulnerable migrants at risk of homelessness with hosted homestays. Guests also benefit from the range of services on offer at Asylum Welcome. The service operates across Oxfordshire, and throughout the Thames Valley, including Reading.	49
Refugee Employment Support Project (RESP)	Asylum Welcome's mentoring service under the Refugee Employment Support Project (RESP) provides one-to-one mentoring for Oxford-based participants, mostly Syrian, who came to the UK under the VPRS scheme more than five years ago and need some additional support in accessing employment. This 15-month project, in partnership with Aspire and EMBS, was funded by Oxford City Council and ended in August 2024.	11
Advocacy & Co-production	Our advocacy service works with other organisations towards a fairer asylum and immigration system. We work with people with lived experience. We do this through co-production workshops, which give a platform to clients to discuss the issues that matter to them, to inform our work, and to campaign locally for change. This group campaigned successfully for free bus travel for asylum seekers in Oxford.	17
Health Access Support Group	Project established to enable asylum seekers, refugees and migrants in Oxfordshire to access reliable, accurate information about healthcare and their rights; to oversee Asylum Welcome's engagement with healthcare organisations; and to contribute towards positive outcomes for wellbeing amongst migrant communities in Oxfordshire. Health information collated in multiple languages to support health and wellbeing.	Approx. 120

Our client numbers

Estimating the total number of people, we supported over the year is not a straightforward exercise. Our best estimate is that we directly supported 2,087 individual clients, and indirectly many more. While most of our services have grown, the fall in total numbers from 2023-24 (2,693 clients) reflects the closing of our Ukraine and European Union Settlement Scheme (EUSS) programmes, both of which finished in the 2023-24 financial year.

Many of these 2,000+ clients were helped in multiple ways. For example, people who were supported with asylum claims may also have received bus passes, bikes and supplementary feeding assistance. A destitute client who approaches Asylum Welcome may have received food from the foodbank, housing advice and, when ready, a laptop and support applying for a job.

What these numbers don't reflect is the wide range of refugees, asylum seekers and vulnerable migrants we have supported indirectly. These include: the family members of people we supported through their journey to refugee status, who have later arrived in the UK via refugee family reunification, the students who have improved access to universities in Oxford as a result of our collaborations, refugees receiving better services from councils who we have helped to become Local Authorities of Sanctuary, people who have been pointed in the right direction by our triage service or helped through our partnerships with the East Timorese and Sudanese community groups, and those making use of the range of multilingual briefings and materials on health access produced by our health programme. We can not estimate these numbers, but such work is as important as our direct provision of services.

Our staff

At the height of our Afghan and Ukrainian programmes in 2022-23, we employed over 40 members of staff. As these programmes have come to an end, we have had to find a shape and size that is more sustainable in the long run. We have reorganised to run our current range of services with a staff complement of about 30. Of these, half have lived experience of displacement or migration.

There have been major changes in senior staff during the year, with the long-planned retirement of our Finance Manager, Jackie McDowell in April 2024 and our CEO, Mark Goldring in April 2025. Our long-serving Services Director, Almas Farzi (Navid) and Fundraising and Development Manager, Gilberto Estrada Harris, also left during the year. This led to the reshaping of the senior team. We are pleased to have managed this transition without damaging our services or slowing down our work.

The new senior staff are Anne Maxfield (Finance Manager), Ghani Alchamat (Operations Manager) and Jenny Dunn (Fundraising and Communications Manager). They join the new Joint CEOs, Dr Hari Reed and Sarah Totterdell, both of whom were already on the staff, as the Senior Management Team. Staff, clients and volunteers were all involved in the process of recruiting the new CEOs in February 2025.

A staff survey during the year put Asylum Welcome in the top quartile of employers in terms of overall staff satisfaction, while also showing areas we need to improve. An action plan has been developed, in conjunction with the board and staff committee to respond to the findings.

Asylum Welcome staff, including key management personnel, are paid according to the charity's pay scale which has nine levels linked to different roles and responsibilities. The charity conducts periodic reviews of these scales relative to other charity employers of similar sizes and may adjust the scales as necessary based on this evidence. During the annual budget-setting process the charity also considers a general percentage uplift to all pay scales applicable from 1 April each year taking into account general rates of inflation in the economy as well as affordability for the charity.

Our volunteers

Our work would not be possible without the commitment and generous efforts of our volunteers, who work as part of a team with staff in delivering each of our services. We have over 300 volunteers working with us at any time, from half-a-day a month to two days a week. Volunteers in official roles delivered over 23,000 hours of work during the year. Many more help occasionally or informally. The established roles are wide-ranging: running the foodbank, advising on immigration, staffing our reception, mending bikes, lobbying Parliament, supporting children and their families at school,

translating health materials. We cannot begin to count the number of hours that volunteer hosts with Sanctuary Hosting put in.

Volunteering is an excellent stepping stone for clients who are not permitted or ready to work. We are pleased to see them many of them move on to paid work within or outside Asylum Welcome.

Our fundraising and communications

Our total income for the year was £1,574k. Below is a summary of our fundraising activities against each income stream.

Trust and Foundations (T&Fs): This accounts for approximately a third of income. A big win was securing the National Lottery three-year grant for our core Adult and Family Service, which is approximately £100k a year. The ongoing challenge with T&Fs funding is eligibility criteria – for many we are now too large (over the £1 million threshold). With government cuts and cost of living pressures, competition is increasing with many T&Fs receiving hundreds of applications per funding round.

Statutory: This was down against budget due to the ending and non-renewal of some major contracts with local governments, and there being fewer tenders than we expected. Local councils are increasingly taking work in-house, which would previously have been put out to tender.

Individual: We continue to have a number of committed individuals supporting us through regular giving (approx. £65k a year) and one-off gifts in response to appeals. We currently have over 2,000 supporters receiving our regular mailings, of whom around half give during the year.

We delivered four main appeals last year: Spring, Refugee Week, Autumn/AGM and Winter. We also ran a hardship appeal to cold prospects in the Autumn – door dropping around Oxford. The winter appeal was our most successful ever, raising over £20k.

This was our first year using paid social media ads alongside our appeals and they have proved a successful tool for supporter acquisition and income. Over the year, we brought in almost twice as many new donors through social media than previously.

During the August demonstrations we received an uptick in donations from individuals. We also ran our first International Women's Day mini digital push which prompted supporters to increase their giving.

Corporates and Community: One area of innovation this year was to encourage matched giving during our Refugee Week appeal. We particularly thank Eleos and Consultant Connect for their support. In total, we raised £31k from Corporate support in 2024-25.

Faith, Colleges and Community groups: A number of local community groups, churches, colleges and schools provided generous support throughout the year. Activities included local bake sales, concerts and other events to raise support and funds for our work.

Fundraising practices:
Asylum Welcome raises money across several incomes streams and complies with the fundraising Code of Practice. We take due care to steward our supporters' donations with care and transparency. All supporters have opted-in to receive fundraising materials in a form that they prefer, such as by post or digital emails, and can at any time opt-out from receiving these by unsubscribing. We work to ensure that all supporter data information is protected under GDPR regulation as laid out in our IT Security and Data Protection Policy.

The fundraising team seek to keep up to date with Fundraising best practice through training and accessing resources within the sector such as the Civil Society Fundraising Magazine.

Communications

This year we continued our focus on responsive, inclusive communications. We increased the participation of people with lived experience, improved client communications, and engaged supporters through regular communications, events and creative digital and media channels.

Co-Production: Increased participation of people with lived experience

From March to June 2024, our Cultural Democracy Project, funded through the University of Oxford's Cultural Programme, supported co-produced workshops and training opportunities for volunteers and clients. It culminated in the 'Windows' exhibition at Oxford Town Hall, co-curated by people with lived experience and launched during Refugee Week, alongside the premiere of the client-led short film 'Incertitude.'

At the Annual Supporters' Meeting in September 2024, clients served as co-hosts and panel speakers - a powerful expression of shared leadership.

Improving client communications
The Community News platform, designed for clients to keep them up-to-date with free local events and opportunities, was integrated into our website, supported by a WhatsApp broadcast group to share urgent updates. Communications also played a significant role in major events, including the Oxford Sanctuary Fair, Windows exhibition, Cowley Road Carnival, and crisis communications following far-right threats in August.

Engaging supporters

We maintained regular communications to supporters and the public through our digital channels, events and media.

Digital - Our monthly volunteer and supporter newsletters had strong engagement, with open and click rates consistently above sector averages. We also continued promotion and engagement across our website and all key social media channels (Facebook, Twitter/X, Instagram and LinkedIn) and joined Bluesky in January 2025, gaining hundreds of new followers in the first three months.

Events - The Windows exhibition, co-curated by asylum seekers and refugees, was developed through a series of art workshops. It explored themes of journey, home and hope. It launched at Oxford Town Hall in June 2024 as part of the second Oxford Sanctuary Fair. The Sanctuary Fair brought together dozens of local groups and audiences, with Asylum Welcome offering information, activities, and live performances. Attendee feedback highlighted the sense of welcome and belonging.

Media Engagement, Podcast and Film - Between March 2024 and March 2025, Asylum Welcome was featured regularly in local and national media. In particular, our client-led Afghan family reunion campaign received extensive coverage in The Guardian, BBC Oxford, BBC South TV, Heart Radio, and the BBC News website, highlighting the human impact of delays and legal barriers.

We launched three co-produced episodes of our Welcomecast podcast and released the client-led short film 'Incertitude' during Refugee Week 2024. 'Incertitude' is a record of the client-led campaign for free bus travel for asylum seekers.

Our finances

Total income for 2024-25 was £1,574k compared to £1,678k in 2023-24. The 6% reduction is due to a decrease in funding from statutory sources which nevertheless comprised 39% of income. Grants from Trusts and Foundations made up a third of income in 2024-25 and individual and community donations (up on the previous year) represented 21%. Both grants and individual giving are increasingly important to the charity's financial sustainability.

Total expenditure for the year (£1,650k) was £144k lower than the previous year. In particular, staff costs were reduced by around 10% as action was taken during the year to bring costs in line with lower income and to create a more sustainable cost base for future years.

The general fund deficit for the year was £100k. Whilst higher than the planned deficit for the year, this remained manageable within the charity's reserves policy.

Risks

The charity actively manages the risks it faces, and the risk register is reviewed and updated regularly. The key financial risk identified is a failure to secure sufficient funds to secure core services and pursue strategic priorities, particularly in the light of reduced statutory funding sources. To mitigate this risk, the charity continues to work to diversify income streams, including: investing in a new database of grant-making bodies; increasing collaborations with Universities; launching a legacy appeal; exploring new areas of collaboration in the area of housing advice and building relationships with individual and community donors. Crucially the financial risk is managed within the context of a responsible reserves policy.

Reserves

At 31 March 2025 the charity had unrestricted reserves of £585k, including designated funds of £35k, and restricted funds of £133k. Total charity funds at the year-end were £718k.

At 31 March 2025 £35k is designated for potential property expenses both in the current year and at the end of the lease, while the restricted funds of £133k are held to cover the future costs of programmes as specified by the funder and set out in note 17 to the financial statements.

Asylum Welcome has a policy of holding general fund reserves for the following reasons:

- To fund cash flow in the short term, for example where a donor pays in arrears;
- To act as a buffer against negative external events, such as a drop in income;
- To allow investment and expenditure on new initiatives and increases in organisational capacity to further the charity's work; and
- To allow an orderly wind-down of the organisation if it ceased operating.

In order to provide sufficient working capital to protect the organisation and its beneficiaries in these circumstances the charity's policy is to set a reserves target equal to three to four months' anticipated running costs plus an estimate of closure costs, implying a target range of £435k to £560k which is somewhat lower than last year as a result of a reduced cost base. Free reserves are therefore within the ideal range as set out by the board.

Future financial position

The charity has set a deficit budget for the 2025-26 year. While the planned deficit for 2025-26 is manageable in that it would leave the charity with reserves within the target range at 31 March 2026, the long-term aim is to increase income to a level where the recurrent costs of our core services are covered on an annual basis and a sustainable breakeven position is attained.

Looking ahead to 2025-26

The coming year, from April 2025 to March 2026, will combine opportunities and challenges for the organisation's relatively new senior leadership. A job share at director level is a new venture for Asylum Welcome, which brings different and complementary skills and experience to the role, while modelling collaborative ways of working. Organisational priorities for the coming year include:

Programme objectives

- **Programme quality:** There will be a renewed focus on programme quality, ensuring consistent and rigorous case management and recording, through review, audits, training and guidelines. This is key to ensuring we provide an effective and efficient service. The rollout of the new case management system, replacing the current database, will also support these improvements.
- **Programme consolidation and development:** We aim to secure renewed funding for commissioned programmes due to end in 2025/2026; maintain and build on our LGBT and Domestic Violence programmes; develop a new programme to support move-on housing; and continue to flex and develop our support in response to client need.
- **External influence:** Asylum Welcome will continue its work as a key local changemaker in the refugee and asylum space. We will build on our relationships with local authorities and higher education institutions, maintaining Asylum Welcome's profile and reputation in the wider community, and using our 'Sanctuary' relationships to influence improvements in refugee inclusion. We will continue to identify opportunities for research partnerships that tangibly benefit our clients, and maintain our participation in the Campaign to Keep Campsfield Closed.
- **Working with women:** We will ensure that women's needs are better met, and their voices heard through improved awareness and gender-sensitive delivery in all programmes, alongside the development of new programmes to meet women's needs.

Enabling objectives

- **Funding and finance:** We will ensure a stable organisation with sufficient staffing and infrastructure, running an affordable budget and delivering on income/expenditure commitments.
- **Improved infrastructure:** We will support staff to work effectively, including through the implementation of a new case management system to replace the current database; through ongoing improvements to office space; and through work to improve our internal communications.
- **Organisational culture:** We have made genuine progress this year on improving Equity, Diversity and Inclusion; we aim for this to continue apace. This year, we will be reviewing

staff and volunteer training and induction, supporting good management practice with a strong focus on coaching, developing action plans on EDI, and delivering actions agreed in response to the staff survey. We will seek to better understand and improve the volunteer experience at Asylum Welcome.

- **Lived experience:** We will centralise lived experience of the asylum system in all aspects of our work, developing our understanding of how best to support staff members and volunteers with lived experience and ensuring client voices are heard.
- **Impact measurement:** We will develop new frameworks for measuring impact within and across programmes, and pilot different approaches to encouraging client feedback.

THANK YOU

Thank you to all those who have generously given to our work over the last year, without you our work would simply not be possible. With gratitude to the funders and community groups listed below, and special thanks to the multitude of individuals who have donated, volunteered, hosted, ran fundraisers and raised awareness for our work.

Trusts and foundations

Active Oxfordshire
Anglo American Foundation
Aspire Oxfordshire Community Enterprise
The Bromley Trust
Educational Opportunity Foundation
Garfield Weston Foundation
Hatfield Family Trust
The Henry Smith Charity
Justice Together
The Leigh Trust
Lloyds Bank Foundation
The MacFarlane Family Foundation
The Mactaggart Third Fund
The Maggie Black Trust
Marsh Christian Trust
National Lottery
Oxfordshire Community & Voluntary Action
Odin Charitable Trust
Oxfordshire Homeless Movement
Oxford City Council Big Ideas Fund
Oxfordshire Community Foundation
Red Cross
Robert & Margaret Moss Charitable Trust
Santander UK Foundation Ltd
Shanly Foundation
Souter Charitable Trust
The Stanton Ballard Charitable Trust
The Swan Mountain Trust
Swire Charitable Trust
The John Horseman Trust
The Kincraig Trust
The Westward Trust
Wates Foundation
CAF Bank Foundation
Doris Field Charitable Trust
Heinz Foundation
J Paul Getty Charitable Trust
R S Brownless Trust
The Truemark Trust

Statutory and partners

Cherwell District Council
HMP Huntercombe
Migrant Voices Collective
Oxford Brookes University
Oxford City Council
Oxfordshire County Council
Refugee Resource
Resettlement CIC
South Oxfordshire and Vale of White Horse District Councils
SOAS University of London
West Oxfordshire District Council
University of Lincoln
University of Oxford

Corporates

Consultant Connect Ltd
Data Salon
Eleos Compliance
GKN Automotive
IS Oxford Limited
Mishcon de Reya LLP

Community groups

All Saints Church Oxford
Bishop of Oxford Outreach Fund
Brightwell Supporting Refugees
Burford Local Quaker Meeting
Charlbury Refugee Action Group
Chipping Norton Amnesty Group
Christ Church Cathedral Oxford
Cowley Road Methodist Church
Cowley St John
Damascus PCC
Eynsham Baptist Church
Eynsham Carnival
Headington U3A
Highfield Resident Association
Kidlington Baptist Church
Littlemore Church
Lord Mayor of Oxford
Mansfield College Oxford
Magdalen College Oxford
Oxford Open Door
Oxford Quaker Meeting
St. Clements Oxford
Practice Plus Group
Refugee Action
Sandford Parochial Church
SLG (Sisters of the Love of God) Charitable
Trust Somerville College
St Andrew's Church, Linton Road
St Andrew's Church, Headington
St Anne’s College
St Ebbe’s Church
St Nicholas Church, Oxford
Sunningwell Village Hall
Trinity Church Abingdon
Wesley Memorial Church
Westwell PCC
St Mary's Church, Wheatley
Wheatley Refugee Support Group
Woodstock Methodist Church

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

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

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Tony Samuel

Approved by the trustees on 24 July 2025 and signed on their behalf by

Tony Samuel (Co-chair)

Independent auditors' report

To the members of

Asylum Welcome

Opinion

We have audited the financial statements of Asylum Welcome (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related 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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Independent auditors' report

To the members of

Asylum Welcome

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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

Independent auditors' report

To the members of

Asylum Welcome

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or 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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Asylum Welcome

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

Use of our report
This report is made solely to the 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's members as a body, for our audit work, for this report, or for the opinions we have formed.

William Guy Blake

Date: 28 July 2025

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Asylum Welcome

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	Restated 2024 Total £
Income from:					
Donations and legacies	3	30,035	401,903	**431,938**	416,186
Charitable activities	4	1,104,585	1,000	**1,105,585**	1,244,328
Investments		-	26,741	**26,741**	17,188
Other income		-	10,122	**10,122**	-
Total income		1,134,620	439,766	**1,574,386**	1,677,702
Expenditure on:					
Raising funds		-	137,928	**137,928**	140,399
Charitable activities		1,109,707	401,953	**1,511,660**	1,652,971
Total expenditure	6	1,109,707	539,881	**1,649,588**	1,793,370
Net income / (expenditure) and net movement in funds	8	24,913	(100,115)	**(75,202)**	(115,668)
Reconciliation of funds:					
Total funds brought forward		107,925	684,882	**792,807**	908,475
Total funds carried forward		132,838	584,767	**717,605**	792,807

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the accounts.

Prior period income and expenditure have been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year. Full details are set out in note 20.

Asylum Welcome

Balance sheet

As at 31 March 2025

	Note	£	2025 £	Restated 2024 £
Fixed assets				
Tangible assets	11		**-**	-
Intangible assets	12		**5,742**	-
			5,742	-
Current assets				
Debtors	13	**163,314**		139,048
Cash at bank and in hand		**637,418**		723,855
		800,732		862,903
Liabilities				
Creditors: amounts falling due within 1 year	14	**(88,869)**		(70,096)
Net current assets			**711,863**	792,807
Net assets	16		**717,605**	792,807
Funds	17			
Restricted funds			**132,838**	107,925
Unrestricted funds				
Designated funds			**35,000**	50,000
General funds			**549,767**	634,882
Total charity funds			**717,605**	792,807

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 24 July 2025 and signed on their behalf by

Tony Samuel

Tony Samuel (Co-chair)

Asylum Welcome

Statement of cash flows

For the year ended 31 March 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**(75,202)**	(115,668)
Adjustments for:		
Depreciation and amortisation charges	**-**	1,541
Dividends, interest and rents from investments	**(26,741)**	(17,188)
(Increase) / decrease in debtors	**(24,266)**	60,004
Increase / (decrease) in creditors	**18,773**	(61,739)
Net cash used in operating activities	**(107,436)**	(133,050)
Cash flows from investing activities:		
Dividends, interest and rents from investments	**26,741**	17,188
Purchase of intangible fixed assets	**(5,742)**	**-**
Net cash provided by investing activities	**20,999**	17,188
Decrease in cash and cash equivalents in the year	**(86,437)**	(115,862)
Cash and cash equivalents at the beginning of the year	**723,855**	839,717
Cash and cash equivalents at the end of the year	**637,418**	723,855

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) General information and basis of preparation

Asylum Welcome is a charitable company limited by guarantee registered in England and Wales. The registered office address is Unit 7 Newtec Place, Magdalen Road, Oxford, Oxfordshire, OX4 1RE.

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 in 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.

Asylum Welcome 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of provision of the Schools Advocacy and Dispersal support services funded by local government is deferred until criteria for income recognition are met.

1. Accounting policies (continued)

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when 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) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. 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. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time and direct costs associated with each activity as follows:

	2025	2024
Raising funds	**8.4%**	7.8%
Charitable activities	**91.6%**	92.2%

1. Accounting policies (continued)

i) Tangible and intangible fixed assets

Depreciation/amortisation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation/amortisation rates in use are as follows:

Office furniture and equipment	4 years
Intangible assets (website, database)	3 years

Items of equipment are capitalised where the purchase price exceeds £2,500.

j) 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.

k) Cash at bank and in hand

Cash at bank and cash in hand includes 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.

l) Creditors

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.

m) Financial instruments

The charitable company 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 with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation or uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation and amortisation as described in note (i) above.

2. Prior period comparatives: statement of financial activities (restated)

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations and grants	16,782	399,404	416,186
Charitable activities	938,527	305,801	1,244,328
Investments	-	17,188	17,188
Total income	955,309	722,393	1,677,702
Expenditure on:			
Raising funds	-	140,399	140,399
Charitable activities	1,033,784	619,187	1,652,971
Total expenditure	1,033,784	759,586	1,793,370
Net expenditure and net movement in funds	(78,475)	(37,193)	(115,668)

Prior period income has been restated due to provide a more accurate reflection of the use of resources by the charity and to be comparable with the current year. The only impact on total income is due to a change in deferred income, as set out in the restatement note (note 20).

3. Income from donations and legacies

	Restricted £	Unrestricted £	**2025 Total £**
Trusts and foundations	-	115,145	**115,145**
Community groups and corporate donations	25,531	56,182	**81,713**
Individuals including legacies	4,504	230,576	**235,080**
Total income from donations and legacies	30,035	401,903	**431,938**

Prior period comparative:

	Restricted £	Unrestricted £	Restated 2024 Total £
Trusts and foundations	-	143,110	143,110
Community groups and corporate donations	16,500	48,936	65,436
Individuals including legacies	282	207,358	207,640
Total income from donations and legacies	16,782	399,404	416,186

4. Income from charitable activities

	Restricted £	Unrestricted £	**2025 Total £**
Oxford City Council	533,375	1,000	**534,375**
Oxfordshire County Council	45,331	-	**45,331**
West Oxfordshire District Council	22,000	-	**22,000**
Cherwell District Council	15,000	-	**15,000**
Other statutory authorities	1,000	-	**1,000**
Trusts and foundations	401,025	-	**401,025**
University collaborations	69,935	-	**69,935**
Community groups, partners & corporate	16,919	-	**16,919**
Total income from charitable activities	1,104,585	1,000	**1,105,585**

Prior period comparative:

	Restricted £	Unrestricted £	Restated 2024 Total £
Oxford City Council	333,958	-	333,958
Oxfordshire County Council	-	305,801	305,801
EUSS	11,498	-	11,498
West Oxfordshire District Council	14,500	-	14,500
Trusts and foundations	551,072	-	551,072
University collaborations	7,590	-	7,590
Community groups, partners & corporate	19,909	-	19,909
Total income from charitable activities	938,527	305,801	1,244,328

5. Government grants

The charity receives government grants, defined as funding from Oxfordshire County Council, Oxford City Council and other local authorities to fund charitable activities. The total value of such grants in the period ending 31 March 2025 was £617,706 (2024: £665,757). There are no unfulfilled conditions or contingencies attaching to these grants in 2024/25.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	2025 Total £
Direct services staff costs (note 9)	-	745,361	-	**745,361**
Direct management staff (note 9)	-	84,772	-	**84,772**
Senior management staff (note 9)	-	-	51,335	**51,335**
Facilities and finance staff costs (note 9)	-	-	70,146	**70,146**
Fundraising and communications staff (note 9)	76,250	-	28,362	**104,612**
Asylum seeker and refugee activities	-	312,709	-	**312,709**
Direct assistance to asylum seekers and refugees	-	81,892	-	**81,892**
Direct fundraising costs	35,490	-	-	**35,490**
Premises and office costs	6,802	74,553	9,121	**90,476**
Communications and IT	2,698	29,571	3,618	**35,887**
Staff, volunteer support and HR	1,451	15,799	2,852	**20,102**
Other, including audit and AGM	-	-	16,806	**16,806**
Sub-total	122,691	1,344,657	182,240	**1,649,588**
Allocation of support and governance costs	15,237	167,003	(182,240)	**-**
Total expenditure	**137,928**	**1,511,660**	**-**	**1,649,588**

Total governance costs were £16,565 (2024: £13,734).

6. Total expenditure (continued)

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Direct services staff costs (note 9)	-	906,770	-	906,770
Direct management staff (note 9)	-	51,372	-	51,372
Senior management staff (note 9)	-	-	36,218	36,218
Facilities and finance staff costs (note 9)	-	-	66,680	66,680
Fundraising and communications staff (note 9)	78,811	-	31,412	110,223
Asylum seeker and refugee activities	-	304,055	-	304,055
Direct assistance to asylum seekers and refugees	-	94,579	-	94,579
Direct fundraising costs	36,483	-	-	36,483
Premises and office costs	8,040	94,609	9,366	112,015
Communications and IT	2,291	26,968	2,670	31,929
Staff, volunteer support and HR	1,944	23,636	3,313	28,893
Other, including audit and AGM	-	-	14,153	14,153
Sub-total	127,569	1,501,989	163,812	1,793,370
Allocation of support and governance costs	12,830	150,982	(163,812)	-
Total expenditure	**140,399**	**1,652,971**	**-**	**1,793,370**

Prior period expenditure has been restated due to a change in the basis for allocating costs in order to provide a more accurate reflection of the use of resources and to be comparable with the current year.

7. Grants payable

During the year, 3 (2024: 3) onwards grants were awarded to 3 institutions (2024: 3) under the charity's Justice Together project (as described in note 17). The charity also made 411 cash grants to individuals (2024: 348) to contribute towards essential living costs for the charity's beneficiaries. Grants payable to individuals and institutions are included under the 'Direct assistance to asylum seekers and refugees' and 'Asylum seeker and refugee activities' rows in note 6, respectively.

	2025	2024
	£	£
To individuals	**77,507**	91,669
To institutions:		
Settled	**26,206**	26,891
Slough Refugee Support	**15,373**	15,397
Reading Refugee Support Group	**35,010**	35,927
	154,096	169,884

There were no grants payable included in accruals at year end (2024: £nil).

8. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation / amortisation	**Nil**	1,541
Operating lease payments	**59,999**	57,380
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**34**	Nil
Auditors' remuneration (excluding VAT):		
▪ Statutory audit	**9,750**	6,800

9. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**950,026**	1,047,729
Social security	**81,996**	95,396
Pension costs	**24,204**	28,138
	1,056,226	1,171,263

No employee earned more than £60,000 during the current or prior year.

9. Staff costs and numbers (continued)

The key management personnel of the charity comprises the Director. The total employee benefits of the key management personnel were £51,335 (2024: £54,056).

Termination and redundancy payments totalling £38,520 were paid during the year (2024: £nil).

	2025	2024
	No.	No.
Average full time equivalents	**26**	28
Average head count	**34**	36

10. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. Tangible fixed assets

	Total
	£
Cost	
At 1 April 2024 and at 31 March 2025	**7,954**
Depreciation	
At 1 April 2024 and at 31 March 2025	**7,954**
Net book value	
At 31 March 2025	**-**
At 31 March 2024	-

12. Intangible fixed assets

	Asset under construction	Website	**Total**
	£	£	**£**
Cost			
At 1 April 2024	-	4,625	**4,625**
Additions in year	5,742	-	**5,742**
At 1 April 2024 and at 31 March 2025	5,742	4,625	**10,367**
Amortisation			
At 1 April 2024 and at 31 March 2025	-	4,625	**4,625**
Net book value			
At 31 March 2025	**5,742**	**-**	**5,742**
At 31 March 2024	-	-	-

At the year-end costs relating to a new client database had been incurred, and capitalised. As the database was not commissioned and in use until after the year-end, no amortisation has been charged during the 2024-25 financial year.

13. Debtors

	2025	2024
	£	£
Trade debtors	**9,704**	13,607
Prepayments	**21,089**	22,878
Accrued income	**131,981**	102,563
Other debtors	**540**	-
	163,314	139,048

14. Creditors: amounts falling due within 1 year

	2025	Restated 2024
	£	£
Trade creditors and accruals	**48,685**	30,290
Other taxation and social security	**16,985**	22,031
Other creditors	**8,859**	3,685
Deferred income (see note 15)	**14,340**	14,090
	88,869	70,096

15. Deferred income

	2025	Restated 2024
	£	£
At 1 April	**14,090**	47,910
Received during the year	**140,744**	-
Released during the year	**(140,494)**	(33,820)
At 31 March	**14,340**	14,090

Deferred income relates to agreements with Oxford City Council for the provision of Schools Advocacy and Dispersal Support services.

16. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	**Total funds**
	£	£	£	**£**
Tangible fixed assets	-	-	-	**-**
Intangible assets	-	-	5,742	**5,742**
Current assets	132,838	35,000	632,894	**800,732**
Current liabilities	-	-	(88,869)	**(88,869)**
Net assets at 31 March 2025	**132,838**	**35,000**	**549,767**	**717,605**

Prior period comparative	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	-	-	-
Intangible assets	-	-	-	-
Current assets	107,925	50,000	704,978	862,903
Current liabilities	-	-	(70,096)	(70,096)
Net assets at 31 March 2024	107,925	50,000	634,882	792,807

17. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2025 £**
Restricted funds					
Adult and family advice and core services	-	87,386	(81,773)	-	**5,613**
Youth	4,000	35,398	(38,898)	-	**500**
Huntercombe detention support	15,000	14,500	(19,178)	-	**10,322**
Bus Pass Scheme	-	31,331	(24,110)	-	**7,221**
Food Bank	-	4,000	(4,000)	-	**-**
Hardship	5,414	44,050	(43,288)	-	**6,176**
Dispersal / outreach	2,728	166,097	(143,231)	-	**25,594**
LGBTQ group	-	5,650	(650)	-	**5,000**
Bike scheme	-	14,333	(8,502)	-	**5,831**
Refugee Employment Support Project	-	11,312	(11,312)	-	**-**
UKRS resettlement	-	354,101	(354,101)	-	**-**
Schools Advocacy	18,232	52,896	(54,188)	-	**16,940**
Justice Together	-	131,035	(131,035)	-	**-**
Digital Inclusion	55,923	36,247	(42,529)	-	**49,641**
Health	2,222	17,842	(20,064)	-	**-**
Research projects	3,654	68,285	(71,939)	-	**-**
Sanctuary Hosting	752	56,950	(57,702)	-	**-**
Misc	-	3,207	(3,207)	-	**-**
Total restricted funds	107,925	1,134,620	(1,109,707)	-	**132,838**
Unrestricted funds					
Designated funds:					
Property reserve	50,000	-	-	(15,000)	**35,000**
Total designated funds	50,000	-	-	(15,000)	**35,000**
General funds	634,882	439,766	(539,881)	15,000	**549,767**
Total unrestricted funds	684,882	439,766	(539,881)	-	**584,767**
Total funds	792,807	1,574,386	(1,649,588)	-	**717,605**

17. Movements in funds (continued)

Purposes of restricted funds

Adult and family advice and core services

Adult and family services is the charity's core service providing advice to clients on legal rights, immigration, benefits, housing and health.

Youth

Youth covers advice and support for young refugees and asylum seekers including a weekly club and outings.

Huntercombe detention support

The Huntercombe detainees project supports foreign national prisoners held at HMP Huntercombe.

Bus Pass Scheme

Bus pass scheme is funding to administer free bus travel for asylum seekers in Oxford city.

Food Bank

The food bank operates weekly, providing refugees and asylum seekers with access to basic supplies.

Hardship

Hardship covers a number of schemes funding small cash grants that contribute to essential living costs.

Dispersal / outreach

Dispersal / outreach provides support for refugees and asylum seekers in temporary dispersal accommodation within Oxfordshire.

LGBTQ group

LGBTQ group is a new initiative providing support, advice and community for asylum-seekers and refugees.

Bike scheme

The bike scheme facilitates the repair, and distribution to clients, of donated bikes.

Refugee Employment Support Project

Refugee Employment Support Project (RESP) provides a mentoring service in partnership with Aspire.

UKRS resettlement

UKRS resettlement, sponsored by government, funds intensive support for newly resettled refugee families.

Schools Advocacy

Schools Advocacy helps refugee families navigate the education system and supports children to thrive.

17. Movements in funds (continued)

Purposes of restricted funds (continued)

Justice Together

Justice Together facilitates access to legal assistance for refugees and asylum seekers throughout the Thames Valley, in conjunction with our three partner organisations (described in note 7).

Digital Inclusion

Digital Inclusion supplies clients with laptops, phones and digital training.

Health

The Health Project aims to ensure clients get access to appropriate health provision.

Research projects

Research projects represent a number of collaborations with Universities on a range of issues impacting refugee experience and policy.

Sanctuary Hosting

Sanctuary Hosting supports hosts to provide free home stays for clients who would otherwise be at risk of homelessness.

Purposes of designated funds and transfers

Asylum Welcome occupies leased premises. The Trustees have designated funds to be used to maintain and upgrade the premises as required and to cover dilapidations at the end of the lease period. The Trustees consider £35,000 to be a prudent amount for this purpose and have accordingly released £15,000 from the designated fund into general funds at the end of 2024-25 financial year.

17. Movements in funds (continued)

Prior period comparative (restated)

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds					
Adult and family advice and core services	62,050	152,400	(214,450)	-	-
Youth	5,000	41,400	(42,400)	-	4,000
Huntercombe detention support	15,000	20,000	(20,000)	-	15,000
Employment and education	6,488	7,000	(13,488)	-	-
Food	2,500	-	(2,500)	-	-
Hardship	-	37,736	(32,322)	-	5,414
Dispersal / outreach	-	35,688	(32,960)	-	2,728
Europa welcome	-	11,498	(11,498)	-	-
Bike scheme	1,380	8,260	(9,640)	-	-
Refugee employment support project	-	25,022	(25,022)	-	-
UKRS resettlement	-	249,650	(249,650)	-	-
Schools advocacy	14,681	58,726	(55,175)	-	18,232
Justice Together	-	129,955	(129,955)	-	-
Digital Inclusion	46,154	49,684	(39,915)	-	55,923
Ukraine	5,430	20,000	(25,430)	-	-
Health	-	7,000	(4,778)	-	2,222
Research projects	-	17,490	(13,836)	-	3,654
Sanctuary Hosting	27,717	83,800	(110,765)	-	752
Total restricted funds	186,400	955,309	(1,033,784)	-	107,925
Unrestricted funds					
Designated funds:					
Property reserve	50,000	-	-	-	50,000
Total designated funds	50,000	-	-	-	50,000
General funds	672,075	722,393	(759,586)	-	634,882
Total unrestricted funds	722,075	722,393	(759,586)	-	684,882
Total funds	908,475	1,677,702	(1,793,370)	-	792,807

18. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025	2024
	£	£
Amount falling due:		
Within 1 year	**59,999**	57,380
Within 1 - 5 years	**263,167**	319,175
	323,166	376,555

19. Related party transactions

Aggregate unrestricted donations from Trustees, and connected parties, in the year amounted to £5,569 (2024: £3,700). The Trustees confirm that there have been no other related party transactions that require disclosure in the accounting period.

20. Prior period adjustment

Financial statements for the prior period have been restated to correct the following material errors: (i) income had been incorrectly deferred at both 31 March 2023 and 31 March 2024. This impacts both income recognised in the statement of financial activities and funds carried forward; (ii) income classified as "donations and grants" in the statement of financial activities for the year ended 31 March 2024 should have been classified as "income from charitable activities"; and (iii) the analysis of expenditure between direct costs and support costs, and the apportionment to charitable activities and fundraising costs, for the year ending 31 March 2024 has also been restated in line with the methodology used for the year ending 31 March 2025.

The effect of the restatements are set out below:

i) Correction of income deferred

Funds and deferred income at 1 April 2023

	Unrestricted funds £	Restricted funds £	Total funds £	Deferred income £
As originally stated at 1 April 2023	703,325	81,285	784,610	171,775
Release of 2022-23 income	18,750	105,115	123,865	(123,865)
As restated at 1 April 2023	722,075	186,400	908,475	47,910

Funds and deferred income at 1 April 2024

	Unrestricted funds £	Restricted funds £	Total funds £	Deferred income £
As originally stated at 1 April 2024	666,132	46,077	712,209	94,688
Release of 2023-24 income	18,750	61,848	80,598	(80,598)
As restated at 1 April 2024	684,882	107,925	792,807	14,090

Total income for the year ended 31 March 2024

	Unrestricted £	Restricted £	Total £
As originally stated for the year to 31 March 2024	722,393	998,576	1,720,969
De-recognition of 2022-23 income	(18,750)	(105,115)	(123,865)
Release of 2023-24 income	18,750	61,848	80,598
As restated for the year to 31 March 2024	722,393	955,309	1,677,702

20. Prior period adjustment (continued)

ii) Prior year income allocations

	Donations and grants £	Charitable activities £	Investment income £	Total income £
As originally stated for the year to 31 March 2024	986,939	716,842	17,188	1,720,969
Re-classification of income	(570,753)	570,753	-	-
Deferred income correction as (i)	-	(43,267)	-	(43,267)
As restated for the year to 31 March 2024	416,186	1,244,328	17,188	1,677,702

iii) Expenditure analysis

Before apportionment of support & governance costs	As originally stated £	Re-analysis £	As re-stated £
Fundraising costs	115,294	12,275	127,569
Charitable activities	1,493,102	8,887	1,501,989
Support and governance costs	184,974	(21,162)	163,812
Restated expenditure for the year to 31 March 2024	1,793,370	-	1,793,370

After apportionment of support and governance costs	As originally stated £	Re-analysis £	As re-stated £
Fundraising costs	126,856	13,543	140,399
Charitable activities	1,666,514	(13,543)	1,652,971
Restated expenditure for the year to 31 March 2024	1,793,370	-	1,793,370

ASYLUM WELCOME

England & Wales - Charity number 1092265

Accounts



A Company Limited by Guarantee

Report and Financial Statements

For the Year Ended March 2024

Charity no: 1092265
Company no: 4361627

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Legal and administrative information

Charity Name and Number
Asylum Welcome
Registered Charity number: 1092265
Registered as a Company limited by guarantee, number: 04361627

Trustees
Limyaa Ali
Aiham Al Aswadi (Co-opted December 2023)
Dr Alison Baxter
Valerie Johnson (Co-chair)
Lucy Keating
Dr Tina Leonard
Dr David Levy
Humphrey Lloyd (Treasurer)
Clare Miller
Tony Samuel (Co-chair)
Courtenay Stock (Company Secretary) (Co-opted October 2023)

Chief Executive/ Director
Mark Goldring CBE

Registered Office
Unit 7 Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors
Critchleys Audit LLP, Beaver House, 23-28 Hythe Bridge St., Oxford OX1 2EP

Bankers
The Cooperative Bank plc, PO Box 250, Skelmersdale, WN8 6WT
CCLA Fund Managers Ltd One Angel Lane, London, EC4R 3AB

Report of the Trustees
For the year ended 31 March 2024

The Trustees are pleased to present their report, together with the financial statements of the charity, for the year ended 31 March 2024.

The legal and administrative information set out on page one, above, forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

During 2023, following extensive consultation with staff, clients and volunteers, the Board re-examined the wording for its Vision, Mission and Values in order to express them more clearly. In the new Strategic Framework for 2024-2027, we state:

Our vision

Asylum seekers, refugees and vulnerable migrants will feel welcomed, respected, empowered and included. They will be able to live in dignity, have hope for the future, exercise their rights, have their cases fairly considered, access services to meet their needs, and have opportunities to develop and share their talents.

Our mission

Asylum Welcome works to alleviate poverty, suffering and isolation among asylum seekers, refugees and vulnerable migrants in need of humanitarian assistance, who seek refuge in Oxfordshire. We do this through working collaboratively with people seeking sanctuary, providing services and opportunities, supporting people to access services provided by others, promoting independence and challenging the policies and practices that undermine people's rights.

Our values

-Common humanity: we are all one people – part of a local and global community.
-Social justice: we believe in a fair, compassionate and inclusive society that provides rights and opportunities for all people.
-Voluntary action: we value volunteers who generously give their time to deliver services, and we seek to make this a rewarding and mutually beneficial experience.

Structure, Governance and Management

Structure

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Articles of Association.

The directors of the charitable company ("the charity") are its Trustees for the purposes of charity law, and throughout this report are collectively referred to as the "Trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting elect the Trustees.

The Board of Trustees (the Board) governs the charity, and consists of not less than 5 and not more than 13 Trustees, elected, normally for a three-year term, by the Members at the Annual General Meeting (AGM). In addition to the elected Trustees, the Board may co-opt up to three more between AGMs. A Trustee co-opted by the Trustees may only serve office until the next AGM, at which point they must retire, and members have the opportunity to appoint them as a Trustee.

A Director is appointed by the Board to manage the day-to-day operation of the charity, and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment and asylum and refugee related issues.

The Director leads a team of staff who, in turn, work with volunteers to deliver the services of the charity.

By the end of 2023/24 staff numbers had stabilised at 36 employees at the end of the year, around 60% of whom were full-time. This number reflects growth in some areas, offset by the conclusion of the large Afghan hotels and Ukraine programmes.

Governance

In 2023/24 the Board welcomed the inclusion of two new Trustees, bringing new ideas and insights. Sadly, we also saw the resignation through ill-health of Linda Bond at our AGM in September 2023. It is with great sadness that we report that Linda died in April 2024.

We started the financial year with 10 Trustees. Following Linda's retirement in September 2023, the number was reduced to nine. In October 2023 we co-opted Courtenay Stock as a new Trustee. She had applied to an advert where we were specifically looking for younger Trustees and for people who could bring legal expertise to our Board. Courtenay is a corporate lawyer in London (originally from South Africa). She brings considerable company law knowledge, coupled with a passion, through voluntary work and research, in the field of refugee and asylum law.

At almost the same time, Joanna Steele, our voluntary Company Secretary for the charity, announced her retirement and a move away from Oxford. Courtenay agreed to act as our Company Secretary with effect from October 2023.

That same advert looking for younger people and especially seeking those with lived-experience of being an asylum seeker or refugee brought an application from Aiham Al Aswadi - a former client of Asylum Welcome, then a volunteer, and later a paid member of staff. Aiham has truly seen the work of the charity from an inside perspective. We were delighted to co-opt Aiham as our newest Trustee in December 2023.

At the end of 2023/24 we had 11 Trustees, many of whom have been in post for 3-5 years, with two Trustees now with eight years on the Board. This has provided valuable consistency and continuity at a time when many new members of staff have joined the charity.

The Board appoints a Finance Committee of 3-4 Trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees these specific areas. Other 'ad hoc' groups of Trustees meet to advise the Board or Director on particular governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

Asylum Welcome has also been fortunate to have valuable support from Patrons over many years.

Sadly, we reported the death of our first Patron, Dr Uwe Kitzinger CBE in May 2023. Uwe had been a true friend of Asylum Welcome, helping it from its early development right through to more recently, giving generously of his time, money, and extensive contacts. His inquisitive mind, fierce intellect and contagious enthusiasm were a constant inspiration to all who knew him.

We were delighted to appoint two new Patrons during the year. They join The Rt. Rev the Lord Bishop of Oxford, Stephen Croft, who remains a Patron.

- Baroness Jan Royall has been Principal of Somerville College since 2017. Jan had a distinguished career in politics, notably serving as Chief Whip in the House of Lords and then as Leader of the House from 2008-2010. She also served as Shadow Leader of the House of Lords from 2010-2015.
  Jan has a passion for the rights of refugees and asylum seekers. Jan was central in enabling the University of Oxford to become a University of Sanctuary in 2023.
- Professor Roger Zetter is Emeritus Professor of Refugee Studies, and was the former Director of the Refugee Studies Centre at University of Oxford. His teaching, research, publications and consultancy on forced displacement, refugee and humanitarian affairs include all stages of the refugee and displacement cycle. Roger was a Trustee of Asylum Welcome from 2012 to 2018 – he has a passion for our work and direct experience of the charity.

Management

As noted above, the Director has delegated authority for operational matters including finance, employment and asylum and refugee related issues. Detailed reports follow, giving much greater clarity on Asylum Welcome's extensive work during 2023/24.

Looking back on 2023/24, we can say that, whilst we were spared new international crises that dominated our work in recent years, we continued to deal with the devastating after-effects of recent ones. The Syrian conflict, the crisis in Afghanistan, the war in Ukraine (to name just a few global issues that triggered the flight of refugees) are far-reaching and long-lasting; they continued to influence much of our work in the last 12 months.

The Board supported the Director and staff in tackling these challenges. At the same time the UK government doubled down on creating a 'hostile environment' for those seeking asylum or beginning their lives as refugees in the UK The growing number of people arriving in the UK on small-boats became a defining issue for the government, with successive Home Secretaries championing ever-harsher legislation to criminalise asylum seekers.

In 2023/24, the government passed the Illegal Migration Act despite vigorous opposition from refugee charities (including Asylum Welcome) and impassioned debate in the House of Lords. Within months of its introduction the Supreme Court unanimously ruled against the government's plan to send all new asylum seekers to Rwanda and the government in turn rushed through legislation, the 'Safety of Rwanda Act', as the name implies, to expressly affirm their belief that Rwanda is a safe place to which it can send asylum seekers.

Whilst the government was intent on criminalising asylum seekers and making the lives of refugees as difficult as possible, Asylum Welcome worked tirelessly to help vulnerable people facing fear of persecution and fleeing for their lives. Our supporters and partners confirm our values – they have once again responded with great generosity and commitment, resulting in almost £1.8M in income to fund our work, only slightly less than that achieved in the previous year when the crises first arose.

The Board spent a considerable time in 2023/24 working with the Director, Senior Management Team (SMT), staff and volunteers on Strategic Planning for our future direction as a charity (with support from the Lloyds Bank Foundation who provided consultancy support for the strategy planning process).

The Board meets normally six times a year for routine Trustee meetings. In 2023/24 we added two further meetings specifically to plan and confirm our new Strategy.

The culmination of the strategic planning process came in January 2024 when the Board approved the new Strategic Framework for 2024-27.

The framework deliberately aims to guide organisational programming, focus and resource allocation, in the period 2024-27, without being prescriptive in every detail. It will be translated into practice through team plans, organisational policies, annual plans and budgets. It is available to staff, clients and volunteers - and on our website for all to see - https://www.asylum-welcome.org/our-strategy/

In short, our primary focus, above introducing anything new, is to enhance the effectiveness of our existing services. In some areas, this means expansion, while in others, it means improvement.

Our plan is;

i) To improve the quality of services provided to asylum seekers and refugees and those trying to obtain status. Also, to be responsive to new groups as they arrive.

ii) To develop partnerships and engagement with other specialist providers.

iii) To boost cross cutting issues, such as management, monitoring and evaluation, and triage.

The number of volunteers remained steady at 224. We are indebted to their service; we couldn't deliver the quantity and quality of support without them.

Asylum Welcome seeks to lead by example - helping refugees to participate in all aspects of running the charity, according to their abilities and interests. At the end of 2023/24 our staff included 16 people with a personal displacement background and more with close family connections. We continued to increase the number of talented asylum seekers and refugees as volunteers and members of the organisation.

The Board wants to put on record our enormous thanks to everyone who has contributed to helping our clients over this past year. It is a notable fact that whilst some seek to demonise asylum seekers, refugees and vulnerable migrants, there are many who work tirelessly to improve their situation.

Everyone who helps in us in that goal is taking us one step closer to our Vision that "Asylum seekers, refugees and vulnerable migrants will feel welcomed, respected, empowered, and included. They will be able to live in dignity, have hope for the future, exercise their rights, have their cases fairly considered, access services to meet their needs, and have opportunities to develop and share their talents".

Our Programmes, An Overview

After the major and unexpected groups of arrivals from Afghanistan in 2021, Ukraine in early 2022 and the opening of local hotels for asylum seekers from many countries in 2022 and 2023, the last year has, in one sense, been relatively calm. However, it certainly has not felt that way to our staff and volunteers trying to provide services, nor to our clients, most especially to asylum seekers caught up in an ever-changing set of laws, policies, practices and threats.

The Oxfordshire landscape has changed hugely over recent years, with nearly 2,000 Ukrainians now living across the county, more resettled families from Afghanistan in our cities and towns, and, as of the end of 2023/24, about 600 asylum seekers staying in four hotels, alongside many others housed in the community.

Two recurring issues, seen time and time again by our staff and volunteers, bring alive the way the asylum system has felt through the year. One is that of more clients receiving decisions on their asylum applications. Most were positive, but the good news was accompanied by the desperate struggle to find affordable housing within four weeks or less, or risk homelessness. The other factor is the government's highly publicised plan to send asylum seekers to Rwanda, which has caused fear for many and left others in legal limbo, their cases unprocessed pending possible deportation. In this context, the ongoing Home Office plan to reopen Campsfield House immigration detention centre in 2024 casts a particularly dark shadow.

Together, these dynamics have heavily influenced our work in 2023/24, with our efforts to help clients make and evidence asylum claims, link them with lawyers, collaborate with councils and partners to help them find housing all increasing significantly. The sense of despair and anger when staff have very occasionally had to give out sleeping bags because they simply couldn't find a client somewhere to stay has been profound.

One major aspect of our work this year, addressing these needs, has been embedding a programme that delivers regular services to the asylum seekers in three locations (Oxford, Banbury and Witney). These "drop- in" services support people to meet their immediate needs, link them with lawyers, and help them prepare for a possible move on. We have also worked with an Abingdon community group to support residents in houses in Abingdon and Faringdon.

One issue our strategic review highlighted was the need to improve the way we review and handle enquiries, requests for help, and the making of appointments for our different services. We responded by designing and staffing a new Triage Service that simplifies and speeds up this process. Whilst just outside the financial year 2023/24, this service went live in April 2024.

The year saw the conclusion of two major programmes run in conjunction with the County Council. We supported 250 Afghans evacuated from Kabul in 2021, housing them in three hotels until the last of them were properly accommodated in mid-2023. Our support encompassed greeting families upon arrival, opening bank accounts, explaining basic aspects of UK life, facilitating access to healthcare, assisting with benefit claims, enrolling children in schools, improving English skills, securing employment and relocating. The families are now dispersed across the UK, with some contentedly settled in Oxford and maintaining regular contact with us.

The second programme was supporting Ukrainians and the families and communities hosting them. Our team, which included several Ukrainians, made a real difference to many hundreds of parents and children, both in their early days and in their gradual progression and integration. Many are now living in their own houses, with others still enjoying the hospitality of generous hosts across the county. The Ukraine Programme came to an end in February 2024 as the County Council awarded the extension of the contract to another organisation.

June 2023 also saw the end of a useful Home Office supported programme which enabled us to assist vulnerable European migrants to regularise their settlement status in the UK, as needed post-Brexit. The biggest group of clients who we were able to help under this programme were East Timorese migrants, of whom there are several thousand in the county, and we have retained links with and supported the East Timor community organisation, to continue to offer a service to this community.

The arrival of a range of new sanctuary seekers in three hotels across the county and in rented houses has stimulated much closer collaboration among local authorities across the county. This collaboration is something we played a leading role in organising in the early days, but is now led by councils, with us acting as a civil society voice.

We have tried to build on this greater awareness by supporting activities linked to the City of Sanctuary movement. This framework encourages, assists and accredits organisations to consider and plan for meeting refugees' needs in their work. We are collaborating with Oxford City and Oxfordshire County Councils, the University of Oxford and Oxford Brookes University as they progress on their own journeys.

One of the roles that we have played is helping the four organisations to hear directly from refugees as they plan their work, so that they are aware of their needs, and better able to include refugees in their thinking. This effort to give voice is part of a wider commitment that Asylum Welcome is prioritising across our work, and is just as relevant to us looking inwards at ourselves as to our influencing of other organisations.

Listening to lived experience is one of the commitments highlighted in the new strategy approved in 2024. There was clear positive feedback from clients, staff, volunteers and partners as we prepared our strategy that we had a comprehensive range of highly valued services. We received widespread endorsement for our quick, client-focused and responsive approach and our efforts to address a wide range of needs. This included creating a specific service to support our outreach to the asylum hotels rather than treating it as part of our general Adult and Family Service.

What we heard that we needed to concentrate on was quality assurance, linkage and management support to enhance this strong base. We took steps to respond to this by defining the scope of services more clearly, creating new management posts and reallocating resources within the limited flexibility that we had.

One area of linkage that we are very pleased with is the integration of Sanctuary Hosting into Asylum Welcome, following the merger in 2022/23. The programme hosted 37 different guests during the year and is growing steadily, responding quickly to the needs of some of our existing clients, including the most vulnerable of those having to leave the asylum hotels, with nowhere to go.

The ending of three commissioned programmes limited our cost recovery and so financial flexibility to develop new work, particularly as there were not the same funding flows attached to our increased work with asylum seekers in the hotels. We were, however, able to develop new work to help improve the access of our clients to health services and start a collaboration with Oxford University on a creative arts programme that involves clients from many different backgrounds, and will culminate in an exhibition in 2024.

As we look ahead to 2024/25, we cannot predict what the year will bring. However, we are confident that our staff, volunteers and supporters will ensure that we respond quickly and effectively to changing needs, particularly of those struggling with the asylum system.

Summary of our main Services in 2023/24

Programme	Description
Adult & Family Service	Core Asylum Welcome service and first port of call within the charity. Advice and support, signposting to internal and external services. Benefits, housing, hardship and immigration rights. We separated the Outreach Service this year, and hired new staff to cater for large numbers.
Outreach Service	Providing efficient advice to large numbers of clients living in dispersal accommodation such as hotels, hostels, and single unit accommodation in Oxfordshire. New team in place who provide briefings and advice clinics, covering immigration issues, healthcare and move-on support for when people are given refugee status. Some arts and sports provision.
Youth Project & Youth Clubs	Supporting young refugees and asylum seekers (many of whom are unaccompanied). Our youth team provides intensive casework and practical support as well as a weekly Youth Club for young people of many nationalities. Also facilitate boxing, cricket and football clubs. We also provide engaging outings in school holidays.
Food Bank & Hardship Fund	For many people in immigration limbo, they will receive less than £7 a day (or £8.86 per week for those living in hotels) or have No Recourse to Public Funds and will struggle without our help. We provide small subsistence grants for emergency needs. These interventions are a stopgap, while we attempt to ensure clients are moved on to more sustainable support.
Asylum and Immigration Advice	Service helping people to submit timely and complete claims for asylum or appeal. Aimed at improving access to legal immigration advice, expediting outcomes allowing people to move on with their lives. As well as our Oxford-based service, we run a Thames Valley Partnership with Slough & Reading Refugee groups and with Settled.
Education and Employment	Language lessons, employment support, CV building, interview practice etc, and referrals to schools & colleges. New employment mentoring project underway in 2024. We have established links with local colleges and employers.
Advocacy & Co-production	Our Advocacy service has been involved in coordinating with other organisations working towards a fairer immigration system. We are also working with people with lived experience. We run fortnightly co-production workshops which give a platform to refugees and asylum seekers to discuss the issues that matter to them, to inform our work and to campaign locally for change.
UKRS Resettlement Project	Intensive mentoring and material assistance for new arrivals who have received refugee status (Syrian /Afghan/etc) with admin & basic needs when they are placed in Oxfordshire by the Home Office. Commissioned by Oxford City Council.
Huntercombe Prison/Detention Support	Supportive visits by volunteers to foreign national prisoners held at HMP Huntercombe. Provides complex advocacy and practical support as well as emotional support. Immigration advice for prisoners is complex and prison staff are not trained in this area. AW support commended as extremely valuable by HMP Huntercombe staff as well as beneficiaries.
Sanctuary Wheels- Bike Project	Free refurbished bikes (& helmets & locks) for migrants throughout Oxfordshire. Independence, mobility and fitness as well as a free way to travel. Partnering with Active Oxford. Featured on BT Sports and BBC news.
Digital Inclusion - Laptop Project	Free refurbished lap-tops & devices, and wi-fi passes plus personalised IT training for refugees and asylum seekers. Have been donated hundreds of unused devices from the general public and businesses which are then wiped and refurbished. Project has expanded this year, received large multi-year grant award from Santander and employed new coordinator with lived-experience.
Schools Advocacy	Intensive mentoring for newly-arrived parents to engage and understand the English school system, to support good educational outcomes for their children. Can include English language classes for parents. Now into fully-funded 3rd year after successful pilot, with huge demand from schools throughout the city.
Sanctuary Hosting	Sanctuary Hosting merged with Asylum Welcome at the end of December 2022, supporting migrants at risk of homelessness with hosted homestays. Guests can also benefit from the range of services on offer at Asylum Welcome. The service operates across Oxfordshire, and throughout the Thames Valley, including Reading.
Health Access Support Group	New project to enable asylum seekers, refugees and migrants in Oxfordshire to access reliable, accurate information about healthcare and their rights; to oversee Asylum Welcome's engagement with healthcare organisations; and to contribute towards positive outcomes for wellbeing and healthier migrant communities in Oxfordshire. Health information collated in multiple languages to support health and wellbeing.
Ukraine Programme	Working with councils & community groups across Oxfordshire to help provide the best possible experience for Ukrainians coming to the region under the 'Homes for Ukraine' scheme. Focussed less on initial settlement in 2023 and more on integration and well-being. Project completed Feb 2024. A lot of the work supported community activity, and many mass events, including leisure activities, art workshops and music concerts.
Europa Welcome	Post-Brexit support for vulnerable EU citizens, advice on regularising status. Project completed in June 2023.
Afghan Transition Hotels	Support to Afghans who came in the airlifts from Kabul and were housed in two hotels until their resettlement in permanent accommodation. Project completed in July 2023.
Refugee Employment Support Project (RESP)	Asylum Welcome's mentoring service under the Refugee Employment Support Project (RESP) provides 1-2-1 mentoring for Oxford-based participants, mostly Syrian, who came to the UK under the VPRS more than five years ago and need some additional support in accessing employment. The 15-month project is funded by Oxford City Council and runs to end August 2024, in partnership with Aspire and EMBS.

Number of clients per service

Programme	No. of clients 2023/24
Adult & Family Service	553
Outreach Service	585
Youth Project & Youth Clubs	200
Food Bank & Hardship Fund	Food Bank: 171 Hardship Fund: 92
Legal Immigration Advice	671
Education and Employment	250
Advocacy & Co-production	N/A
UKRS Resettlement Project	90
Huntercombe Prison Support	119
Sanctuary Wheels	257
Digital Inclusion - Laptop Project	258
Schools Advocacy	126
Sanctuary Hosting	37
Health Access Support Group	N/A
Ukraine Programme	500 approx
Europa Welcome	252
Afghan Transition Hotels	170
Vulnerable Persons Resettlement Scheme (VPRS)	90 people

Our Total Client Numbers

Clients come into Asylum Welcome through various routes. Our philosophy is to support individuals or families on their journey to thrive in the UK, not just respond to one narrowly defined need; thus, many clients are supported by more than one service simultaneously or over an extended period. We work with some clients through multiple meetings over many years, others have immediate but very intensive needs, and some only require a single piece of advice or assistance. Therefore, counting the total number of clients served doesn't provide a clear picture of our workload.

Our best estimate, with the caveats described above, is that we directly assisted 2,693 individual clients in 2023/24. The main changes from 2022/23, when the total was 3,183, include fewer new Ukrainian arrivals, the closure of the Afghan transition hotels, and the end of the Europa Welcome programme, alongside the expansion of the asylum hotels work. A key challenge of these changes is that while the official settlement programmes were well-funded by the central government, the increased asylum work is not. Paradoxically therefore, the reduced overall numbers have put more pressure on our finances.

In addition to direct engagement, our work will benefit many other sanctuary seekers in ways that we can't strictly define through numbers. When we help an individual asylum seeker with their claim, a whole family may benefit in due course. Our advocacy work and support to councils and universities to develop Sanctuary programmes, our efforts to improve access to health services for all, and our ongoing support to East Timorese and other community organisations will all contribute to positive change but cannot be counted as 'direct' beneficiaries in numerical terms.

The Political Context and Asylum Welcome's Advocacy Work

This year has been littered with abandoned, unworkable asylum policies. While parts of the Illegal Migration Act were brought into force in July 2023, including an expansion of immigration detention powers, much of this wide-ranging, headline-grabbing legislation remains unenforced - and arguably unenforceable. Tens of thousands of asylum seekers remain in limbo, as the inadmissibility procedure prevents claims from people who arrived irregularly from being processed in the UK Between July 2022 and September 2023, nearly 16,000 people - a fifth from Afghanistan - were considered 'inadmissible' and issued with 'notices of intent' of removal to Rwanda.

The prospect of being sent to Rwanda has been a constant source of fear and confusion for clients this year. In June 2023, the Rwanda scheme was ruled unlawful by the Court of Appeal, a decision upheld by the Supreme Court in November. The 'Safety of Rwanda' bill was then introduced in December 2023, which stated, in opposition to the Supreme Court's ruling, that 'every decision-maker must conclusively treat the Republic of Rwanda as a safe country.' Clients have also been pushed into limbo through the increase in 'involuntary withdrawals' from the asylum system. Between March 2023 and 2024, nearly 25,000 asylum claims were withdrawn by the Home Office without being processed, more than double the year before. These individuals are still here, with no long-term solution to regularise their status.

In February 2023, the Streamlined Asylum Questionnaire was developed to speed up the processing of asylum claims from nationalities with the highest acceptance rates, including Afghanistan, Eritrea, Syria and Sudan. This effort to clear the 'asylum backlog', which reached over 160,000 cases, created a spike in asylum grants in the middle of 2023. While positive for some, this placed a strain on local housing services, leading to an increase in homelessness amongst newly recognised refugees. The grant rate for asylum claims dropped significantly after those streamlined cases were processed; the acceptance rate for the first quarter of 2024 was just 43%, down from 71%. This will lead to more appeals, longer waiting times, and greater pressure on already-stretched legal aid providers.

When asylum seekers in Oxford began to be moved to the Bibby Stockholm barge in August 2023, clients held a protest outside their asylum hotel and spoke to the media about their fears. Further demonstrations took place in Oxford relating to the reopening of Campsfield detention centre. In June 2023, a demonstration at the Radcliffe Camera accompanied the publication of an open letter, signed by over 140 student bodies and academic staff from the University of Oxford, 'to oppose the reopening of Campsfield House and to encourage the government to consider viable alternatives to immigration detention.'. In November, 50 people - mainly university students - demonstrated outside the entrance to the Campsfield site. Little progress has been made so far on the planned refurbishments, although shortly after the end of our financial year 2023/24, the government confirmed that a £70m contract for redevelopment has been approved.

Some Highlights and Developments in Selected Services

Asylum and Immigration Advice

Our Asylum and Immigration Advice (AIG) team's role is to support people to navigate the immigration legal system, provide good quality advice and casework, and support people in submitting their claims and appeals. The service has witnessed a significant increase in service users over the year, in what has been a turbulent period for immigration law, our service, and clients. In 2023/24, 671 clients used the service, up from 369 in 2022/23. There has also been a notable increase in complexity of many cases, with multiple appointments required, an average of three per application.

The extent and frequency of change in immigration law, and developments with the Rwanda Bill, led to a need to rapidly change our prioritisation of different casework. There was an increase in volume of questionnaires, and difficulties in accessing legal aid solicitors, resulting in volunteers and senior staff needing to support clients with them. This is an ongoing issue, and led to the establishment of the Legal Access Group, which assists service users to find solicitors and legal representation.

One development that the service has undergone this year is to have expanded to deal with other aspects of immigration work, for example with supporting service users with fee waivers, and settlement applications.

Case study

Maryam came to the UK in May 2023, on a spousal visa. After some months, she was referred to Asylum Welcome by a local domestic violence service. She was initially unable to speak but communicated in writing that she had stopped talking due to the abuse she had suffered at home.*

She had been forced by her husband's family to carry out domestic tasks continually, and she was only able to wash once a week. She was never allowed to leave the house and was not registered with a GP. Maryam's in-laws withheld her passport and biometric card and used the threat of deportation as a tool of coercion and control.

With our staff's support, over many weeks, she regained her ability to speak, and opened up about her experiences of abuse, which had led to depression and hospitalisation. Slowly, her physical health and self-esteem are returning, but her situation, like that of many of our clients, is far from resolved. Her husband and in-laws have continued to harass her. Now she is staying in a refuge, we continue to provide emotional support, and crucially, we are helping her to apply for indefinite leave to remain in the UK, as a victim of domestic violence and abuse.
She is still awaiting the result of this application.

** Name has been changed to protect client's identity*

Transport Campaign

Asylum Welcome's 'Local Action Group' meets regularly to discuss, organise and campaign for change on local issues that matter to us. The group has participated in consultations and focus groups, sharing important insights into health and wellbeing, public services and the local area. An introductory training course, delivered in partnership with Citizens UK, covered the principles of community campaigning. It equipped the group with skills in community organising, conducting research and listening campaigns, organising, and negotiating with authorities.

The group debated several campaign topics, including the right to work, ESOL for asylum seekers, legal aid, immigration detention and healthcare. We settled on access to public transport because regular bus travel is unaffordable for asylum seekers who receive £8.86 per week. A needs assessment conducted on behalf of Oxford City Council, to which the Local Action Group contributed, details how the inaccessibility of public transport creates knock-on barriers to other services and contributes to isolation and poor mental health. The transport campaign has taken significant steps since its inception, working closely with local authorities to pursue its goal.

Case study

Micah moved to the asylum hotel in Oxford in March 2023. When he first attended a meeting of the Local Action Group, Micah had been in the hotel for six months. Micah felt isolated as he spoke very little English and did not share a language or nationality group with other hotel residents. Initially, Micah did not contribute during meetings, but he continued to attend every session and developed a good understanding of local and national power holders. Micah became more confident as his English language ability improved. As the sessions progressed, he took on an organising role, planning meetings and recruiting others to the group.*

In March 2024, Micah spoke to his MP, Anneliese Dodds, about issues identified by the Local Action Group. He made a convincing speech on access to public transport to Cllr Andrew Gant, cabinet member for transport at Oxfordshire County Council. Micah's increased confidence, public speaking and English language skills allowed his commitment to improving life for his fellow asylum seekers to shine through.

** Name has been changed to protect client's identity*

Outreach Service

A development over the past year is the separation of our Adult & Family Service (AFS) and Outreach Service. The former is based in our office and sees clients who make an appointment, drop in or are referred. The latter runs regular drop- in surgeries in or near the three hotel sites and is focussed on asylum hotel residents. For the majority of our clients, our AFS and Outreach Services are their first point of contact with Asylum Welcome.

As with many of our programmes, 2023/24 was an extremely challenging year, and we witnessed a massive increase in demand for our Outreach Service. Compared to last year, we saw a significant increase in service users, rising from 221 in 2022/23 to 585 clients in 2023/24. This was done with a team of just three fulltime staff, and around 18 volunteers.

The team supported individuals and families through a series of crises throughout the year, most of which demanded urgent attention. From Bibby Stockholm transfers, Streamline Asylum Questionnaires resulting in higher refusal rates (necessitating urgent responses at to avoid destitution and rough sleeping), and supporting increasing numbers of new arrivals in the hotels.

A key pressure has stemmed from the speeding up of decisions on asylum claims. Many new arrivals are being moved into hotels and the wider community at a faster rate than we have been able to secure legal representation for them. Throughout the year, 166 people secured legal representatives, with 142 still on the waiting list.

During the financial year, we delivered briefings in both Witney and the Kassam hotels. In these briefings, we have been explaining people's rights in the asylum process, their rights, and entitlements in terms of housing, benefits, and refugee family reunion once granted refugee status. We are also collaborating in a SOAS University (School of Oriental and African Studies) funded project, to better understand and map the challenges that asylum seekers face, and support clients situated in hotels going through the move-on process. The project focuses on the obstacles faced by clients once they receive refugee status, and have to find housing in a very short period.

Upon receiving their status, clients have just 28 days to secure a job or Universal Credit, find accommodation amidst a housing crisis, with very sparce social housing or affordable private rented accommodation. Landlords are reluctant to accept foreign nationals, or tenants that are in receipt of Universal Credit. This is compounded by the fact that asylum seekers are prohibiting from working, meaning that they have not had the opportunity to accumulate funds for a deposit or first rent payments. Overwhelmingly, refugees must negotiate a complex system while facing significant language barriers and use digital platforms that they may not have access to, or any prior experience of using.

We are also collaborating in a SOAS (School of Oriental and African Studies) University funded programme, to better understand and support clients situated in hotels going through the move-in process.

Case study

K arrived in the UK in Autumn 2022, having made the long, difficult and at times dangerous journey from Afghanistan. When he claimed asylum, he was placed in Contingency Accommodation in Oxford, and, after many months, he was granted refugee status. In early March, he received a notice from the accommodation provider, informing him that he would have to leave the premises in early April.

With no friends or family in the UK, he submitted a Homelessness Prevention Application, but, as he didn't suffer from any major health issues, he was not assessed as Priority Need. As such, he was told he would have to find himself private rented accommodation. With intermediate English and limited digital literacy, he struggled to search for rooms on websites, and harder still to contact and communicate with prospective landlords and did not know what to say.

Two days before eviction, Asylum Welcome identified a household advertising for a new tenant. At one hour's notice, in the pouring rain, K cycled to the viewing. The existing tenants immediately took to K and was keen for him to join their household. Asylum Welcome helped K to apply to the council for support with the deposit, and rent-in-advance. However, K could not move in immediately, and was still faced with imminent eviction, was at risk of becoming homeless. Asylum Welcome drew on its Hardship Fund, to pay for two nights in a hostel, and then found a volunteer for him to live with, until his move in date.

Today, K's English has vastly improved, thanks in large part to his regular attendance at English classes, and interactions with his housemates. He is currently applying for jobs and feels much better in his new home. "I am happy here and would like to stay here for a long time. I talked with the housemates and they are happy for that too".

Jack's Story

Jack is from Burma, a country in a deeply precarious state, where the military seized power in February 2021. During the military coup, many atrocities were inflicted upon the population, including ethnic and religious persecution. Anyone that spoke up against these acts were arrested, imprisoned, tortured, or killed.

I am a member of the Chin tribe, a minority ethnic group, who collectively opposed the military government, and were targeted and monitored by the Military Junta. People from my community soon began to be kidnapped, and many completely disappeared. Jack that felt that his life was in danger, and decided he had to flee the country, leaving behind his loved ones, and all he knew.

Once I had arrived in the UK and applied for asylum, the Home Office sent me to a hotel in Oxford, and told that while my asylum claim was being processed, I would not be allowed to work or study, and received £8 per week. Thankfully, I had the support of Asylum Welcome. They help vulnerable refugees and asylum seekers providing food, bikes, laptops, immigration advice, language and mental health support, and crucially, made me feel welcome, and part of the community. I was so inspired by the work that was being done, that I volunteered, both on the reception desk, and on the Digital Inclusion Programme.

Even while volunteering for them, Asylum Welcome continued to provide me with help me and make a huge difference to my life. In November 2023, I received a letter from the government informing me that I was to be moved to the Bibby Stockholm Barge- which has been described as a "floating prison"-causing me immense anxiety. With Asylum Welcome's amazing support, I submitted an appeal, which, thankfully, was successful.

As both a client and a volunteer of Asylum Welcome, I have seen the transformational impact of their work first hand, helping people to flee some of the most dangerous places on earth, from more than 25 countries. My life is richer for it. Today, I am incredibly proud to say that I have moved out of the hotel and am living in private rental accommodation here in Oxford and have recently secured full-time employment as an administrator at a health centre.

Schools Advocacy

The Schools Advocacy Service provides targeted support for refugee, asylum seeker and migrant families, supporting them to navigate and engage with the schools that their children attend. From language difficulties, lack of knowledge around the schooling system, confidence, and experience, we support students and their families to overcome a myriad of barriers. The service's objective is to provide families with a platform for meaningful engagement in their children's education. We offer structured support, including 1:1 family mentorship, signposting to ESOL, information workshops, and a weekly advice clinic.

In 2023/24, we supported 23 families, comprising 82 children and 44 adults, and provided a total of 690 mentor/mentee meetings in schools. In addition to meetings, the service also supports families to attend school events, including plays, concerts, fetes and school information sessions. The service extends beyond a sole focus on schooling, with the additional aim to promote social inclusion and community cohesion and improving promotion of and access to educational resources outside of the schooling system. This includes organising visits to museums, theatres, local parks, libraries and community groups.

The feedback that we have received throughout the year for the service has been overwhelmingly positive. 100% of families reported an improved understanding of the school system, and 100% of schools feel that Schools Advocacy is an "invaluable" and "pivotal" service.

Case study

In April 2023, student A started Year 8 at The Swan School. Upon our first meeting with her, at our Schools Advocacy induction interview, Student A essentially spoke no English whatsoever. With our support, she was successfully settled into the school, the family supported with a school uniform for her, resources, an introduction to the school curriculum, and connected to relevant school staff.

Mentor meetings have been held every week with the family, to ensure that any issues that arise can be quickly addressed, and that they understand their commitments. An interpreter has been provided at each of these meetings.

We have provided extensive language support to A, including extra EAL (English as an Additional Language) and extra-curricular English classes with Jacari. Added to this, she was also referred for online subject base tutoring.

In a recent Parent Teacher Consultation, A's school attendance was reported to be 97%, and she is achieving a rating of either "Outstanding" or "Very Good" in every single one of her subjects. In explaining her recent choice of elective subjects, she explained:

"Psychology because I want to help others cope with difficult situations, Geography because I am interested in the world and Art because it helps me relax."

Sanctuary Hosting

Sanctuary Hosting is a service that matches vulnerable asylum seekers, refugees and migrants with volunteer hosts, who provide them with a room, without charging rental fees to the guest. The scheme has consistently proven to represent a vital tool against homelessness for our clients.

A development that has faced most of our services, Sanctuary Hosting included, is more people living in dispersal hotels across the county being referred to us when they are evicted but have nowhere to go. We have responded to this by increasing the number of people that can be viably hosted and working closely with our other services.

Since merging with Asylum Welcome in December 2022, Sanctuary Hosting has continued to grow as a service. During 23/24, we facilitated the hosting of 37 guests, an increase of 12 from 2022. Overall, we now have 36 households signed up to the service, with a maximum capacity of 38 guests. Throughout this period, we have also increased the number of hosting households volunteering for the service, and volunteers that support the service, with for example, transport to and from properties. We have also recruited more guest buddies, who provide company to guests, and help them with the practicalities of setting up their lives in a new place.

Case study

Ms MH is originally from Iran, and prior to being referred to Asylum Welcome, was living in an Asylum Hotel in Banbury, while her claim was being considered. She was eventually given leave to remain, but upon receiving it, had very little time to leave the hotel.

Without having had enough time to find suitable, affordable housing, she soon found herself living in a homeless shelter. This experience was deeply traumatic, stressful, and actively frightening to her, and as a result was referred to our service as an urgent case.

Within a matter of hours, we interviewed Ms MH, got her references, and found her an appropriate host household. While hosted here, she was able to access other relevant Asylum Welcome services. She received a laptop from our Digital Inclusion programme so that she could develop her English, and make arrangements for her "move on". In total, Ms MH was hosted for three months, and has since relocated.

Ukraine Support Programme

The Ukrainians we supported with employment support are today better set up to navigate the job market in Oxfordshire. Asylum Welcome was able to offer an individualised service to Ukrainians which has been unparalleled in the county. While using our service, they would speak with an experienced professional who would help them understand their qualification and how it may (or may not) fit into the UK labour market; get help with (re-) writing their CV, support with job application statements, and interview preparations. We supported clients who might not be able to work in the UK in their original profession (e.g. as a dentist) by helping them understand what the alternatives were, and why. The individual contact also helped them comprehend the difficulties of their situation; we were often able to convince them that they were not being discriminated against, but that larger systemic issues (e.g. UK non-acceptance of Ukrainian qualifications) were the primary reason they could not continue in their trained profession while living in the UK. Once they understood this, they were more willing to explore alternatives. In some cases, we were able to support them in applying to have their qualification accepted in the UK to help them on their path towards practicing their profession.

We also provided practical financial help when that was not available from any other sources. In many cases, this meant helping Ukrainians who had been temporarily accommodated by the council in a hotel room after their hosting arrangement had come to an end/had broken down and the council had not yet been able to find a new host. While a hotel room accommodation provided clients with a roof over their head, they had no access to a fridge, a stove or a washing machine, which meant that they incurred additional cost as daily life expenditure. Other Ukrainian clients we helped found themselves waiting for the first payment of universal credit and were in desperate need of basic funds for food and hygiene items. Being offered funds for items such as new bedding or curtains played an important role in retaining their dignity in a life otherwise constricted by adverse circumstances. We know how important this service was given the numbers of times we were approached, unsolicited, when a Ukrainian told us, sometimes in tears, how important our financial help had been.

One Ukrainian man who had suffered a war injury and now lived with disabilities required a most intensive level of engagement, often taking him and us into conversations that were very private. Having been rejected for disability benefit, we helped him with the appeals process, documents such as the work capability assessment documentation; we also accompanied him to the tribunal hearing. He was notified of a positive outcome five weeks later.

The request for laptops and bicycles remained constant over time. When word-of-mouth made it seem as if Asylum Welcome provided a general laptop service, we introduced a light-touch needs assessment to the requests we received; this allowed us to provide laptops to Ukrainians who needed them most, e.g. for job applications or school assignments. Our most intensive support delivered included employment support to Ukrainians looking for different work; interpreting services to Ukrainians struggling with the requirements of the UK benefits system as well as emergency cash assistance. Community activities which aimed at bringing Ukrainians and other members of the local community together probably represented the most innovative aspect of our work, including working with wonderfully talented artists, such as Olena Naumenko.

Olena Naumenko's Story – Ukraine Programme

I am a Ukrainian artist, Naumenko Olena, and a Ukrainian refugee who has been granted temporary asylum in the UK We came to the UK together with my 9-year-old daughter. We weren't just leaving, we were fleeing a terrible, unjust war, that had already claimed many Ukrainian lives. My helplessness upon arrival in Britain was overwhelming. After a while, I met the staff of Asylum Welcome and finally the clouds of darkness began to change towards light. I was able to resolve the issue with some documents.

Thanks to very attentive workers like Gilberto, I was noticed as an artist and art teacher, and started working in my profession. Thanks to Asylum Welcome, I received free bicycles for my daughter and me. This gave me the opportunity to save a lot of time in the city, move heavy things and travel free of expense.

I think that Asylum Welcome is doing a great job supporting people like my daughter and me, who came all alone, and really needed help. Asylum Welcome supported us psychologically. I felt that I was not alone anymore and that I could ask for help at any time and that I would be heard and helped. Psychological assistance includes talks with people and open days and artistic events such as concerts and exhibitions. This is very, very good for refugees in such a difficult time.

The most important thing that every living thing needs, especially in difficult times, is attention. Attention is so little and so much in reality. The staff at Asylum Welcome gave me that attention and were able to recognise my usefulness to this country, and in particular to refugees like me, in the form of art classes for relaxation, good communication, activities for children, as well as some serious training in the basics of drawing and painting, and some workshops on creating beauty for life. The Asylum Welcome staff also gave us a lot of attention and care during the art classes. We drank tea and coffee, hugged each other. At the same time, our children were making beautiful little sculptures.

I was happy in those days because it was a time when I did not think about the war and grief in my country. I am immensely grateful to Asylum Welcome for such strong support.

Our Staff

Our staff numbers fell during the year from 45 at the end of 2022/23 to 36 at the end of March 2024. This reflects the closing of the Afghan hotels, the Ukraine and Europa Welcome programmes, alongside modest growth in some other areas as we tried to respond to increased demand from asylum seekers and resettled refugees.

We are pleased that we have been able to continue to increase the proportion of our staff with lived experience and now have 15 such staff working for us, even having lost our Ukrainian colleagues at the end of that programme in February. One highlight is that all five staff who manage and work on our Resettlement programme have relevant lived experience, another is that we have a client still living in an asylum hotel, but having the right to work, as part of the staff team. Several other staff members have close family experience.

As we have grown in recent years, there has been a need to focus on better management support to staff. We have sought to address this in two ways. Firstly, we scoped and delivered a management development course for service coordinators, helping them improve their skills in people, programme and financial management. Secondly, as part of the new strategy, we restructured our management lines so that one person no longer oversaw all services, allowing staff to receive closer support and supervision. This led us to create a new post of Co-Director of services to oversee our resettlement and related programmes, while our existing Services Director concentrated on asylum and initial services. In addition, we recruited for a new Operations Manager, to better support the busy and stretched advice services and were pleased to appoint an experienced manager who had himself used similar services when he first arrived in the UK

Our Volunteers

The vast majority of our services are delivered and sustained by our volunteer body, supported by a small staff team. Some of our volunteers have worked with us for several years, some are newer to the organisation, with 88 new volunteers recruited between 2023/24. Of our 224 active volunteers, 18 have lived experience, having originally come to the UK as refugees, asylum seekers or vulnerable migrants. Our volunteers are crucial to our work, extending our impact and reach, significantly reducing the costs of service provision, providing over 18,000 hours of support last year alone. Crucially, they also help to foster a true sense of community and solidarity throughout the organisation.

Since January 2023, we have standardised the induction process, providing bi-monthly induction training sessions, and monthly information sessions. Added to this, we share a SharePoint folder with all volunteers, which includes a welcome message from Mark, an overview of our services, key policies, volunteer management processes and safeguarding information.

Another development has been the continuation of fortnightly meetings of clients who wish to enhance their education, employment and volunteering experience, as well as their support of Asylum Welcome's services. This has served to strengthen the relationship between staff and volunteering clients.

In November 2023, we launched a cross-team peer support group for volunteers. The group itself is led by a volunteer who is a professional counsellor and has experience of this kind of facilitation for similar organisations.

Case study from a volunteer with lived experience

Samrah came to the UK more than one year ago, after fleeing her home country, Sudan, which is undergoing a brutal civil war. She first engaged with Asylum Welcome as a client, when she was housed in an Oxfordshire hotel, along with her younger sister, whom she cares for. After some months, she felt more settled in the area, and decided to volunteer for Asylum Welcome. Initially, she worked on the Welcome Desk.

"I received help myself, and it means a lot to help others. I know how supportive Asylum Welcome is and how much this help matters. The support from Asylum Welcome helped me adapt and gain independence; it made things easier for me. Asylum Welcome staff care, they do their best to try to meet people's individual needs, not just about your case but on a personal level as well. I know how it feels to be in others' shoes. With volunteering, it feels like you're taking part in getting people the right help. Every day is different and unpredictable. I have met a lot of people and gained a lot of new skills and knowledge. It has helped take my mind off over-thinking, doing something meaningful."

More recently, Samrah has been volunteering in our new triage role, helping to ensure that those referred to Asylum Welcome or seeking support at our Welcome Centre, are quickly directed to relevant and appropriate services as efficiently as possible.

Our Fundraising, Partnerships and Communications

2023/24 has been a very busy year for Asylum Welcome's fundraising and communications teams – as it has been for many other refugee charities locally and nationally. This has largely been caused by the ever-increasing hostile environment, the cost-of-living crisis, and by Oxfordshire becoming a dispersal area, which has brought a sudden surge in need for our services. From a fundraising perspective, we have managed to respond proactively and creatively to Asylum Welcome's exponential growth over the last few years.

Six years ago, we were raising about £400k per year, we had around six services, and eight members of staff, of whom only three were full-time. Today, we have 15 services, three buildings (including the Sanctuary Wheels garage) and 36 people in post, around 60% of whom are full time.

We can all take immense pride in the fact that this year we raised £1,704k, just short of the record £1,827k raised in 2022/23. This achievement is all the more remarkable given that three much loved - and significant - programmes ended this year: Europa Welcome, the Afghan Hotels and the Ukrainian Support Service, which concluded in February.

Significantly, 61% of our funds - £1,032k - has come from individual, community, and trust and foundation income streams, as detailed in the finance section. The remaining 39% comes from grants and contracts with Oxford City Council, Oxfordshire County Council and other district councils (West Oxfordshire and Cherwell). These funds support specific activities, including assisting asylum seekers in hotels across Oxfordshire and in temporary asylum accommodation, aiding resettled families in the city, and running our popular Schools Advocacy programme, which supports refugee parents and their children in schools. Our income derives from a healthy and diverse range of sources, greatly contributing to our independence, sustainability and capacity to respond to needs at short notice.

As Asylum Welcome has grown, the fundraising team has been creative and proactive in responding to increased demand and the pressing need to expand our services. Our income from City and County Council contracts grew, as did our income from trusts, foundations, individuals, community partnerships and even corporations. We continue to respond to other fundamental needs, such as providing phones and laptops for the Digital Inclusion project, the Recycled Bike project and the Schools Advocacy programme, among others.

We have extended and deepened the pool of trusts and foundations supporting us, building relationships with many new funders (e.g. Blue Thread, Garfield Weston, Santander Foundation) and strengthening our existing relationships with long-term supporters (e.g. The Tolkien Trust, Henry Smith Charity and Lloyds Foundation). We are developing a positive relationship with the excellent Justice Together Initiative, working in partnership with Refugee Support Group (in Berkshire), Slough Refugee Support and Settled to improve clients' access to immigration advice across the Thames Valley. Through this partnership, we are better understanding and developing support mechanisms for those facing domestic abuse and violence, particularly women.

We have also expanded our base of individual and community supporters and partnerships. We have steadily grown our individual supporters from the 400 we had 5-6 years ago to around 2,000 today. This has brought a considerable amount of much-needed unrestricted income, peaking at an incredible £339k during the Covid pandemic in 2021, and still bringing in a remarkable £251k this year from individual donations, community-led events and fundraisers across the county, from local neighbourhood cake sales to concerts, poetry readings, art exhibits, film screenings, market stalls and talks, all in aid of refugees and asylum seekers.

We continue to build positive relationships with fantastic partners who support us in many ways: financially, in-kind, with access to their facilities, mentoring, and their valuable time. Examples include Magdalen College School, St Edward's School, Active Oxfordshire, Music

at Oxford and The Starling Sessions. A brilliant example was making music together and performing at the wonderful One World Festival at the Ashmolean Museum in February 2024.

Special mention must go to Shena Guild, our ambassador, and to St Edward's School, who kindly hosted a fantastic event we co-organised with them in November in aid of Asylum Welcome. John Simpson, CBE, BBC World Affairs Editor, explored "Russia and the West: Where do we go from here?" with a panel of distinguished guests. This magnificent event closed with a powerful speech by Jack, one of our amazing clients and volunteers living in one of the hotels. He eloquently highlighted the connection between Russia's support for the military junta in Myanmar and his own status as a Burmese refugee in the UK, receiving a standing ovation.

We are delighted to have been chosen this year as Charity of the Year by the Dragon School, for which we are incredibly grateful. We are building many other positive relationships with numerous colleges, research centres and the University of Oxford as a whole – as well as with Oxford Brookes University. We have also received support from churches and religious groups across the county, as well as local refugee support groups in Wheatley, Charlbury, Witney, Brightwell, Banbury, Sunningwell, Abingdon and Faringdon, to name a few.

Along similar lines, we have built positive relationships with several corporate organisations that we did not have a few years ago. These include Taylor & Francis and BlackRock, who have not only provided financial donations supporting several of our programmes, but also more than 100 laptops and bicycles, whilst giving us a platform to recruit more supporters and help us spread our message. We have developed a very positive mentoring programme with BlackRock employees, supporting some of our clients with monthly one-on-one meetings supporting them into employment, as they try to enter the banking/finance sector.

Additionally, we have been building and strengthening our relationships with the City Council, the County Council and several district councils as we provide more support to an increasing number of clients across the county. We are very grateful to the outgoing Lord Mayor of Oxford Councillor Lubna Ashrad, who chose Asylum Welcome as one of her three Charities of the Year for 2023/24. We have many other positive relationships, working with Oxfordshire Homeless Movement, the British Red Cross, the One World Festival at the Ashmolean Museum, the Multaka Project at the Pitt Rivers Museum, and The Story Museum.

Most importantly of all, in 2023/24, we have made good progress in engaging people with lived experience of displacement in all areas of Asylum Welcome's work. This has been crucial in helping us better understand who we are, what we do, why we do it and how to improve our approach, working 'with' rather than 'for' refugees and asylum seekers. This requires considerable work, patience and engagement on all sides. Slowly but surely, we are progressing, and can already see many positive outcomes of this new approach across our services and advocacy efforts.

Communications

We have continued to focus attention and resources on engaging supporters, both current and prospective. Locally and nationally, we have made our presence felt by participating in ongoing debates about the political landscape affecting our clients, whilst keeping our supporters, funders and donors informed of the latest developments. We have achieved this through various approaches, including regular newsletters, seasonal appeals and a more dynamic website. Additionally, we have been active across our social media channels (including Facebook, X, Instagram and LinkedIn), reaching new and younger audiences through both text and videos.

Website and Social Media

Our website is more user-friendly and visually appealing, featuring individual service icons and embedded films. We have developed a client-focused Community News page to share events and opportunities locally. Our new innovative pop-up ads enable us to respond to the latest news. Our social media following has continued to grow steadily; we now have 9,261 followers on X (formerly Twitter), 3,000 on Facebook and 1,167 on Instagram. We have invested in digital fundraising initiatives and will be developing more over the coming year(s). Our new combined supporters' and volunteers' newsletter is sent approximately every four weeks to 1,970 volunteers and supporters.

Media, Co-Production and Storytelling

We have secured approximately 40 media engagements this year. Of particular importance have been the opportunities for individual clients to share their stories on their own terms, increasing awareness of the refugee experience in the UK We have also generated our own media events – running a social media campaign for host recruitment at Christmas, for instance. Additionally, we facilitated and amplified a client-led protest against the Bibby Stockholm transfers in November (that was brought to wider attention through the Christmas Oratorio in December).

Sanctuary Fair and Refugee Week 2023

Asylum Welcome took the lead in producing impactful communications for Oxford/Reading Refugee Week 2023, collaborating closely with local refugee community organisations (RCOs) and other partners. We organised three well-attended events: a Ukraine Celebration in Summertown, the Asylum Welcome Summer Party (for clients, volunteers and partners) in Florence Park, and a powerful Community Dialogue event in Blackbird Leys featuring client testimonies from local asylum hotels.

Another highlight was the inaugural Oxford Sanctuary Fair organised in partnership with the Refugee Studies Centre and Oxford City Council. This event, held on 11 May 2023, attracted over 200 attendees and helped to progress the University of Oxford's efforts to become a University of Sanctuary, with strong support from Asylum Welcome. Some of the panel discussions from the day are available online for those who couldn't attend in person.

Lastly, in March 2024, we launched an exciting Cultural Democracy Project in collaboration with the Cultural Programme at the University of Oxford. This initiative actively engages everyone in determining what constitutes culture, where it occurs, who creates it, and who experiences it.

The Cultural Programme is partnering with Asylum Welcome in the co-creation, co-production and co-deliver refugees, asylum seekers, artists and the University of Oxford's Cultural Programme. This collaboration will result in a series of creative projects showcasing refugees' and asylum seekers' art and voices through painting, photography and film exhibitions in mid-2024.

The Coalition to Keep Campsfield Closed

Over the past year, the Coalition to Keep Campsfield Closed has grown significantly. The Coalition now has a mailing list with 200+ subscribers, an active Slack channel, a monthly meeting, and a regular awareness-raising stall. The campaign also has an informative website, a petition with 1,154 signatures, a Twitter account with 1,310 followers, and an Instagram account with 429 followers. Working closely with the Oxford University Student Union and a reinvigorated Student Action for Refugees group, we were able to facilitate the publication of an open letter in June, signed by over 140 academics, college heads, and student societies at the University of Oxford. This resulted in coverage on both ITV and BBC news. A Keep Campsfield Closed demonstration in November also attracted ample coverage.

Films and podcast

Our new seven-minute "Welcome to Asylum Welcome" film for Refugee Week 2023 was developed as a co-production with three current AW clients, featuring their voices alongside staff and volunteers. This comprehensive introduction to the charity was screened three times at a local cinema during Refugee Week, raising awareness of our work. Another film is now in production focusing on a client-led campaign for free bus travel (part of the Cultural Democracy project mentioned above), which will give some of our clients a platform to share their art and ideas with the wider community. We also launched Welcomecast, an Asylum Welcome podcast, during Refugee Week. This longer-form platform is allowing us to share more in-depth stories and will be fully co-produced going forward. So far, we have produced three episodes, attracting 99 listeners.

Annual Review, Annual General Meeting and New Strategy

Our redesigned annual review for 2022/23 placed a strong emphasis on hearing from the people we support. They aimed to capture the breadth and depth of our work in an ever-changing and challenging political environment. Attention was also paid to the visual identity of our services with the development of new service icons. Building on this approach, the 2023 AGM featured a panel of clients who shared their experiences in conversation with our Director. We also produced an engaging and accessible public document communicating our new 2024-2027 strategy, available on our website.

Our Finances

Income

Total income of £1,721k in 2023/24 was 6% below prior year income of £1,827k (excluding £188k transferred on the 2022/23 merger with Sanctuary Hosting). The most significant element in this reduction was income from statutory contracts, principally those with Oxfordshire County Council to support Afghan and Ukrainian refugees which came to an end during 2023/24. The Oxford City Council contract to support the UK Resettlement Scheme has continued to grow and new funding from Oxford City Council to support asylum seekers in the local dispersal hotel commenced during the year. Overall income from statutory sources nevertheless fell by £263k compared to the prior year.

The reduction in statutory income has been partially offset by a successful year in securing funding from trusts and foundations, from which income grew by around 30% for the second consecutive year.

Income from individuals, colleges and schools declined modestly following two exceptionally strong years, offset by increased income from partnerships with community organisations and corporate donations.

	2023/24	**2022/23**	**Change**	
Principal sources of funding:	£'000	£'000	£'000	*%*
Trusts and foundations	699	543	156	*29*
Statutory grants and contracts	672	935	(263)	*(28)*
Faith organisations	11	17	(6)	*(35)*
Colleges and schools	15	36	(21)	*(58)*
Individual donations and legacies	208	238	(30)	*(13)*
Partnerships & other community organisations	99	58	41	*71*
Interest income	17	-	17	-
Total income excluding reserves transfer	**1,721**	**1,827**	**(106)**	***(6)***

Expenditure

Total expenditure for the year amounted to £1,793k (2022/23 £1,771k), a 1% increase. Overall expenditure on charitable activities remained relatively stable but within this total there were reductions where contracts have come to an end, e.g. Afghan, Ukraine and Europa Welcome, and increases for instance to reflect a full year of Sanctuary Hosting costs and increased spending in areas such as adult advice, youth, advocacy, UKRS, schools and digital inclusion.

Fundraising costs have increased by £34k as the fundraising resource has been expanded with the aim of maintaining and increasing grants from foundations and trusts, and donations from individual and community sources. The investment in fundraising remains relatively low at 7% of total income.

	2023/24	**2022/23**	**Change**	
Expenditure	£'000	£'000	£'000	%
Adult Advice/RESP/Triage/Health/Dispersal	316	223	93	*42*
Youth	92	74	18	*24*
Detainee Support	40	36	4	*9*
Refugee rights/Foodbank/Bikes	104	117	(13)	*(11)*
Employment & Educational Services	49	46	3	*6*
Volunteer recruitment & training	49	53	(4)	*(8)*
Europa Welcome	24	82	(58)	*(70)*
Sanctuary Hosting	143	50	93	*186*
Advocacy & Comms	86	67	19	*29*
UKRS/ARAP	217	196	21	*11*
Schools Project	69	43	26	*60*
Afghan Project	98	316	(218)	*(69)*
Justice Together	132	135	(3)	*(2)*
Digital Inclusion	46	17	29	*174*
Ukraine	201	223	(22)	*(10)*
Charitable Activities	1,666	1,678	(12)	*(1)*
Raising Funds	127	93	34	*37*
Total Expenditure	**1,793**	**1,771**	**22**	***1***

Overall Result

The net result for the year was a deficit of £72k (2022/23: £57k surplus, excluding the reserves transfer). Of this overall deficit, £35k is the use of restricted funds brought forward at the start of the year for specific purposes and £37k is a reduction in general, unrestricted reserves reflecting a decision to use reserves built up during a couple of years of very rapid expansion in order to consolidate core services and invest in a sustainable structure for the future.

This result leaves us with unrestricted reserves of £666k (5% reduction), of which £50k remains designated for potential property expenses. Our restricted reserves of £46k represent unspent funds received for specific restricted activities to be carried out in 2024/25.

Reserves	**2023/24** £'000	**2022/23** £'000	**Change** £'000	*%*
Unrestricted general funds	616	653	(37)	*(6)*
Designated funds	50	50	-	-
Total unrestricted funds	666	703	(37)	*(5)*
Restricted funds	46	81	(35)	*(43)*
Total funds	**712**	**784**	**(72)**	*(9)*

Asylum Welcome has a policy of holding reserves for the following reasons:

- To fund cash flow in the short term, for example where a donor pays in arrears;
- To act as a buffer against negative external events, such as a drop in income;
- To allow investment and expenditure on new initiatives and increases in organisational capacity to further the charity's work;
- To allow an orderly wind-down of the organisation if it ceased operating.

Our policy is to set a reserves target equal to 3-4 months' anticipated running costs plus an estimate of closure costs, implying a target range for the coming year of £470k to £605k. Taking into account designated reserves and our 2024-25 expenditure plans, unrestricted reserves are projected to be around the middle of the target range at the end of the forthcoming financial year (31 March 2025).

The year ahead: Priorities for 2024/25

Having finalised and published our new strategy in January 2024, our top priority in our planning and budgeting for 2024/25 is to begin to deliver on this plan. In this context, our Board approved the following organisational priorities for the year 2024/25:

Programme Objectives

1. Enhance and improve our advice services by:
   A. Embedding a new management role that adds value to our three advice services, including better external linkages and funding.
   B. Renewing Justice Together and/ or other funding for our immigration service, including for development of a programme of support for women with insecure immigration status affected by domestic violence.
   C. Delivering more systematic advice and assistance to asylum seekers in hotels and community to apply for refugee status, prepare for and navigate their move-on, including working with partners to ensure more help with housing options.

2. Build on the successful Schools Advocacy programme in Oxford City to develop a county-wide programme for children and their parents.

3. Utilise the City of Sanctuary and related schemes and co-production opportunities to improve local services and inclusion for asylum seekers and refugees in the county (particularly within councils, educational institutions, leisure facilities and health services).

4. Develop relations with whoever runs the new Campsfield House, (assuming it goes ahead) and based on this and eventual timing, to design/ deliver a programme that responds to detainees needs as best we can.

Enabling objectives

5. Develop and deliver an effective triage service to improve information sharing, client journeys and referrals within AW, and getting enquirers to the right external organisations where more appropriate.

6. Purchase, install, train for, and begin to use a new unified client database.

7. Build a stronger financial / fundraising base, whereby we begin 2025/26 with at least £100,000 more guaranteed/probable non-contract income than we start 2024/25 with.

Report approved by the Trustees on 24 July 2024 and signed on their behalf by:

Tony Samuel, Co-Chair

Date 24/7/24

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ASYLUM WELCOME

Opinion

We have audited the financial statements of Asylum Welcome (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor'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 Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the trustees' 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our knowledge and experience;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the terms of grant agreements and Charity Commission regulation.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence where applicable; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with the Charity Commission and the company's legal advisers; and
- reviewing the terms of grant agreements

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



Robert Kirtland (Senior Statutory Auditor)
for and on behalf of Critchleys Audit LLP
12/8/2024

Beaver House
23-38 Hythe Bridge Street
Oxford
OX1 2EP

Chartered Accountants
Statutory Auditor

ASYLUM WELCOME

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2024

		2024				2023			
	Further details Note	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £
Income									
Income from									
Donations & Grants	3	399,404	587,535		986,939	399,463	407,180		806,643
Charitable Activities	4	305,801	411,041		716,842	605,251	414,656		1,019,907
Investment Income		17,188	-		17,188	745	-		745
Transfer of Reserves-Sanctuary Hosting		-	-		-	131,285	56,972		188,257
Total		722,393	998,576		1,720,969	1,136,744	878,808		2,015,552
Expenditure on									
Raising funds		126,856	-		126,856	92,405	-		92,405
Charitable activities		632,730	1,033,784		1,666,514	826,986	851,229		1,678,215
Total	17	759,586	1,033,784		1,793,370	919,391	851,229		1,770,620
Net income/(expenditure)		(37,193)	(35,208)		(72,401)	217,353	27,579		244,932
Transfers between funds		-	-		-	-	-	-	-
Net movement in funds		(37,193)	(35,208)	-	(72,401)	217,353	27,579		244,932
Reconciliation of funds	12								
Total funds brought forward		653,325	81,285	50,000	784,610	435,972	53,706	50,000	539,678
Total funds carried forward		616,132	46,077	50,000	712,209	653,325	81,285	50,000	784,610

The notes on pages 39 to 45 form part of these accounts.

Company Number: 4361627
Charity Number: 1092265

ASYLUM WELCOME

BALANCE SHEET

AT 31 MARCH 2024

	Further details	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Office Equipment, Furniture & Fittings	5		-		-
Website	6		-		1,541
			-		1,541
Current Assets					
Debtors	7	139,048		199,052	
Cash on Deposit		667,817		710,620	
Cash at bank and in hand		56,038		129,097	
			862,903		1,038,769
Current Liabilities					
Creditors: Falling due within one year	8	150,694		255,700	
			(150,694)		(255,700)
Net Current Assets			712,209		783,069
Creditors: Amounts falling due after more than one year			-		-
Total Assets			712,209		784,610
Represented by:					
Unrestricted Income Funds			616,132		653,325
Designated Funds			50,000		50,000
Restricted Income Funds	10		46,077		81,285
			712,209		784,610

Approved by the Trustees on 24 July 2024 and signed on their behalf by:

Tony Samuel Co-Chair Tony Samuel

Date 24/7/24

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practise: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these accounts are rounded to the nearest £.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

(1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.

(2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund.

(3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions the legacy is treated as a contingent asset and disclosed.

(4) Interest income is included in the accounts when it is earned.

(5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.
Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation.
Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method. The intangible assets are amortised over the following useful lives : website 3 years.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds. From time to time the Trustees may establish Designated Funds out of Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Asylum Welcome is a company limited by guarantee, incorporated in the United Kingdom, with its registered office at Unit 7 Newtec Place, Magdalen Road, Oxford OX4 1RE.
The liability of each member in the event of a winding up is limited to £1.

3 DONATIONS		Unrestricted	Restricted	2024 Total	2023 Total
		£	£	£	£
Trusts and Foundations	Asda Foundation	-	-	-	1,460
	Beatrice Laing Trust	6,000	-	6,000	6,000
	Bromley Charitable Trust	-	20,000	20,000	20,000
	Society of The Holy Child Jesus	-	-	-	12,000
	Oxfordshire Community Foundation Loneliness	-	-	-	7,500
	Lloyds Bank Foundation	25,250	-	25,250	27,250
	Henry Smith Charity	-	107,300	107,300	60,000
	Oxfordshire Community Foundation RCOs	-	-	-	10,112
	Leigh Trust	-	2,500	2,500	-
	Maggie Black Trust	-	5,000	5,000	-
	Oxfordshire Community Foundation	-	4,000	4,000	-
	Garfield Weston	25,000	-	25,000	-
	Oxfordshire Community Grant	-	10,000	10,000	-
	St Michael's & All Saints' Charities	-	2,500	2,500	2,000
	CAF Bank Foundation	31,250	-	31,250	-
	Horseman Trust	5,000	-	5,000	-
	The Tolkien Trust	-	124,000	124,000	110,000
	St Clement's Charities	-	-	-	4,000
	Oxfap	-	15,009	15,009	3,970
	National Lottery	-	-	-	10,000
	Educational Opportunity Foundation (formerly BFSS)	-	21,355	21,355	6,227
	The Roundton Trust	-	-	-	5,000
	Santander Digital Inclusion	20,000	47,505	67,505	20,678
	Silken Trust	6,000	-	6,000	-
	BRC Ukraine	-	6,000	6,000	-
	Oxford Homeless Movement NRPF	-	22,050	22,050	21,000
	29th May 1961 Settlement	-	7,000	7,000	7,000
	Nominet Foundation	-	10,000	10,000	-
	Odin Charitable Trust	10,000	-	10,000	-
	Heinz Foundation	-	3,215	3,215	-
	Black Rock Charitable Foundation	-	6,067	6,067	8,900
	Brunner Trust	2,500	-	2,500	-
	Anglo American Charitable Trust	1,560	-	1,560	-
	Pye Charitable Trust	-	-	-	4,000
	Stanton Ballard Charitable Trust	1,000	-	1,000	-
	Blue Thread	2,000	-	2,000	35,000
	OCVA NRPF	-	-	-	10,380
	Adrian Swire Trust	-	15,000	15,000	-
	Small grants (amounts less than £1,000)	2,550	2,501	5,051	3,720
		138,110	**431,002**	**569,112**	**396,197**
Statutory Grants	National Insurance Rebate	5,000	-	5,000	5,000
	West Oxfordshire DC Outreach	-	14,500	14,500	-
	Oxford City Council Syrian Resettlement	-	-	-	4,500
	Oxford City Council Youth Opportunities	-	-	-	4,192
	Oxford City Council Community Champions	-	-	-	5,500
	Oxford City Council Hardship	-	4,000	4,000	-
	Oxford City Council Research Project	-	9,900	9,900	-
	Oxford City Council Kassam outreach	-	1,250	1,250	5,000
	Oxford City Council Big Ideas	-	8,400	8,400	6,750
	Oxford City Council Health Project	-	7,000	7,000	-
	South Oxfordshire DC Bike Project		1,380	1,380	-
	Oxford City Council Schools Project	-	33,820	33,820	31,590
		5,000	**80,250**	**85,250**	**62,532**

3 CONTINUED		Unrestricted	Restricted	2024 Total	2023 Total
		£	£	£	£
Faith organisations	Oxford Jewish Congregation	-	-	-	1,122
	Dorchester Abbey	1,250	-	1,250	-
	St Andrew's PCC	2,258	-	2,258	4,925
	St Peter's Wolvercote	1,135	-	1,135	-
	St Mary's Church Garsington	-	-	-	1,660
	Other Faith Organisation Donations (under £1,000)	6,890	-	6,890	8,986
		11,533	**-**	**11,533**	**16,693**
Colleges & Schools	Abingdon School	-	-	-	2,000
	Dragon School Oxford	-	-	-	1,250
	St Edward's Oxford	8,185	-	8,185	24,250
	Magdalen College School Oxford	500	-	500	4,360
	Other College Donations (less than £1000)	6,000	-	6,000	3,963
		14,685	**-**	**14,685**	**35,823**
Individual donations & legacies	Major donations (3 donors)	14,893	-	14,893	16,925
	Legacy	-	-	-	7,013
	Other Individual Donations	178,603	282	178,885	190,527
	Gift Aid	13,862	-	13,862	23,034
		207,358	**282**	**207,640**	**237,499**
Partnerships & other community organisations	Key 2 Futures	-	2,400	2,400	4,800
	Red Cross Destitution Fund	-	10,229	10,229	18,665
	RRSG	-	-	-	6,700
	One World Festival	-	-	-	435
	Aspire RESP	-	25,022	25,022	-
	Active Oxfordshire	-	14,260	14,260	-
	SOAS		7,590	7,590	-
	Community Organisations	16,780	500	17,280	27,299
	Corporate Donations	5,938	16,000	21,938	-
		22,718	**76,001**	**98,719**	**57,899**
Total Donations and Grants		**399,404**	**587,535**	**986,939**	**806,643**

4 CHARITABLE ACTIVITIES

Trusts & Foundations	Justice Together	-	129,955	129,955	147,088
		-	**129,955**	**129,955**	**147,088**
Statutory Grants & Contracts	Oxford City Council UKRS/ARAP		249,650	249,650	202,934
	Oxfordshire County Council Afghan Hotels Support Contract	112,638	-	112,638	373,101
	Oxfordshire County Council Ukraine Refugees Support Contr	193,163	-	193,163	232,150
	EUSS	-	11,498	11,498	64,634
	Oxford City Council Dispersal	-	19,938	19,938	-
		305,801	**281,086**	**586,887**	**872,819**
Total Charitable Activities		**305,801**	**411,041**	**716,842**	**1,019,907**

5 FIXED ASSETS

	Office Equipment,Fixtures & Fittings
Cost	£
Opening Balance April 1 2023	7,954
Disposals	-
Closing Balance March 31 2024	7,954
Accumulated Depreciation	
Opening Balance 1 April 2023	7,954
Charge for year	-
Closing Balance 31 March 2024	7,954
Net Book Value	
At 31 March 2024	-
At 31 March 2023	-

6 INTANGIBLE FIXED ASSETS

	Website
Cost	
Opening Balance 1 April 2023	4,625
Additions in the year	-
Closing Balance 31 March 2024	4,625
Accumulated Amortisation	
Opening Balance 1 April 2023	3,084
Charge for the year	1,541
Closing Balance 31 March 2024	4,625
Net Book Value	
At 31 March 2024	-
At 31 March 2023	1,541

7 DEBTORS

			2024	2023
Prepayments			22,878	17,820
Debtors	Accounts Receivable	13,072		
	Other Debtors	535	13,607	158,890
Accrued Income			102,563	22,342
			139,048	199,052

8 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR

		2024	2023
Creditors & Accruals		30,290	54,454
PAYE & National Insurance		22,031	25,040
Pension Creditor		3,685	4,431
Deferred Income	Note 9	94,688	171,775
		150,694	255,700

9 DEFERRED INCOME

	Balance 1.4.23	Funding Received	Released to SOFA	Deferred 31.3.24
Bromley Trust	15,000	20,000	20,000	15,000
Santander Digital	40,891	39,684	47,505	33,070
Oxfordshire Community Foundation	22,050	-	22,050	-
Lloyds Foundation	18,750	25,000	25,000	18,750
Educational Opportunity Foundation (formerly BFSS)	6,227	24,906	21,355	9,778
Swan Mountain Trust	-	4,000	-	4,000
Black Rock Foundation	6,067	-	6,067	-
St Michael's & All Saints' Charities	-	2,500	2,500	-
Justice Together	-	129,955	129,955	-
BRC Ukraine	6,000	-	6,000	-
Leigh Trust	2,500	-	2,500	-
Maggie Black Trust	5,000	-	5,000	-
Sanctuary Wheels	1,380	-	1,380	-
Oxford City Council Schools project	47,910	-	33,820	14,090
	171,775	246,045	323,132	94,688

Deferred Income represents income received prior to 31 March 2024 but which relates to periods post 1 April 2024

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
(continued)

10 RESTRICTED FUNDS

	Balance 1.4.2023	Movement in Resources: Additions	Outgoings	Transfers	Balance 31.3.2024
Services	£	£	£	£	£
Adult & Family Advice	-	90,450	90,450	-	-
Youth	-	42,400	42,400	-	-
Huntercombe project	-	20,000	20,000	-	-
Employment and Education	421	13,067	13,488	-	-
Food	-	2,500	2,500	-	-
Hardship	-	37,736	32,322	-	5,414
Dispersal/Outreach	-	35,688	32,960	-	2,728
Europa Welcome	-	11,498	11,498	-	-
Bike Scheme	-	9,640	9,640	-	-
Aspire RESP	-	25,022	25,022	-	-
UKRS/ARAP	-	249,650	249,650	-	-
Schools Project	8,454	55,175	55,175	-	8,454
Justice Together	-	129,955	129,955	-	-
Digital Inclusion	5,263	57,505	39,915	-	22,853
Ukraine	(570)	26,000	25,430	-	-
Health Project	-	7,000	4,778		2,222
Research projects	-	17,490	13,836		3,654
Sanctuary Hosting	27,717	83,800	110,765		752
Core	40,000	84,000	124,000	-	-
	81,285	998,576	1,033,784	-	46,077

Adult & Family Services provides advice on legal rights, immigration, benefits, housing and health for our clients.
The Youth Service covers the cost of providing part time youth workers and running clubs, and outings for young refugees and asylum seekers.
The Huntercombe Project funds meet some of the cost of supporting and visiting refugee and asylum seeking prisoners at Huntercombe Prison.
Employment and Education seeks pathways into employment and education.
Food contributes to items for the food bank operated at our welcome centre.
Hardship funds small cash payments (usually under £30) to alleviate hardship or for essential travel to comply with Home Office reporting requirements.
The Health Project aims to ensure clients get access to appropriate health provision.
Dispersal and Outreach provides support for those refugees and asylum seekers who have been temporarily housed in hotels in Oxfordshire.
Europa Welcome supports vulnerable EU/EEA citizens to apply for settled status in the UK.
The bike scheme supports volunteers to repair and make roadworthy, donated bikes and to distribute them to our clients, giving them a cheap way to travel around the city.
UKRS/ARAP is a Government resettlement scheme and we ensure families get all the support they need to settle and thrive.
Research projects on behalf of SOAS and Oxford City Council.
Schools project helps parents and children navigate the education system.
Justice Together aims to bring access to legal assistance throughout the Thames Valley, with our 3 partners.
Digital Inclusion supports clients with laptops, phones and digital training.
Ukraine project supports Ukrainian refugees settled here in Oxfordshire.
Sanctuary Hosting finds and supports hosts for our homeless clients.
Aspire/RESP is a Refugee Employment Support Program.
Core funding is for core services or for support costs.

11 DESIGNATED FUNDS

The current lease for the premises occupied by Asylum Welcome was renewed in March 2022 for an eight and a half year term.
The Trustees believe it is prudent to designate £50,000 to cover the cost of upgrading our premises and dilapidations

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets	Net Current Assets	2024 Total	2023 Total
	£	£	£	£
Restricted Funds	-	1,079,861	1,079,861	81,285
Unrestricted funds	-	- 417,652	- 417,652	653,325
Designated Funds	-	50,000	50,000	50,000
	-	712,209	712,209	784,610

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 (Continued)

13 STAFF COSTS

	2024	2023
	£	£
Salaries	1,047,729	994,967
National Insurance and Pension Contributions	123,534	119,715
Total	1,171,263	1,114,682

Numbers	2024	2023
Number of staff employed	36	45
Full time Equivalents	28	36

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £54,056 (2023 £51,640)

The evaluated value of our volunteers time, for the year under review, of 18,338 hours at rates provided by the European Social Fund, equates to a value of £315,078

The staff annual leave year is co-terminus with our year end and as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

14 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.
No amounts were reimbursed to any Trustees (2023 - NIL) during the year.

15 OBLIGATIONS UNDER LEASES

Operating leases
The total of future minimum lease payments is as follows:

	2024	2023
	£	£
Not later than one year	57,380	57,380
More than one year until first break clause	319,175	376,585
	376,555	433,965

The amount of non-cancellable operating lease payments recognised as an expense during the year was £57,380

16 RELATED PARTY TRANSACTIONS

Aggregate donations from Trustees, and connected parties, in the year amounted to £2,726 (2023 £2,546). The Trustees confirm that there have been no other related party transactions that require disclosure in the accounting period.

17 EXPENDITURE
ANALYSIS

		Raising Funds	Charitable Activities														
	Total Year to 31.3.2024		Adult Advice/RESP/Triage/Health/Dispersal	Youth	Detainee Support	Refugee rights/ Foodbank/ Bikes	Employment & Educational Services	Volunteer recruitment & training	EUSS	Sanctuary Hosting	Advocacy & Comms	UKRS/ARAP	Schools Project	Afghan Project	Justice Together	Digital Inclusion	Ukraine
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct Costs																	
Direct Salaries	971,717		273,793	49,929	18,138	-	27,686	24,475	6,833	90,325	57,728	120,025	44,652	67,226	38,831	21,610	130,466
Direct Management	17,838		1,190	1,190	1,189	1,189	1,189	1,189	1,189	1,190	1,189	1,189	1,189	1,189	1,189	1,189	1,189
Asylum Seeker and Refugee Activities	346,183		17,223	23,131	2,299	15,845	2,272	5,362	4,558	33,457	9,656	78,200	5,192	18,080	73,975	5,720	51,213
Direct assistance to Asylum Seekers and Refugees	62,664		-	-	-	62,664	-	-	-	-	-	-	-	-	-	-	-
Facilities and equipment	94,700		12,626	6,313	6,313	12,626	6,313	6,313	-	6,313	6,313	6,318	6,313	-	6,313	6,313	6,313
Costs directly attributable to activities	1,493,102																
Direct fundraising costs	115,294	115,294															
Senior Management	36,218	2,264	2,264	2,264	2,264	2,264	2,264	2,264	2,264	2,264	2,264	2,263	2,263	2,263	2,263	2,263	2,263
Facilities and finance staff	66,680	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,168	4,168	4,168	4,168	4,168	4,168	4,168	4,168
Premises costs	19,104	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194	1,194
Communications and computer support	4,570	285	285	285	285	285	285	286	286	286	286	286	286	286	286	286	286
General other	58,402	3,652	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650	3,650
	184,974																
TOTAL EXPENDITURE	1,793,370	126,856	316,392	92,123	39,499	103,884	49,020	48,900	24,141	142,847	86,448	217,293	68,907	98,056	131,869	46,393	200,742

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity.
Auditors fees were £8,100 for 2023-24 (£7,332 for 2022-23).

ASYLUM WELCOME

England & Wales - Charity number 1092265

Accounts



Asylum Welcome

A Company Limited by Guarantee

Report and Financial Statements

For the Year Ended 31 March 2023

Charity no: 1092265
Company no: 4361627

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Legal and administrative information

Charity Name and Number
Asylum Welcome
Registered Charity number: 1092265
Registered as a Company Limited by Guarantee, number: 04361627

Trustees
Limyaa Ali
Alison Baxter (co-opted January 2023)
Linda Bond
Susan Ni Chriodain (resigned at AGM Sept 2022)
Abdoul Ma Diallo (resigned June 2022)
Thomas Espley (resigned at AGM Sept 2022))
Valerie Johnson (Co-chair)
Lucy Keating
Dr Tina Leonard
Dr David Levy
Humphrey Lloyd (Treasurer)
Clare Miller
Tony Samuel (Co-chair)

Chief Executive/Director
Mark Goldring CBE

Registered Office
Unit 7, Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors/Independent Examiners
Critchleys Audit LLP, Beaver House, 23-28 Hythe Bridge St., Oxford OX1 2EP

Bankers
The Cooperative Bank plc, PO Box 250, Skelmersdale WN8 6WTCAF
Bank Ltd., Kings Hill, West Malling, Kent ME19 4TA

Report of the Trustees
For the year ended 31 March 2023

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2023.

The legal and administrative information set out on page 3, above, forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness, and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

The charity expresses its Vision, Mission and Values as follows:

Our Vision

Asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system, feel welcome, safe, and confident as members of a caring community. They live in dignity with hope for the future: they can exercise their rights and have their cases fairly considered, they can access services to meet their needs, and they have opportunities to share their talents and achieve their aspirations.

Our Mission

Asylum Welcome welcomes, advises and empowers asylum seekers, refugees, and migrants so that they find safety and can thrive in Oxford and Oxfordshire.

Our Values

Common humanity: We are all one people, part of a local and a global community.
Social justice: A fair and compassionate society provides rights and opportunities for all people.
Voluntary action: By enabling volunteers to give their time generously to help others, much can be achieved.

Structure, Governance and Management

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Articles of Association.

The directors of the charitable company ("the charity") are its Trustees for the purposes of charity law, and throughout this report are collectively referred to as the "Trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting elect the Trustees.

The Board of Trustees ("the Board") governs the charity and consists of not less than 5 and not more than 13 Trustees, elected, normally for a three-year term, by the Members at the Annual General Meeting ("AGM"). In addition to the elected Trustees, the Board may co-opt up to three more between AGMs. A Trustee co-opted by the Trustees may only serve office until the next AGM, at which point they must retire, and Members have the opportunity to appoint them as a Trustee.

A Director is appointed by the Board to manage the day-to-day operation of the charity and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment, and asylum/refugee-related issues.

The Director leads a team of staff who in turn work with volunteers to deliver the services of the charity.

In 2022/23 staff numbers increased markedly from 28 (23 FTE) at the end of 2021/22 to 45 (30 FTE) at the end of 2022/23 to meet the needs of a growing number of clients. This reflected the continued Afghanistan and Ukraine crises and the rapid rise of new asylum seekers dispersed by the Home Office to hotels in Oxfordshire (more details in our overview on page 9).

In 2022/23 the Board saw the resignation of three valued Trustees.

Susan Ni Chriodain left to focus more on her expanding business career and Tom Espley because he moved out of the area to take up a new job. Tom was our Treasurer for three years and Susan chaired our People and Governance committee for three years. During the year we also said farewell to Abdoul Ma Diallo, a Trustee for two years, whoalso acted briefly as Company Secretary. Abdoul had to return to his home country of Senegal when his work visa expired.

We thank all three former Trustees for their valuable contributions.

We then welcomed Joanna Steele as our new Company Secretary. Jo is a volunteer who brings many years of Company Secretary experience both in the commercial and charity sectors.

During 2022/23 we also co-opted a new Trustee, Alison Baxter, formerly a Trustee of Sanctuary Hosting, which merged with Asylum Welcome in December 2022. Alison was Chair of Sanctuary Hosting from 2018 to 2022 and brings with her enormous knowledge (and personal experience) of hosting (see more about Sanctuary Hosting in our section on Services).

At the end of 2022/23, we had 10 Trustees, many of whom have been in post for 2-4 years,with two Trustees now with seven years on the Board. This has provided valuable continuity at a time when many new staff have joined the charity.

At the end of 2022/23, we also completed a Skills Audit amongst Trustees, to identify strengths and weaknesses in the skills and experience within our current Board and to identify areas where we would welcome additional expertise.

We continue to seek people with a range of skills and experience upon which we can draw. In particular, we are looking for people who have some knowledge and experience of the reality of refugee experiences in the UK, asylum, immigration or resettlement policy and practice, research, or programming in relevant fields. This may have been gained in many ways, including:

- Lived experience of being a refugee or migrant – meaning that someone has come to the UK as a refugee or asylum seeker or has lived with or grown up alongside people who did, and they want to use their experience to help Asylum Welcome help others.
- Through their work, paid or voluntary, in a role that has given them relevant knowledge and insight that can help steer Asylum Welcome's work going forward.

We welcome expressions of interest from people of all ages and backgrounds. However, as we have many youth clients and want to broaden the range of perspectives on our Board, we particularly want to encourage applications from people under the age of 30.

The Board appoints a Finance Committee of 3-4 Trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees policy development and human resources. Other 'ad hoc' groups of Trustees meet to advise the Board or Director on governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed upon by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

The activities of the charity are guided by the Strategic Plan (2020-2023) agreed by Trustees. However, during those three years, Asylum Welcome's work was significantly shaped by the most dramatic and unpredictable global issues.

Thankfully, the Covid-19 pandemic was not a major issue during 2022/23, although its effects on our clients and volunteers continued, as many feared attending in-person meetings and events.

But this past year saw the full effect of Russia's ongoing war in Ukraine, resulting in the UK's Homes for Ukraine scheme, and two other noteworthy events:

a) the ongoing difficulties facing Afghans given a secure route to the UK, and housed in two hotels in Oxfordshire.
b) the new asylum seekers who crossed the Channel in small boats, dispersed by the Home Office into Oxfordshire (and across the UK), many from the overcrowded Manston migrant processing centre in Kent, and housed in four hotels across the county.

Asylum Welcome has provided a range of services to try to ameliorate the difficult and traumatic situations that so many faced, and continue to face. This is detailed more fully in the reports below.

The situation facing thousands of new asylum seekers who crossed the Channel during 2022/23 has been well-documented in the media. Indeed, at many times it has been the leading media story as the Home Office has overseen a shameful rise in the backlog of asylum claims as well as introducing the Illegal Migration Bill to bolster Home Office powers over and beyond the Nationality and Borders Act, itself only passed into law in April 2022. The Government's 'hostile environment' has taken on a new and even harsher feel, as it demonises asylum seekers and refugees with even greater ferocity.

These multiple challenges are more fully explored in the reports on our Programme and Services below. The Board recognises and applauds the fact that the charity has boosted its advocacy programme as a result. It is important to note that the work to develop a new Strategic Plan for the period of 2023 to 2026 commenced this year and is currently in progress.

On a strategic matter, the Board welcomes the merger with Sanctuary Hosting in the last year. Sanctuary Hosting works mainly in Oxford/Oxfordshire but also has activities inthe wider Thames Valley, primarily Reading and Milton Keynes.

In 2021, Sanctuary Hosting initiated a dialogue with Asylum Welcome to explore the potential benefits of a merger for the people it exists to serve. Their board recognised that having three directors in the previous two years had been challenging for, and demanding of Sanctuary Hosting's trustees, but the primary driver for both organisations in exploring future relations was in valuing what Sanctuary Hosting does and the desire to run a relevant and appropriately-sized service that effectively meets clients' needs.

Discussions continued throughout 2022 and resulted in a full merger of Sanctuary Hosting into Asylum Welcome in December 2022, retaining the name 'Sanctuary Hosting' as a dedicated service provided by Asylum Welcome.

Income and reserves from Sanctuary Hosting have boosted what was already a strong financial position at the end of 2022/23 – but more importantly, it allows Asylum Welcome to incorporate a valuable service into its existing service provision, enabling more clients to access more comprehensive support through one organisation.

Finally, we completed one of the most strategically important projects of the last year, which was the Volunteer Review. It took many months of meetings and discussions with volunteers who deliver vital services to our clients. Thereview identified many areas for development. These were broken down into short-, medium- and long-term actions and include:

- cross-service meetings with volunteers and staff;
- opportunities for volunteers and staff to shadow across services;
- improving information provision and induction plan for volunteers and staff;
- standardising service-specific training and supervision within and across teams;
- setting up peer support and buddying systems;
- reviewing and developing information management systems;
- reviewing internal communications channels;
- integrating and prioritising volunteer management and support into staff roles;
- systematically involving and including volunteers.

Many of these initiatives commenced in 2022/23 and continue with strong participation and support from staff and volunteers.

The number of active volunteers rose during 2022/23 to 225 by the end of the period, including 31 with lived experience of displacement. We are indebted to their work; without them, we could not deliver the quantity and quality of support that we do.

Asylum Welcome seeks to lead by example: helping refugees to participate in all aspects of running the charity, according to their abilities and interests. At the end of 2022/23, our staff included 18 people with a personal refugee or migrant background and more with close family connections. We continued to increase the number of asylum seekers and refugees as volunteers and members of the organisation, benefiting greatly from their talents.

From the Board's perspective, looking at the period 2022/23 overall, we applaud the incredible commitment of staff and volunteers to respond to the rapidly changing series of events that the charity has faced during the past year. The charity always responds quickly and effectively with an impressive 'can do' attitude that many in the sector (and the wider community) recognise as a hallmark of our work.

Our Programmes, An Overview

As in 2021, the plans we made for the year were overtaken by two major developments for which we had neither plans nor budgets. The first development was the arrival of Ukrainians fleeing the war in their country. After a slow start in March, caused by the visa process not keeping up with the innovative matching process, tens of thousands of Ukrainians, mostly women and children, arrived in the UK each month. More than two thousand Ukrainians were, and most still are, housed by about a thousand families across Oxfordshire in a unique hosting programme.

Asylum Welcome responded quickly, calling together interested organisations, including councils, employing staff, and sharing information and learning with the many community groups that sprung up to assist people arriving. With the availability of public funds, our initial support transformed into a contract with the County Council. This contract allows us to provide a wide range of information and support services to arrivals and their hosts. To enhance our services, we have also employed several Ukrainians as part of our Communities team.

The government and other funders were quick to offer financial help to assist Ukrainians; the same has not been true for the other major development in the second half of the year. Fifty thousand asylum seekers are now housed in hotels across the country, partly because of increased "small boat" arrivals and delays in the Home Office processing of asylum claims. Four of these hotels are in Oxfordshire, one being on the outskirts of Oxford city.

The residents receive board and lodging, but they are given little help in dealing with their trauma, making their asylum claims, accessing the modest benefits available, tracing family and belongings, and navigating UK life, including connecting with public services (many of which are trying hard to respond). Working with the local public sector and other partners, Asylum Welcome has been running regular surgeries to help with these tasks in Oxford, Witney, and Banbury. We have increased staffing and volunteer numbers, and rented premises close to the hotels to facilitate this work but have still received no public funds to support it.

Alongside these unplanned developments, we continued to support the Afghans who were evacuated from Kabul in 2021, with an additional group of about 80 arriving in a local hotel in 2022. As of March 2023, there were still over 170 Afghan people staying in two local hotels, and more families are waiting for housing than the number of people who have been permanently housed so far. The few individuals who have been rehoused locally are now receiving support through our city resettlement programme.

Pressure on our regular long-term services has continued to grow, with all services seeing more clients in 2022/23 than the previous year, which itself was one of significant growth. This reflects our ongoing efforts at outreach as well as the fact that the county is now being used as a "dispersal" area for asylum seekers to live in while their cases are being considered. Additionally, the county is also receiving and caring for more unaccompanied children.

The small pilot Schools Advocacy programme, launched in 2021 to help schoolchildren and their parents better thrive within the school system, has proved effective: showing both the value of this new service and the level of hidden demand that we have been able to partly respond to as the service has developed. (For more details, please refer to page 21 of this report.)

A new partnership with three other agencies working across the Thames Valley area was launched to improve access to legal asylum and immigration advice. The first year has gone well with over 500 cases addressed, although access to solicitors offering legal aid to support asylum claims remains a major challenge.

On 31 December 2022, the independent charity Sanctuary Hosting merged into Asylum Welcome. We have always worked closely together, but the hosting service, which assists people who are not entitled to housing support by providing temporary shelter in the homes of volunteer hosts, is now fully integrated into Asylum Welcome. Tania Baldwin-Pask has taken on the role of Sanctuary Hosting Service Manager. The aim is to offer a more joined-up service to more people who need it, and we are confident that a good start has been made.

We have been pleased to be able to continue our two programmes specifically focused on vulnerable migrants. One supports Europeans who need help to regularise their status in the UK post-Brexit (most of the clients are East Timorese). The other assists foreign prisoners in Huntercombe Prison. The help they need ranges from contacting families, translating documents, tracing luggage etc., to helping organise their accommodation on release/repatriation at the end of their sentences. Sometimes it means simply having someone to listen to them.

We have added to the range and quality of these services with improved meeting spaces, more training for staff and volunteers, and new dimensions: for example, training programmes for clients to sit alongside our ever-growing laptops provision, enhanced partnerships with health services and other organisations, and by influencing and supporting organisations with far greater reach than us (such as universities and councils) to better consider refugee inclusion in their work.

The meetings we organised regarding Ukrainian arrivals were gradually taken over by the six district councils in the county. These councils have been working more closely together, with our encouragement, to adopt a more coordinated approach to the various refugee and asylum seeker programmes that have become an integral part of Oxfordshire's landscape. We have made efforts to stay involved and influence them, including ensuring direct client input into City Council planning. We have also worked closely with the University of Oxford on its journey to become a University of Sanctuary.

Our Services in 2022/23

Summary of our Main Services

Programme	Description	Notes
Adult & Family Service	Core Asylum Welcome service and the first port of call with the charity. Advice and support, signposting to internal and external services. Benefits, housing, hardship, and immigration rights.	Numbers rising rapidly as Oxfordshire has become a new dispersal area.
AFS Outreach Service	Run by the AFS (Adult & Family Services) team. Giving basic advice to the hundreds of new arrivals placed in hotels around the county over the past year. Arrivals often have complex needs, with no access to support or information, inadequate clothes and/or shoes, and mental and physical health concerns.	Hotels with vulnerable asylum seekers throughout Oxfordshire (Oxford, Banbury, Abingdon, and Witney). Also includes outreach to Horton General Hospital (Maternity Services) and the Open Door lunch club.
Youth Service (& Youth Clubs)	Supporting young asylum seekers and migrants (the majority of whom are unaccompanied) with advice and intensive practical and emotional support. Runs weekly "Venda" youth club for young people of many nationalities. Also boxing, cricket, and football clubs.	Works in partnership with social services, schools, etc.
Food Bank & Hardship Fund	Supporting people who have No Recourse to Public Funds and who would be destitute without our help.	Small subsistence grants and weekly food parcels. One-off emergency help.
Legal Immigration Advice	Helping people who need support to access legal advice complete applications where there is no legal aid available. Covers asylum claims, family reunion applications and much more. Part of the Thames Valley Immigration Alliance (TVIA) group with Refugee Support Group in Berkshire, Slough Refugee Support, and Settled.	The TVIA partnership is aimed at improving access to and quality of legal immigration advice across the Thames Valley.
Education & Employment	Language lessons, employment support, CV building, interview practice etc., and referrals to schools and colleges. Aims to increase pathways to employment in the coming year.	We have established links with local colleges and employers.
Ukraine Programme	Working with councils and community groups across Oxfordshire to help provide the best possible experience for Ukrainians coming to the region under the 'Homes for Ukraine' scheme. Provision of advice, bikes and laptops.	Intensive support for new arrivals and hosts. Training for hosts. Workshops about UK life for refugees.

Afghanistan Resettlement Hotel Programme	Specific project established to provide intensive support for families evacuated from Kabul and housed in hotels in Didcot and Thame.	Emergency response, contracted by Oxford County Council
Europa Welcome	Post-Brexit support for vulnerable EU citizens, advice on regularising status.	Initially funded by the Home Office for one year, service was extended due to ongoing need.
UK Resettlement Scheme (UKRS) Project	Intensive mentoring and material assistance for new arrivals who have received refugee status placed in Oxford by the Home Office. Currently supporting up to 18 families.	Commissioned by Oxford City Council.
Huntercombe Project	Supportive visits by volunteers to foreign national offenders in Huntercombe Prison. Complex advocacy, practical and emotional support.	AW support commended as extremely valuable by HMP Huntercombe staff as well as beneficiaries.
Sanctuary Wheels (formerly Bike Project)	Free refurbished bikes (plus helmets, lights and locks) for refugees, asylum seekers and vulnerable migrants throughout Oxfordshire.	Partnering with Active Oxfordshire. Featured on BT Sport and BBC (The One Show).
Digital Inclusion Project (formerly Laptop Project)	Free refurbished laptops and devices, and Wi-Fi passes plus personalised IT training and support for refugees.	Project set to expand 2023/24, received large multi-year grant award and employed new coordinator.
Schools Advocacy	Intensive mentoring for newly arrived refugee parents to engage in and understand the English school system to support good educational outcomes for children, including English language classes for parents. Provides targeted support for refugee, asylum seeker and migrant families to navigate and engage with the schools their children attend. Includes regular English language sessions, educational workshops and a weekly advice clinic.	Into a fully-funded second year after a successful pilot.
Sanctuary Hosting	Supporting refugees and migrants at risk of homelessness with hosted homestays. Merged with Asylum Welcome on 31 December 2022. Guests also benefit from the range of services on offer at Asylum Welcome.	The service operates across Oxfordshire, and in Reading and Milton Keynes.
Health Access Project	Provides guidance and supervision to other agencies as well as briefing asylum seekers and refugees directly at hotels. Some of the doctors and medical staff in the group play a crucial role in briefing and registering asylum seekers with local medical centres and supporting the most vulnerable by referring them to appropriate healthcare providers.	The group worked closely with Oxford City Council in delivering a programme to identify the impact of Covid on vulnerable communities.
Advocacy	Seeking to improve national and local policy and practice. Asylum Welcome, as a well-established and respected service provider, now has a regional and national online platform to contribute to the immigration debate.	Establishing a platform for those with lived experience is a priority.

We continued with our collaborative approach and worked closely with partners at different levels to plan appropriate responses not only to local and regional events but also to the escalation of the hostile environment.

A notable recent partnership has been with Open Door Oxford, a volunteer-run lunch club for refugees and asylum seekers on Thursdays at the St Clements Family Centre. Our Adult & Family Service provides an outreach advice clinic and signposting at these sessions.

The NRPF (No Recourse to Public Funds) housing project (a partnership project funded by Oxfordshire Homelessness Movement) is going well, with over nine residents being granted status and access to public funds because of our intervention. We have also managed to assist some of those on the waiting list to get status and access to public funds before being accommodated.

Number of Clients Served

We have seen a huge increase in demand for our services from three main demographics: 200+ refugees from Afghanistan, many of whom are still in hotels awaiting accommodation; 2,000+ Ukrainian refugees who are mostly being hosted in generous people's homes across the county; 700+ asylum seekers who have been moved into hotels around the county on an emergency dispersal basis to relieve overcrowding elsewhere.

In 2020/21 we directly supported 2,300 clients. In 2022/23 this number has grown to 3,183, an increase of 38%.

But the picture is more complicated and complex than can be expressed by a single figure. The table below shows the total number of recorded users of each of our main direct services. There is still some significant under-reporting: for instance, the figure for Legal Immigration Advice describes the number of clients **seen**, excluding telephone enquiries and advice given by phone.

Some clients are accessing multiple services and we have allowed for this when calculating the overall figure above. Most of our laptop and bicycle recipients are internally referred, but some come to us through our relations with refugee community organisations, Refugee Resource, or other partners.

In addition, family members and the wider community often benefit indirectly in ways that are not recorded; for example, when a client receives and shares a hardship grant, food donation or Christmas/Eid presents, or a refugee community member who is not a registered client attends a briefing or a social event or benefits from our advocacy work with local authorities.

We estimate that, including our registered clients, we are now serving 4,000+ refugees, asylum seekers and vulnerable migrants across Oxfordshire: mainly (but not exclusively) in Oxford, Abingdon, Thame, Didcot, Witney, and Banbury. (Sanctuary Hosting is the only service to operate beyond Oxfordshire.)

Adult & Family Service (including Outreach)	779
Youth Service	250
Food Bank	88
Legal Immigration Advice	369
Education Service	205
Employment Service	122
Ukraine Programme	c.1000
Afghanistan Resettlement Hotel Programme	227
Europa Welcome	526
UKRS Resettlement Project	68
Huntercombe Project	140
Sanctuary Wheels (Bike Project)	225
Digital Inclusion (Laptop Project)	240
Schools Advocacy	229
Sanctuary Hosting	26

The Political Context and Asylum Welcome's Advocacy Work

This year has seen yet more dramatic changes in asylum policy, affecting both our clients and the nature of our work. Asylum Welcome has been involved in much campaigning at both local and national levels. Nationally, we have contributed to debates around the impact of the Nationality and Borders Act (NABA), the Illegal Migration Bill, offshoring to Rwanda, and the Streamlined Asylum Questionnaire. Our local campaigning has focused on the planned reopening of Campsfield House Detention Centre in mid-2024 and the establishment of emergency asylum hotel accommodation across Oxfordshire.

Asylum Welcome co-founded the Coalition to Keep Campsfield Closed one month after the Home Office announced plans to reopen Campsfield House in June 2022. Through this coalition, local charities, community groups, trades union bodies and political parties, alongside district councillors and the local MP's office, have organised a range of activities opposing the reopening of the detention centre. These include coordinating demonstrations, stalls, parliamentary questions, Freedom of Information requests and letters to MPs and local councillors.

Over the year, we have been supporting both Oxford City Council and the University of Oxford to pursue their commitments to become institutions of sanctuary. Asylum Welcome contributed to these efforts by conducting a research report, helping to reestablish a Student Action for Refugees (STAR) group, and co-organising "town and gown" events. We contribute to national debates via our relationships with partner

organisations and networks, including the Thames Valley Immigration Alliance, Together with Refugees, the Asylum Reform Initiative, and Detention Forum.

We are glad that client participation in our campaigning work has increased this year, and we are committed to expanding the influence and responsibilities of clients within our advocacy activities and offering the training and support required to make this happen.

Some Highlights and Developments in Selected Services

Ukraine Programme

On the 24th of February 2022, Russian forces began a full-scale invasion of Ukraine, devastating lives, and displacing millions of innocent civilians. The UK responded by setting up the 'Homes for Ukraine' scheme. Under this scheme, Ukrainians can live, work, and have access to public funds in the UK – if a British sponsor agrees to provide accommodation for a minimum of six months.

In an outpouring of solidarity, the first 24 hours of the scheme saw around 100,000 British households signing up to host Ukrainian refugees. In Oxfordshire, 929 British hosts welcomed 1,956 Ukrainian guests and one year on from the invasion, Ukrainians have become a valued part of the Oxfordshire community.

As Ukrainians began arriving in Oxfordshire in March 2022, civil society organisations mobilised to coordinate wraparound support. Asylum Welcome contributed to this by organising education and employment support, conducting English language classes, setting up a hardship fund, providing laptops, bicycles, and SIM cards, connecting community networks, and signposting Ukrainians to numerous other services.

We have been successful in setting up and nurturing relationships with community groups across Oxfordshire, through the engagement of the Community Liaison Officers (CLOs) placed in the five districts. CLOs have in turn developed relationships with a totalof 34 community groups, supporting around 1200 guests and hosts. These officers share information, guidance and best practice, answer enquiries, and signpost clients to statutory or voluntary services regarding finances, benefits, housing, and food supply.

Over the year, we have also developed good relationships with Oxfordshire councils and were tasked with taking on mandatory visits to hosted households. We participated in developing a platform, a format and a script that would guide the CLOs visits; between December and the end of March 2023, we covered a total of 541 households. The visits generated valuable information both for councils and our work, including information for the respective district councils on how many hosting arrangements arelikely to terminate in each of the coming months.

At the same time, talking to the guests during the visits has helped us better understand client needs around language and employment. We are now seeing a request for

differentiated language tuition, for example, work-based English, advanced English, or advanced online classes. Similarly, while most Ukrainians have found some kind of employment, most of them would prefer to do different work, more in line with their qualifications and experiences. We have now extended the amount and breadth of English language classes we offer to Ukrainians informally.

On employment support, we are now offering three different kinds of service: a one-to-one coaching service through Asylum Welcome's Education Team for those highly qualified Ukrainians who need to identify their transferable skills to move into a different work stream; a programme to be implemented by Aspire for Ukrainians interested in specific technical jobs; and a self-employment workshop programme facilitated by Oxfordshire Local Enterprise Partnership (OxLEP) for Ukrainians who are keen to set up their own businesses.

Over the year, the core team has responded to a total of 838 individual queries. A bi-weekly face-to-face drop-in service for Ukrainians has now been instituted to help with the increasingly complex enquiries we see.

Client testimony (E. and O.):

"We are a married couple who arrived in England in August 2022.

We lived in the city of Kharkiv, which is located 30 km from the border with Russia. On April 17, 2022, a shell hit our house, completely destroying it.

At the age of 62, because of the war in Ukraine, we lost everything: home, property, business, work, friends and relatives (who left all over the world, fleeing from the war), family (part of which remained in Ukraine), car, garages, books, collections and other things that made up the world in which we were happy and fulfilled.

We were in a very difficult psychological state after all the losses that we experienced. And the support of your organisation turned out to be very necessary and timely, I would say, as a "lifeline for a drowning man."

We are happy that we met such effective help from your wonderful organisation.

Your team helped us to integrate into the UK and solve many practical and important issues on everything from employment to housing and helping with English translation when I had to go to the hospital by ambulance.

I especially want to express my gratitude for humanity, kindness, sincere interest, and involvement in our problems to Asylum Welcome team member Tamara Kurzova.

This is our Guardian Angel, who saved us countless times and helped us overcome the difficulties of integration.

Organisations like Asylum Welcome are essential for the world because they make it kinder and more beautiful!

We need you!"

Adult & Family Advice and the new outreach service in asylum hotels

Adult & Family Advice continues to be our fundamental entry service for most refugees and asylum seekers.

Most significantly, it offers support to the 700+ asylum seekers who are now housed in multiple hotels and hostels across the county. Currently, Asylum Welcome is the only organisation that is providing this level of wraparound support to asylum seekers in Oxfordshire.

During this last financial year, client numbers grew from 491 to 779 – a staggering percentage increase of 85.68% on what was already our busiest year on record. The demand for our help shows no sign of slowing, but with few additional resources, no notice of new arrivals and no funding from local councils or the Home Office for this work, our ability to fully support those who need it is constantly being challenged.

In response to the Home Office suddenly accommodating hundreds of people in an Oxford hotel, we immediately designed and implemented briefings at a neighbouring community centre on the asylum process and people's legal and health rights. We then started delivering two drop-in clinics per week at the same community centre, seeing between 45 to 70 people per session. At our urging, the County Council released funds that allowed us to purchase 74 pairs of shoes to provide adequate winter footwear.

We referred around 100 individuals for legal representation before Turpin & Miller Solicitors became overwhelmed and asked us to stop referring at the end of January. Currently, we have around 40 people on the waiting list for legal representation. We have helped around 60 people apply for asylum support. When we learned that many would likely be staying at the hotel for longer, we started referring them internally for laptops and bicycles.

In early 2023, we secured premises to restart a drop-in session in Banbury, following a change of hotel subcontractor there which prevented us from visiting the premises. One of our caseworkers has been accompanying an obstetrician in the Rose Clinic to provide practical and clinical support to pregnant asylum-seeking women at the local hospital's maternity ward. This has improved our engagement with vulnerable pregnant women in hotels and the community. We have been actively engaged in multi-agency meetings to address women's concerns and advocate for improvements in the conditions of the hotels with Ready Homes and the Home Office.

Case study – N.'s story

N., an asylum seeker from a war-torn country in the Middle East, approached us in the corridor of a hotel in Oxfordshire and showed us a Google-translated message on her phone that detailed her traumatic experiences.

N. revealed that she had received no psychological support, and as a result, her mental health was rapidly declining; she said she felt like a shell of herself.

Identifying N.'s need for urgent mental health support, we immediately referred her to a lawyer from a leading firm who helped us to advocate for N. to get a room of her own, which she was eventually given.

Securing mental health support for N. was crucial to improving her extremely fragile well-being. We managed to set up ongoing counselling at Talking Space and referred her to multiple other services. Helping her to understand the next steps of her asylum claim, we also contacted a local law firm that allocated N. a solicitor to support her case.

Ensuring all her essential needs were met, we supplied appropriate clothes and shoes and provided phone credit to allow N. to contact loved ones whom she had not spoken with since arriving in the UK. To help her feel like herself again, we gave N. a three-month gym membership at her local leisure centre so she could reignite her love for fitness and feel some semblance of normality.

N. is eager to learn English and passionate about moving forward, so we supplied her with a laptop to enable her to continue working with our Education & Employment team, taking English classes, and preparing for life post-asylum claim.

In her own words, N. said Asylum Welcome was *"like an angel that God placed in my path. I got better from the day I saw and talked to you; Asylum Welcome has had a very good impact on my life."*

Youth Service

Our Youth Service continues to offer essential frontline support to unaccompanied asylum-seeking children (UASCs) in Oxfordshire.

In the last financial year, the Youth Service supported over 30 young people who had been incorrectly identified as adults and housed in asylum hotels, to access the support they are entitled to from social services.

With some age assessments taking a full day and over 30 young people in need of this, it was an incredibly challenging time but ultimately a huge success with so many people getting the support they needed. We worked closely with social services during this time and built a good relationship with them. They continue to contact us to act as appropriate

adults for age assessments and have fed back that we provide this service with professionalism, flexibility, and compassion.

For the young people who were age assessed by social services as adults, we worked in partnership with Together for Migrant Children and held an information and advice drop-in session at their office for eight young people who wanted support to challenge their age assessment. We split the casework with Together with Migrant Children and out of the four young people we took on, two have now been taken into care and we are continuing to challenge the decisions regarding the other two young people.

Aside from our casework service we now run the following activities for UASCs:

- The Refugee Football Project, which we lead in partnership with Oxford United in the Community and Refugee Resource. The Football Project has now expanded to two sessions a week in response to demand and we have 43 young people engaging with these sessions. We have had four matches to date with local schools and have more planned for the year ahead.

- Our Venda youth club, with 39 sessions delivered last year and between 20-30 young people attending each week. We have a group of four volunteers supporting this, overseen by at least one staff member per session.

- A boxing club for young people which runs every Thursday.

- Extra activities during the summer holidays and half terms. These activities have included a sports day, a beach trip, paddle boarding, and trips to Blenheim Palace, Wytham Woods, and Oxford Brookes Climbing Centre.

We have also developed a partnership with Cumnor Cricket Club who have enrolled eight of our young clients into their teams.

Case study – A.'s story

A. presented to the Youth Service after being moved into an asylum hotel for adult men in Oxford. He had previously been in foster care in Essex but had been age assessed as over 18. Confused and distressed, he had no paperwork with him and did not understand why he had been moved.

Asylum Welcome's Youth Service contacted authorities in Essex and obtained a copy of A's full age assessment. We read through this with him so he could understand the areas that social services were unsure about.

We then worked with A. to help him gather further evidence, provided an accompanying letter to support his claimed age, and referred him to a public law solicitor. Crucially, we also supported A. with social and emotional support, during the evidence-gathering period.

A. joined the Refugee Football Project and Venda youth club, and we also referred him to EMBS Community College so he could begin to move forward with his life again and be around other young people.

Following our interventions and referrals, A. was successfully accepted back into foster care in Essex and is once again being looked after as a child.

Sanctuary Hosting

Sanctuary Hosting (formerly an independent charity) merged with Asylum Welcome on 31 December 2022. The merger aims to provide wraparound support for the refugees, asylum seekers, and vulnerable migrants at risk of homelessness supported by Sanctuary Hosting ("guests") so that they can benefit from the range of services offered at Asylum Welcome.

Since its inception in 2015, Sanctuary Hosting has facilitated over 32,000 nights of hosted accommodation for 159 guests. Over the last year, Sanctuary Hosting provided accommodation for 26 guests by matching them with 30 hosting households. The service operated across Oxfordshire, and to a more limited extent in Reading and Milton Keynes.

The challenge now is recruiting and inducting more hosts and support workers. Staff and volunteers are engaging in different local events to raise the profile of the Sanctuary Hosting service, as well as making direct approaches to different faith and community groups.

More generally, we are reviewing the long-term viability of providing a service which operates beyond the borders of Oxfordshire. The landscape of hosting is changing, and we will also be considering other ways of providing temporary accommodation for our guests, where we can continue to provide a safe, supportive, and welcoming environment.

Case study – G.'s story

G., a vulnerable migrant, was accommodated by Sanctuary Hosting in May 2022 and referred to Asylum Welcome's Adult & Family Service for practical support at the same time.

G. had slept rough for a long period in London and had developed mental health issues because of her destitution, homelessness, and various immigration refusals. She had managed to secure a pro bono solicitor who was helping her to lodge a 20 years long residency application (the only application she was entitled to after asylum refusals and overstaying her initial visa).

G. had a supportive GP and other health services in Bicester and felt the need to continue seeing this GP following her move to Oxford. She needed bus fares to travel there every other week, which Asylum Welcome and Sanctuary Hosting jointly funded. We referred her to Refugee Resource for counselling and support groups. Asylum Welcome also started donating weekly food parcels to G.

Furthermore, G. needed help obtaining a national birth certificate and then a national passport, to support her immigration application. We provided funding for the birth certificate and passport and funded travel to the national embassy in London. G.'s anxiety and depression made it difficult for her to manage the gathering of documents for the immigration application. Our joint interventions were crucial to helping her progress.

G. was granted status in December 2022, and we created a plan to help her move forward with her life. We supported her in applying for a bank account, welfare benefits and housing.

G. left her host's home in March 2023, moving into accommodation in Bicester where she has a supportive friendship network. She received money from Sanctuary Hosting's "Move On" Fund to purchase some essentials for her new accommodation.

Schools Advocacy

The Schools Advocacy service has grown exponentially since fulfilling its initial criteria to deliver a core mentoring program and model of support to 12 refugee/asylum seeker and migrant families across two schools with the aims: -

- to improve familiarity and understanding of the UK school system amongst parents and students,
- to increase parent and student engagement in schools,
- to provide greater access to school services and wider education support.

The service is now supporting 30 families across 15 schools, working with parents and children from seven nationalities in total (including Afghans, Syrians, Albanians, East Timorese, and Ukrainians).

Outcomes have been extremely encouraging with 100% of enrolled parents reporting that Schools Advocacy has enabled them to be more positively involved in their children's learning. 80% of families report an increased ability to support children with homework and school issues while 75% report an improved understanding of the UK school system and curriculum and an increased confidence in communicating with the school. 80% of parents have now attended a school event supported by their family mentor.

Since January 2023, the Schools Advocacy service has run a weekly Homework Club in the Afghan Resettlement Hotel in Didcot to support students in Year 6 and above, while also supporting parents and students in the Thame hotel.

Case study – Schools Advocacy

A recently arrived family with very limited English has been working with their Schools Advocacy mentor and an interpreter for 5 months. The children of the family have settled well in school and report that they love to go to school to make friends and learn. They are engaged in all their lessons, showing keen levels of interest, and their language acquisition is developing well.

School staff were invited to attend Schools Advocacy sessions and through their involvement reported an increased understanding of the needs of refugee students and parents in their school. Prayer spaces, English support, learning apps, pastoral care, learning support, and parent-teacher interviews have been acknowledged by staff as areas that need to be developed to provide greater access and engagement for our families.

Parents and students continue to meet with their mentor and interpreter at the school each week and although the parents have a language barrier, they report that because of these meetings they feel involved and valued in their children's education.

The interpreter is a Schools Advocacy volunteer with lived experience of the asylum process. Through her relationship with the family, and by shadowing an experienced mentor, she is providing an invaluable service to Schools Advocacy while also developing her skills and working towards becoming an independent Schools Advocacy family mentor.

Our Staff

Our staff numbers continued to grow as we scaled up our existing programmes and introduced new ones to meet changing needs. As of 31 March 2023, we had 45 staff on our books.

One of our priorities in recruiting staff has been to encourage existing part-time staff or volunteers to apply and where possible to encourage candidates from a refugee background to apply.

We introduced clinical supervision to support staff working in frontline services in the autumn of 2022. Staff attending these sessions found them supportive, positive, and productive. There is a good channel of communication with the clinical supervisors. We aim to extend this service to volunteers working with clients in challenging situations as soon as capacity allows.

Tamara Kurzova, the Ukrainian Community Liaison Officer at Asylum Welcome, reflects on her experiences working with Oxfordshire's Ukrainian community.

"My story as a Ukrainian refugee is much like that of every other Ukrainian who fled the war. Working for Asylum Welcome allowed me to discover the ability to connect people with opportunities, identify their needs and point them in the right direction in this country. I now have many thankful clients and there is nothing more rewarding."

Our Volunteers

Asylum Welcome could not provide the range and depth of services offered to refugees, asylum seekers and vulnerable migrants without the incredible support of our dedicated teams of volunteers.

There are currently 225 active volunteers who have contributed at least 20,688 hours to the organisation this financial year, plus many more hours not officially recorded. From April 2022 to April 2023, 106 new volunteers were recruited; 20 of these volunteers have lived experience of displacement.

Case study

F., a refugee from Kuwait, originally came to us requesting a bike and later returned wanting to help others. F. was struggling with trauma and his mental health and needed to be doing something, to be kept busy, to work and learn but also to share his skills and talents supporting others.

He now volunteers in our Sanctuary Wheels workshop every day, fixing up and distributing dozens of bikes.

F. is currently staying in a hotel, where life can be challenging, so the opportunity to volunteer with us is hugely important for him.

Volunteer Review and Implementation

Since April 2022, the Volunteer Review task group facilitated seven small-group conversations with 60+ volunteers, in addition to a survey that was filled out by 50 volunteers. We organised a workshop with staff members, volunteers and trustees, who co-created recommended actions based on the consultations.

The Volunteer Review highlighted the need for better-structured training, supervision, engagement, and peer support within teams as well as stronger centralised systems to track and support this work. It also highlighted the desire for volunteers to feel more

involved and included. The report was finalised and shared in December 2022 with a new group tasked with implementing the review (a priority for the year ahead).

We have made positive steps to streamline the volunteer recruitment and induction process, running information sessions for prospective volunteers, which ensure that potential volunteers are provided with the full picture of Asylum Welcome before we determine which role (if any) would best fit. The new format ensures that volunteers have an opportunity to think through and discuss different volunteer roles and to gain a better understanding of the context of our work when determining their future role(s).

Co-production: engaging people with lived experience of displacement

The Volunteer Coordinator and Education & Employment Coordinator have co-facilitated 14 co-production group meetings with clients over the year. These meetings are a mixture of open discussions, education and employment workshops, and external visits, with staff members joining to explore ideas and gain feedback. Co-production meetings are regularly attended by the Policy and Advocacy Coordinator and the Communications Coordinator.

Out of the 26 clients that we routinely invite to these meetings, 14 of them have either volunteered with Asylum Welcome in the past, currently volunteer or are in the process of exploring volunteering options with us.

These meetings are an opportunity for clients to get further involved in Asylum Welcome's work and have strengthened the relationship between our staff and the clients who are volunteering with us. With a noticeable rise in the number of clients who want to volunteer with Asylum Welcome, many from local asylum hotels, we plan to better link our volunteer recruitment with the Education & Employment advice team. The aim is to ensure that any asylum seekers interested in volunteering can explore options at Asylum Welcome as well as other organisations seeking volunteers.

The Welcome Centre

Our Welcome Centre is the heart of Asylum Welcome: a friendly and supportive space where enquirers can find someone to talk to and access information about our services.

50% of the Welcome Centre volunteers have lived experience of displacement and are crucial in running the space. They provide reassurance to vulnerable visitors while benefiting from increased confidence as they fulfil a vital role.

The recruitment of a Welcome Centre Coordinator has improved the management of the space and there are now usually two volunteers on shift at a time.

Engaging with students and the universities

Over the year, we have recruited 21 students from both universities in Oxford to volunteer with us. 10 of these students have come to us via formal placements. These placements have generally been with the Welcome Centre and Communications & Advocacy teams.

We have established a relationship with Oxford Brookes University and strengthened our existing relationship with the Oxford Pro Bono Group at the University of Oxford.

Volunteer testimonies

Feedback from an attendee of the new volunteer information sessions: *"Really very helpful and thorough overview of the charity's work and history, and current work, and how it fits with national/international changes & needs. Lovely atmosphere too - welcoming guests, and between staff."*

Office admin volunteer, Eve: *"I love volunteering at Asylum Welcome! It's a great organisation doing important work. Everyone is so welcoming and warm. The staff are hardworking, professional, and dedicated – but always have time for a friendly word."*

Welcome Centre volunteer, Gallock: *"Having moved to Oxford recently and doing nothing officially at the moment, I saw the need to use my skills and experience in volunteering to contribute to my new home environment. I chose Asylum Welcome because they were very supportive and instrumental in helping me settle down [...] Volunteering for Asylum Welcome is very rewarding in many ways, which brings a level of joy and fulfilment seeing a smile on the face of satisfied clients [...] It is uplifting to see the teamwork, the joy and enthusiasm with which the staff and other volunteers put into serving clients and socialising with one another."*

Welcome Centre and Digital Inclusion volunteer, Jack: *"As well as helping me, Asylum Welcome gave me the chance to help other people myself, and I have volunteered in many different fields which helps to reduce stress and concerns about my family back home."*

Our Fundraising and Partnerships

As already shown, 2022/23 was an unprecedented year for Asylum Welcome. Our fundraising has been successful despite the global but also national and local challenges that we experienced: including (but not limited to) the Ukraine and Afghanistan crises, the cost-of-living crisis, Oxfordshire becoming a dispersal area, and an increasingly hostile political environment.

Our success is the result of excellent teamwork across the organisation and reflects the crucial work of the fundraising team collaborating effectively with authorities such as the city, district, and county council(s). Additionally, we have built strong partnerships with dedicated local organisations that support our mission and work. Our turnover of £1.8M (excluding reserves transferred on the merger with Sanctuary Hosting), greatly exceeded our budget of £805,000, prepared before both the Russian invasion of Ukraine (forcing millions of displaced people across Europe) and the arrival in Oxfordshire of 700+ new asylum seekers housed in temporary accommodation.

Of our total turnover, 50% came from statutory contracts supporting the Afghan Hotels, the Ukrainians, the resettlement of refugee families in Oxford, our Schools Advocacy programme supporting refugee parents and children in school and our Europa Welcome service supporting vulnerable Europeans with their Settled Status applications; 30% – about £543,000 – came from a huge range of Trusts and Foundations (from small, local family trusts to big national foundations); and a remarkable 20% – about £350,000 – came from our amazing individual supporters, wonderful community groups and truly valuable partnerships... local, regional and national.

Of our income of £1.8M, £1.0M was unrestricted and £822,000 restricted. This puts us in a strong position as we begin 2023/24 (under an extreme set of uncertainties and with the potential end of several key programmes) contributing to our capacity to support flexibly and creatively an unprecedented 4,000+ people across Oxfordshire.

There were many successes across 2022/23, but some examples are given below:

- We received an 18-month Oxford City Council contract to support clients with Employment in partnership with Aspire, Ethnic Minority Business Service (EMBS), and Refugee Resource;
- We saw a big development of our Laptops and Digital Inclusion Programme, now becoming an essential service for our clients, as we received a 3-year £150,000 grant from Santander Foundation allowing us to recruit a Digital Inclusion Coordinator and continue supporting clients with much-needed IT infrastructure, hardware, and training;
- Lloyds Bank Foundation continued to support us with a two-year grant of £50,000 to support our charitable purposes including additional Enhance support to allow us to be resilient, flexible, and capable of responding to emerging needs as well as to help us prepare our strategy and be better placed to respond to new challenges in the years ahead;

- We also received a grant of £30,000 from the British and Foreign School Society (BFSS) for us to continue expanding the successful Schools Advocacy project (funded by the Oxford City Council) which will allow us to explore scaling up the support that so many refugee parents and their children need to understand the school system in the UK, engage more in school activities and thrive across the county;
- We continue to receive fantastic support from long-standing donors such as the Tolkien Trust, The Henry Smith Charity, AB Charitable Trust, the Bromley Trust, St Michael's and All Saints' Charities, 29th May 1961 Charity, and received generous grants from newfunders such as Garfield Weston, CAF Social Equity, The Blue Thread, and The Maggie Black Trust;
- Several grants allowed us to increase support to Ukrainians to help them meet their basic needs through an Emergency Fund and more tailored one-on-one Employment support in partnership with Aspire;
- We continue to strengthen our ties with Active Oxfordshire who supported our Bike (Sanctuary Wheels) and Football projects with a couple of £10,000 grants for each, provided support and activities for people in the hotels, and are now partnering with us to support our Ukraine programme with more activities to support Ukrainians' mental health and well-being across the next two years (mostly women with children);
- Likewise, through our Justice Together 3-year funded grant, we continue working closely with Refugee Support Group (Berkshire), Slough Refugee Support and Settled, providing more and better legal immigration advice to clients across the Thames Valley through our Thames Valley Immigration Alliance.

We also have had a strong year of individual and community fundraising and continue to deepen our community relationships and diversify our income, seeking more income from across the county and looking for new fundraising opportunities. We have established a series of initiatives and relationships to increase outreach to community groups and organisations across the county of all sorts (educational, artistic, musical, sporting and recreational), including deeper engagement with schools and other organisations which will benefit our clients in multiple ways. We have valued relationships with Somerville and Mansfield Colleges, both (as the first Oxford colleges to achieve College of Sanctuary status) being incredibly supportive of our work and the cause.

Some of our highlights were:

- Being chosen as the charity of the year for St Edward's School and Magdalen College School who raised a fantastic £35,000 combined in aid of Asylum Welcome (of which St Edward's School steeplechase raised £22,000 alone!), opened their doors to support refugees and asylum seekers with English lessons and access to their sports fields, hosted wonderful football matches between their students and our Refugee Football Group and allowed us to host our brilliant

Refugee Week 2022 event at the Grand Marquee of Magdalen College School during the fabulous Oxford Arts Weeks (where 10+ refugee community organisations displayed their crafts, shared their food and together heard from people with lived experience on the key issues affecting them).

- Taylor & Francis' "Walk the World" Event also raised £21,000 to support our Education and Employment service, gave us 30+ laptops to support our Laptops Project and offered internship opportunities for our clients to start their employment journey at Taylor & Francis – and this year we intend to replicate it having been chosen as their charity of the year once again.
- BlackRock not only gave us another grant to support our Education & Employment service but also committed another big batch of 50 laptops or so (having previously donated 30+ laptops) and their employees are now offering one-on-one mentoring to five of our clients wanting to join – or continue working in – the finance world, including sponsoring a trip to their London offices.
- Oxford High School, through the initiative of a student, also supported Asylum Welcome and has so far given us 30+ computers to support our Digital Inclusion Programme with more devices to come in the summer of 2023.
- Last but not least, we were generously chosen by the outgoing Lord Mayor of Oxford, Cllr Dr James Fry, as one of his three charities of the year 2022/23, and by the Chair of Oxfordshire County Council, Susanna Pressel, as her charity of the year for the same period. They both helped us to spread the word, and raise awareness and funds for Asylum Welcome through a range of fun activities including the Lord Mayor's Quiz Night at the Town Hall. We are happy to report that the new Lord Mayor, Cllr Lubna Arshad has also chosen Asylum Welcome as one of her three chosen charities for her mayoral year 2023/24.

Last year was exceptional, but we need to be aware that 2023-2024 will be more challenging. Currently, 50% of our income comes from contracts but we should highlight that 50% of our income – a very healthy £900,000 – comes from a wide range of sources: Trusts and Foundations, Individual and Community, and Partnership income have been steadily growing. This is important because it gives us a solid and diverse base of income from community support, ensuring our sustainability and independence.

As mentioned above, our work would not be possible without the support from and partnership with so many other charities and organisations local and national, (including Refugee Resource, Aspire, EMBS, Ruskin College, Connection Support, Open Door, Oxfordshire Homeless Movement, Music at Oxford and Oxford Contemporary Music, Starling Sessions, the One World Festival, the Oxford Festival of the Arts, The Story Museum, the Pitt Rivers-Multaka Project, Active Oxfordshire and so many other fantastic local and regional refugee support organisations, churches, schools across the county etc.), to increase impact and ensure we are not duplicating work which will benefit our clients through a range of new options and activities, health, sports, artistic, recreational, educational, volunteering and employment opportunities.

Our Finances

Our reported income for the year totalled £2,016k, including £188k in respect of Sanctuary Hosting's reserves transferred to us on completion of the merger. Excluding this reserves transfer, our income was £1,827k (2021/22 £1,262k), an increase of £565k (45%) which essentially represents income from the contracts described above. The small reductions in income from individuals and faith organisations reflect the exceptionally generous response to community appeals in 2021/22 following the sudden Afghan arrivals after the Taliban takeover and the start of a huge response following the invasion of Ukraine in February 2022.

Principal sources of funding:	**2022/23** £'000	**2021/22** £'000	**Change** £'000	%
Trusts and foundations	543	415	128	31
Statutory grants and contracts	935	479	456	95
Faith organisations	17	29	(12)	(43)
Colleges and schools	36	19	17	92
Individual donations and legacies	238	269	(31)	(12)
Partnerships & other community organisations	58	51	7	15
Total income excluding reserves transfer	1,827	1,262	565	45

Expenditure amounted to £1,771k (2021/22 £1,068k), an increase of £703k (66%) again mainly reflecting the impact of the contracts. Fundraising expenditure was contained at £92k, some £15k below its level in 2021/22. The variable level of contract income requires us to remain agile in the management of our costs whilst maintaining the ability to respond, often at very short notice, to urgent needs.

The net result for the year was a surplus of £245k (2021/22 £194k), including £188k from the Sanctuary Hosting reserves transfer towards the end of our financial year. Without this transfer the surplus would have been £57k, 71% below last year, reflecting our decision to use the financial strength represented by our own reserves to build resilience in the organisation to allow us to respond rapidly to external events.

This result leaves us with unrestricted reserves of £703k, of which £50k remains designated for potential property expenses. Our restricted reserves of £81k represent unspent funds received for specific restricted activities to be carried out in 2023/24.

Asylum Welcome has a policy of holding reserves for the following reasons:

- To fund cash flow in the short term, for example where a donor pays in arrears;
- To act as a buffer against negative external events, such as a drop in income;
- To allow investment and expenditure on new initiatives and increases in organisational capacity to further the charity's work; and
- To allow an orderly wind-down of the organisation if it ceased operating.

Our policy is to set a reserves target equal to 3-4 months' anticipated running costs plus an estimate of closure costs, implying a target range of £408k to £526k. After taking account of the designated reserves and our 2023/24 expenditure plans, the projected unrestricted reserves on 31 March 2024 are towards the middle of the target range.

The year ahead: priorities for 2023/24

Our priorities were approved by the Board and reflect extensive consultation with staff and active engagement with volunteers and (where practicable) clients.

A. Build staff, operational, and financial capacity to respond to ongoing and unfunded developments related to the increased number of asylum seekers in Oxfordshire, including in the asylum hotels.

B. Develop management skills of staff to reflect evolving organisational growth and needs.

C. Address 'infrastructural' limitations constraining current work, most specifically office space and database.

D. Influence and support county, city, district and university policies, practices, and relationships to better engage and assist refugees across the county.

E. Implement the conclusions of the 2022 Volunteer Review to maximise organisation-staff-volunteer relationships and effectiveness.

F. Clarify Asylum Welcome's future organisational strategy, especially the scope and boundaries of our work, and align staffing and resources to reflect this.

Approved by the Trustees on 26 July 2023 and signed on their behalf by:

Tony Samuel Co-Chair

Date 26/7/23 Tony Samuel.

Independent auditor's report to the trustees of Asylum Welcome

Opinion

We have audited the financial statements of Asylum Welcome ("the Charity") for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 Asylum Welcome's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

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

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report within the trustees' report.

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the 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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, data protection, anti-bribery, employment and health and safety legislation
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that

we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

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



Robert Kirtland (Senior Statutory Auditor)
for and on behalf of Critchleys Audit LLP
Beaver House
23-38 Hythe Bridge Street
Oxford
Oxfordshire
OX1 2EP

2/8/2023

ASYLUM WELCOME

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Designated Funds £	2023 Total £	2022 As restated Unrestricted Funds £	2022 As restated Restricted Funds £	2022 As restated Designated Funds £	2022 As restated Total £
Income									
Income from									
Donations & Grants	3	399,463	407,180		806,643	496,372	350,082		846,454
Charitable Activities	4	605,251	414,656		1,019,907	334,861	80,645		415,506
Investment Income		745	-		745	73	-		73
Transfer of Reserves-Sanctuary Hosting		131,285	56,972		188,257	-	-		-
Total		1,136,744	878,808		2,015,552	831,306	430,727		1,262,033
Expenditure on									
Raising funds		92,405	-		92,405	107,872	-		107,872
Charitable activities		826,986	851,229		1,678,215	580,272	379,664		959,936
Total	17	919,391	851,229		1,770,620	688,144	379,664		1,067,808
Net income/(expenditure)		217,353	27,579		244,932	143,162	51,063		194,225
Transfers between funds		-	-		-	-	-	-	-
Net movement in funds		217,353	27,579	-	244,932	143,162	51,063		194,225
Reconciliation of funds	12								
Total funds brought forward		435,972	53,706	50,000	539,678	292,810	2,643	50,000	345,453
Total funds carried forward		653,325	81,285	50,000	784,610	435,972	53,706	50,000	539,678

The notes on pages 39 to 45 form part of these accounts.

Company Number: 4361627
Charity Number: 1092265

ASYLUM WELCOME

BALANCE SHEET

AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed Assets					
Office Equipment, Furniture & Fittings	5		-		1,165
Website	6		1,541		3,083
			1,541		4,248
Current Assets					
Debtors	7	199,052		171,548	
Cash on Deposit		710,620		361,500	
Cash at bank and in hand		129,097		184,563	
			1,038,769		717,611
Current Liabilities					
Creditors: Falling due within one year	8	255,700		182,181	
			(255,700)		(182,181)
Net Current Assets			783,069		535,430
Creditors: Amounts falling due after more than one year			-		-
Total Assets			784,610		539,678
Represented by:					
Unrestricted Income Funds			653,325		435,972
Designated Funds			50,000		50,000
Restricted Income Funds	10		81,285		53,706
			784,610		539,678

Approved by the Trustees on 26 July 2023 and signed on their behalf by:

Tony Samuel Co-Chair

Date 26/7/23

ASYLUM WELCOME

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	2023		2022	
	£	£	£	£
Cash flows from operating activities				
Surplus for the year		244,932		194,225
Adjustments for:				
Investment income received	(132,030)		(73)	
Depreciation and impairment of tangible fixed assets	1,165		1,988	
Amortisation of intangible fixed assets	1,542		1,542	
(Increase)/decrease in debtors	(27,504)		(94,968)	
Increase/(decrease) in creditors	73,519		97,149	
Net cash provided by operating activities		161,624		199,863
Investing activities				
Transfer of reserves from Sanctuary Hosting	131,285		-	
Investment income received	745		73	
Net cash provided by investing activities		132,030		73
Net cash used in financing activities		-		-
Net increase in cash and cash equivalents		293,654		199,936
Cash and cash equivalents at beginning of the year		546,063		346,127
Cash and cash equivalents at end of the year		839,717		546,063

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practise: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

(1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.

(2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund

(3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions the legacy is treated as a contingent asset and disclosed.

(4) Interest income is included in the accounts when it is earned.

(5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.
Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation.
Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method. The intangible assets are amortised over the following useful lives : website 3 years.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds.
From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Asylum Welcome is a company limited by guarantee, incorporated in the United Kingdom, with its registered office at Unit7 Newtec Place, Magdalen Road, Oxford OX4 1RE
The liability of each member in the event of a winding up is limited to £1.

3 DONATIONS		Unrestricted	Restricted	2023 Total	2022 As restated Total
		£	£	£	£
Trusts and Foundations	A B Charitable Trust	-	-	-	35,000
	Beatrice Laing Trust	-	6,000	6,000	6,000
	Bromley Charitable Trust	-	20,000	20,000	16,250
	Society of The Holy Child Jesus	-	12,000	12,000	-
	Oxfordshire Community Foundation Loneliness	-	7,500	7,500	2,500
	Lloyds Bank Foundation	27,250	-	27,250	24,500
	Henry Smith Charity	-	60,000	60,000	60,000
	Oxfordshire Community Foundation RCOs	-	10,112	10,112	28,545
	Asda Foundation	-	1,460	1,460	-
	Comore Trust	-	-	-	15,000
	The Tambour Foundation	-	-	-	25,000
	Paul Getty Trust	-	-	-	10,000
	Good Food Oxford	-	-	-	4,000
	St Michael's & All Saints' Charity	-	2,000	2,000	-
	The Sisters Trust	-	-	-	42,500
	Swan Mountain Trust	-	-	-	5,000
	The Tolkien Trust	-	110,000	110,000	80,000
	St Clement's Charities	-	4,000	4,000	-
	Oxfap	-	3,970	3,970	-
	National Lottery	-	10,000	10,000	-
	BFSS	-	6,227	6,227	-
	The Roundton Trust	5,000	-	5,000	-
	Santander Digital Inclusion	12,500	8,178	20,678	-
	Refugee Action	-	-	-	3,000
	BRC Ukraine	-	-	-	-
	Oxford Homeless Movement NRPF	-	21,000	21,000	6,000
	29th May 1961 Settlement	-	7,000	7,000	7,000
	Good Food Oxford	-	-	-	5,000
	Wirral Trust	-	-	-	5,000
	Fairness Foundation	-	-	-	-
	Black Rock Charitable Foundation	-	8,900	8,900	3,376
	Brunner Trust	-	-	-	2,500
	Northwick Trust	-	-	-	5,000
	Pye Charitable Trust	-	4,000	4,000	3,000
	Batchworth Trust	-	-	-	5,000
	Blue Thread	35,000	-	35,000	-
	OCVA NRPF	-	10,380	10,380	-
	OVCA Covid Grant	-	-	-	10,000
	Small grants (amounts less than £1,000)	2,300	1,420	3,720	5,863
		82,050	**314,147**	**396,197**	**415,034**
Statutory Grants	National Insurance Rebate	5,000	-	5,000	4,000
	Oxford City Council - Open Bidding	-	-	-	10,000
	Oxford City Council Syrian Resettlement	-	4,500	4,500	6,750
	Oxford City Council Youth Opportunities	-	4,192	4,192	14,702
	Oxford City Council Community Champions	-	5,500	5,500	1,000
	Oxford City Council Winter Hardship	-	-	-	5,000
	Oxford City Council consultancy	-	-	-	4,400
	Oxford City Council Kassam outreach	-	5,000	5,000	-
	Oxford City Council Big Ideas	-	6,750	6,750	-
	Oxfordshire City Council Schools Project	-	31,590	31,590	17,995
		5,000	**57,532**	**62,532**	**63,847**
Faith organisations	Oxford Jewish Congregation	-	1,122	1,122	-
	Oxfordshire Quakers	-	-	-	6,674
	St Andrew's PCC	4,925	-	4,925	1,055
	St Margaret's Church Oxford	-	-	-	1,500
	St Mary's Church Garsington	1,660	-	1,660	1,373
	St Ebbe's Church	-	-	-	3,656
	University Church	-	-	-	3,000
	Other Faith Organisation Donations (under £1,000)	8,986	-	8,986	11,950
		15,571	**1,122**	**16,693**	**29,208**
Colleges & Schools	Abingdon School	-	2,000	2,000	-
	Dragon School Oxford	1,250	-	1,250	2,100
	St Edward's Oxford	24,250	-	24,250	10,956
	Magdalen College School Oxford	4,360	-	4,360	4,640
	Other College Donations (less than £1000)	3,963	-	3,963	980
		33,823	**2,000**	**35,823**	**18,676**

3 CONTINUED		Unrestricted	Restricted	2023 Total	2022 As restated Total
		£	£	£	£
Individual donations & legacies	Major donations (3 donors)	16,925	-	16,925	14,893
	Legacy	7,013	-	7,013	5,000
	Other Individual Donations	190,127	400	190,527	221,256
	Gift Aid	23,034	-	23,034	27,995
		237,099	400	237,499	269,144
Partnerships & other community organisations	Key 2 Futures	-	4,800	4,800	4,800
	Red Cross Destitution Fund	-	18,665	18,665	21,351
	RRSG	6,700	-	6,700	-
	One World Festival	-	435	435	-
	Oxford Citizens Advice	-	-	-	1,294
	Other Donations (less than £1000)	-	-	-	637
	Community Organisations	19,220	8,079	27,299	22,463
		25,920	31,979	57,899	50,545
Total Donations and Grants		399,463	407,180	806,643	846,454

4 CHARITABLE ACTIVITIES

Trusts & Foundations	Justice Together	-	147,088	147,088	-
		-	147,088	147,088	-
Statutory Grants & Contracts	Oxford City Council UKRS/ARAP		202,934	202,934	23,734
	Oxfordshire County Council Afghan Hotels Support Contract	373,101	-	373,101	332,360
	Oxfordshire County Council Ukraine Refugees Support Contr.	232,150	-	232,150	-
	EUSS	-	64,634	64,634	59,412
		605,251	267,568	872,819	415,506
Total Charitable Activities		605,251	414,656	1,019,907	415,506

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31 2023 (continued)

5 FIXED ASSETS

	Office Equipment,Fixtures & Fittings
Cost	£
Opening Balance April 1 2022	7,954
Disposals	-
Closing Balance March 31 2023	7,954
Accumulated Depreciation	
Opening Balance 1 April 2022	6,789
Charge for year	1,165
Closing Balance 31 March 2023	7,954
Net Book Value	
At 31 March 2023	-
At 31 March 2022	1,165

6 INTANGIBLE FIXED ASSETS

	Website
Cost	
Opening Balance 1 April 2022	4,625
Additions in the year	-
Closing Balance 31 March 2023	4,625
Accumulated Amortisation	
Opening Balance 1 April 2022	1,542
Charge for the year	1,542
Closing Balance 31 March 2023	3,084
Net Book Value	
At 31 March 2023	1,541
At 31 March 2022	3,083

7 DEBTORS

			2023	2022
Prepayments			17,820	16,484
Debtors	Accounts Receivable	120,925		
	Other Debtors	37,965	158,890	118,221
Accrued Income			22,342	36,843
			199,052	171,548

8 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR

		2023	2022
Creditors & Accruals		54,454	14,967
PAYE & National Insurance		25,040	17,698
Pension Creditor		4,431	2,364
Deferred Income	Note 9	171,775	147,152
		255,700	182,181

9 DEFERRED INCOME

	Balance 1.4.22	Funding Received	Released to SOFA	Deferred 31.3.23
Bromley Trust	15,000	20,000	20,000	15,000
Santander Digital	-	49,069	8,178	40,891
Oxfordshire Community Foundation	10,380	43,050	31,380	22,050
Lloyds Foundation	18,750	27,250	27,250	18,750
BFSS Schools	-	12,454	6,227	6,227
OCC Youth Opportunities	4,192	-	4,192	-
Black Rock Foundation	2,410	12,135	8,478	6,067
OCVA Loneliness Grant	7,500	-	7,500	-
St Michael's & All Saint's Charities	2,000	-	2,000	-
Justice Together	63,785	83,303	147,088	-
BRC Ukraine	-	6,000	-	6,000
Leigh Trust	-	2,500	-	2,500
Maggie Black Trust	-	5,000	-	5,000
Sanctuary Wheels	-	1,380	-	1,380
Oxfordshire County Council Schools project	23,135	56,365	31,590	47,910
	147,152	318,506	293,883	171,775

Deferred Income represents income received prior to 31 March 2023 but which relates to periods post 1 April 2023

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
(continued)

10 RESTRICTED FUNDS

		Movement in Resources			
	Balance 1.4.2022	Additions	Outgoings	Transfers	Balance 31.3.2023
Services	£	£	£	£	£
	As Restated				
Adult & Family Advice	2,490	116,130	118,620	-	-
Youth	-	32,092	32,092	-	-
Huntercombe project	-	20,000	20,000	-	-
Employment and Education	-	15,900	15,479	-	421
Food	-	960	960	-	-
Hardship	-	37,477	37,477	-	-
Syrian Resettlement – Oxford City	-	4,500	4,500	-	-
Europa Welcome	-	64,634	64,634	-	-
Bike Scheme	-	5,000	5,000	-	-
Refugee Communities Project	4,232	10,112	14,344	-	-
UKRS/ARAP	-	202,934	202,934	-	-
Schools Project	1,984	38,896	32,426	-	8,454
Justice Together	-	147,088	147,088	-	-
Digital Inclusion	-	8,178	2,915	-	5,263
Ukraine	-	37,935	38,505	-	(570)
Core	45,000	80,000	85,000	-	40,000
	53,706	821,836	821,974	-	53,568
Transfers in Sanctuary Hosting	-	56,972	29,255	-	27,717
Transfers between Funds	-	-	-	-	-
	53,706	878,808	851,229	-	81,285

Adult & Family Services provides advice on legal rights, immigration, benefits, housing and health for our clients
The Youth Service covers the cost of providing part time youth workers and running clubs, and outings for young refugees and asylum seekers.
The Huntercombe Project funds meet some of the cost of supporting and visiting refugee and asylum seeking prisoners at Huntercombe Prison
Employment and Education seeks pathways into employment and education
Food contributes to items for the food bank operated at our welcome centre.
Hardship funds small cash payments (usually under £30) to alleviate hardship or for essential travel to comply with Home Office reporting requirements.
Syrian Resettlement - Oxford City Council funds our work on their behalf to support the 30 Syrian families that Oxford pledged to accept.
Europa Welcome supports vulnerable EU/EEA citizens to apply for settled status in the UK.
The bike scheme supports volunteers to repair and make roadworthy, donated bikes and to distribute them to our clients, giving them a cheap way to travel around the city.
The Refugees Community Projects supports RCO groups to strengthen their organisations and be more sustainable for the future in order to help more of our clients.
Schools project helps parents and children navigate the education system
Justice Together aims to bring access to legal assistance throughout the Thames Valley, with our 3 partners
Digital Inclusion supports clients with laptops, phones and digital training
Ukraine project supports Ukrainian refugees settled here in Oxfordshire

11 DESIGNATED FUNDS

The current lease for the premises occupied by Asylum Welcome was renewed in March 2022 for an eight and a half year term.
The Trustees believe it is prudent to designate £50,000 to cover the cost of upgrading our premises and dilapidations

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets	Net Current Assets	2023 Total	2022 Total
	£	£	£	£
Restricted Funds	-	81,285	81,285	53,706
Unrestricted funds	1,541	651,784	653,325	435,972
Designated Funds	-	50,000	50,000	50,000
	1,541	783,069	784,610	539,678

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 (Continued)

13 STAFF COSTS

	2023	2022
	£	£
Salaries	994,967	649,747
National Insurance and Pension Contributions	119,715	72,998
Total	1,114,682	722,745
Temporary Staff & Consultancy	-	-
	1,114,682	722,745

Numbers	2023	2022
Number of staff employed	45	28
Full time Equivalents	36	23

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £51,640 (2022 £49,419)

The evaluated value of our volunteers time, for the year under review, of 20668 hours at rates provided by the European Social Fund, equates to a value of £355,112

The staff annual leave year is co-terminus with our year end and as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

14 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.
No amounts were reimbursed to any Trustees (2022 - NIL) during the year.

15 OBLIGATIONS UNDER LEASES

Operating leases
The total of future minimum lease payments is as follows:

	2023	2022
	£	£
Not later than one year	57,380	57,380
More than one year until first break clause	376,585	435,132
	433,965	492,512

The amount of non-cancellable operating lease payments recognised as an expense during the year was £57,380

16 RELATED PARTY TRANSACTIONS

The Trustees confirm that there have been no related party transactions that require disclosure in the accounting period

17 EXPENDITURE
ANALYSIS

		Raising Funds	Charitable Activities														
	Total Year to 31.3.2023		Adult Advice/Syrian Settlement/RC	Youth	Detainee Support	Refugee rights & Foodbank	Employment & Educational Services	Volunteer recruitment & training	EUSS	Sanctuary Hosting	Advocacy & Comms	UKRS/ARAP	Schools Project	Afghan Project	Justice Together	Digital Inclusion	Ukraine
	£	£	£	£	£	£	£	£	£	£	£						
Direct Costs																	
Direct Salaries	954,636		183,155	44,376	19,767	-	29,113	26,967	46,723	20,733	43,620	107,985	25,196	241,476	37,200	1,042	127,283
Asylum Seeker and Refugee Activities	371,472		14,944	13,490	1,098	1,702	857	7,448	18,266	12,746	7,157	68,067	2,594	61,701	82,160	73	79,171
Asylum Seekers and Refugees	81,923		-	-	-	81,923	-	-	-	-	-	-	-	-	-	-	-
Facilities and equipment	119,962		15,062	7,050	6,000	15,050	7,050	9,500	7,050	7,050	7,050	10,000	6,050	3,000	6,500	6,500	7,050
Costs directly attributable to activities	1,527,993																
Direct fundraising costs	83,053	83,053															
Support costs																	
Senior Management	38,895	2,297	2,293	2,287	2,287	4,574	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287
Facilities and finance staff	45,236	2,660	2,676	2,660	2,660	5,320	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660
Premises costs	18,465	1,086	1,086	1,089	1,086	2,172	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086
Communications and computer support	4,975	292	303	292	292	584	292	292	292	292	292	292	292	292	292	292	292
Professional fees	713	-	713	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General other	51,290	3,017	3,017	3,017	3,017	6,034	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,018
	159,574																
TOTAL EXPENDITURE	1,770,620	92,405	223,249	74,261	36,207	117,359	46,362	53,257	81,381	49,869	67,169	195,394	43,182	315,519	135,202	16,957	222,847

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity.

ASYLUM WELCOME

England & Wales - Charity number 1092265

Accounts



(A company limited by guarantee)

Report and Financial Statements

For the Year Ended 31 March 2022

Charity no: 1092265
Company no: 4361627

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Report of the Auditor

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Balance sheet

Notes forming part of the financial statements

Legal and administrative information

Charity Name and Number
Asylum Welcome
Registered Charity number: 1092265
Registered as a Company limited by guarantee, number: 4361627

Trustees:
Limyaa Ali (co-opted March 2022)
Linda Bond
Susan Ni Chriodain
Abdoul Ma Diallo
Thomas Espley (Treasurer)
Valerie Johnson (Co-chair)
Lucy Keating (Elected September 2021 at AGM)
Dr Tina Leonard
Dr David Levy (Elected September 2021 at AGM)
Humphrey Lloyd (co-opted March 2022)
Clare Miller
Anthony Samuel (Co-chair)

Chief Executive/Director
Mark Goldring CBE

Registered Office
Unit 7 Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors/ Independent Examiners
Critchleys Audit LLP, Beaver House, 23-28 Hythe Bridge St., Oxford OX1 2EP

Bankers
The Cooperative Bank plc, PO Box 250, Skelmersdale, WN8 6WT
CAF Bank Ltd., Kings Hill, West Malling, Kent ME19 4TA

Report of the Trustees
For the year ended 31 March 2022

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2022.

The legal and administrative information set out on page 1, above, forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

The charity updated its Articles of Association, with legal advice in their redrafting, during the period April–August 2021. The purpose was to bring them into line with the latest provisions of Company Law and Charity Law.

The charity previously had two constitutional documents under which the organisation was governed – the Memorandum of Association and the Articles of Association.

While we changed our Objects within the Memorandum of Association in 2020 to be explicit about our ability to work with vulnerable migrants, it had been many years (going back to 2002) since we systematically updated our Articles of Association. The Companies Act 2006 introduced a range of changes to requirements and possibilities. It is now the norm that there is one governing document rather than two.

Solicitors acting on our behalf therefore merged our Memorandum of Association and Articles of Association into one document and updated them, addressing anomalies and wherever possible tidying and simplifying them while doing so.

We made one deliberate change, which was to introduce renewable, three-year terms for trustees, with a maximum total period of service of nine years, instead of having the previous requirement that the longest serving trustees stand down at each AGM. This does not change the requirement that members elect new trustees ahead of each term, or at the first AGM following a new trustee being co-opted by the board.

The only other noteworthy changes were: (1) to restate the "powers" of the organisation, always acting in furtherance of the approved Objects, in line with current practice, to be more specific on areas that might previously have been assumed or implied, and: (2) to make it clear that current staff cannot be members, as staff would then be responsible for electing their own board.

The new Articles of Association were approved at our AGM on 13th September 2021.

The charity expresses its Vision, Mission and Values as follows:

Our Vision

Asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system, must be able to feel welcome, safe and confident as members of a caring community. They should be able to live in dignity with hope for the future, to exercise their rights and have their cases fairly considered. They should be able to access services to meet their needs, and to have opportunities to share their talents and achieve their aspirations.

Our Mission

Asylum Welcome welcomes, advises and empowers asylum seekers, refugees and migrants so that they find safety and can thrive in Oxford and Oxfordshire.

Our Values

Common humanity: We are all one people, part of a local and a global community
Social justice: A fair and compassionate society will provide rights and opportunities for all people
Voluntary action: Through enabling volunteers to give their time generously to help others, much can be achieved

Structure, Governance and Management

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Articles of Association, updated and approved at our AGM on 13th September 2021.

The directors of the charitable company ("the charity") are its trustees for the purposes of charity law, and throughout this report are collectively referred to as "the trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting ("AGM) elect the trustees.

The Board of Trustees ("the Board") governs the charity, and consists of not less than 5 and not more than 13 trustees, elected, normally for a three-year term, by the members at the AGM. In addition to the elected trustees, the Board may co-opt up to three more between AGMs. A trustee co-opted by the trustees may only serve in office until the next AGM, at which point they must retire and members have the opportunity to appoint them as a trustee.

A Director is appointed by the Board to manage the day-to-day operation of the charity, and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment and asylum and refugee related issues.

The Director leads a team of staff, many of whom are part-time, who in turn work with volunteers to deliver the charity's services.

In 2021/22, staff numbers increased from 16 at the end of 2020/21 to 34 at the end of 2021/22. This expansion met the needs of a growing number of clients during the Covid-19 pandemic,

and reflected the substantial programme responses to major Afghan and Ukraine crises (more details below), as well as new programmes and an overall growth in client numbers.
In 2021/22, the Board also expanded the number of trustees to twelve at the end of 2021/22 (including 2 who have been co-opted) – up from ten at the end of 2020/21. Most of these trustees have been in post for 2-3 years, while 2 trustees now have 6 years on the Board. This has provided valuable continuity at a time when many new staff have joined the charity.

The Board of Trustees welcomes enquiries from prospective trustees and seeks people with appropriate experience and skills to replace those retiring. We have a particular aim to recruit more trustees with lived experience as refugees or asylum seekers. This is a priority for the Board, and whilst we have made some progress during 2021/22, it remains an important goal for future recruitment.

Board members meet prospective trustees and recommend them to the membership for election at the AGM. New trustees undergo an orientation to acquaint them with the activities of the charity, and to brief them on their legal obligations under charity and company law. During this induction they meet staff members and other trustees. Trustees are encouraged to attend appropriate training events, including induction sessions for other volunteers and training sessions for volunteers in the different services, in order to develop their understanding of asylum issues and Asylum Welcome's response to them. An inventory of the trustees' skills and experience is maintained, and guides the search for new trustees.

The Board appoints a Finance Committee of 3-4 trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees those areas. Other "ad hoc" groups of trustees meet to advise the Board or Director on particular governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

The activities of the charity are guided by the Strategic Plan (2020-2023) agreed by trustees, which is the framework for the report on the charity's activities, below. However, during 2021/22 we faced major new challenges brought about by two significant global events: the Taliban regaining power in Afghanistan in August 2021, and Russia's invasion of Ukraine in February 2022.

These two crises came at a time when the UK was still suffering greatly from the effects of Covid. Afghan guests arrived only weeks after the end of severe lockdown rules in July 2021.

Covid has been the backdrop for nearly all the charity's work during 2021/22, as in the previous year. It clearly affected our clients' ability to attend our offices for direct support on many occasions when lockdowns were in force. And it significantly affected our staff who continued to work, under the most demanding circumstances, to provide support to our clients at a time of unprecedented need. This included organising foodbank deliveries (rather than collection at the charity's offices), provision of hardship payments online rather than in person, and more legal and educational support online or by phone. However, the extra space, IT investments and adaptations made in 2020/21 meant that we were able to offer a good service to most clients, and everyone who needed to be seen face to face was.

Asylum Welcome staff, volunteers and trustees attend and contribute to local and national events, and work with local people to organise events to publicise the charity's work and seek

support. Asylum Welcome works in co-operation with statutory services such as the Home Office, the local authorities and health services, and with voluntary organisations such as Sanctuary Hosting, Refugee Resource, Citizens Advice Bureau and the British Red Cross to promote the well-being of refugees and asylum seekers (a full list of partners is included later in this report). Co-ordination with Oxfordshire County Council and Oxford City Council has been particularly close in formulating (and delivering) the charity's response to support Afghans and Ukrainians in Oxfordshire.

Asylum Welcome is committed to enabling the voices of refugees to be heard and helping them make use of their talents. Asylum Welcome seeks to lead by example - helping refugees to participate in all aspects of running the charity, according to their abilities and interests. At the end of 2021/22, our staff included 9 people with a personal refugee background and more with close family connections. We continue to increase the number of talented asylum seekers and refugees as volunteers and members of the organisation. We seek their participation in the charity's planning processes, including feedback mechanisms to gather individual views, annual surveys, focus group discussions with service users and consultation with refugee community leaders. In this way they contribute to the planning of services and our input into national and local policy debate.

In 2021, the charity embarked on a full Human Resources and Volunteer Review which is still ongoing. The charity is indebted to the extraordinary commitment and capability of our staff and volunteers – the report will provide valuable insight to improve our communications and human resources support among staff, senior management and volunteers.

2021/22 has been an exceptionally busy period for the charity. The Board thanks all who have contributed so much to achieving successful results. We continue to be moved and inspired when clients say how much they value the charity's support.

Our Programmes: An Overview

In early 2021, as we planned for the year ahead, we saw our biggest challenge in coping with the increased demand and scale of our work in the context of the ongoing Covid pandemic.

What we did not foresee was the sudden and unexpected arrival of more than ten thousand Afghan refugees fleeing the Taliban takeover and coming to the UK in August 2021. Nor did we foresee that even larger numbers of Ukrainians would begin to arrive from March 2022.

These developments, especially the Afghan arrivals, where we had to gear up to support over 200 people in three hotels across the county (in the case of one hotel with just a few hours' notice), dominated our year. The dynamic and timely response, including redeploying staff from other activities, inevitably affected our ability to carry out some of the other work we had been planning.

What was most important was that we responded quickly and positively to the Afghans' needs, and played an early leadership role with local authorities and the voluntary sector. We mobilised a large multilingual team, combining seconded and new staff, and offered the arrivals an excellent and timely service for their health, well-being, education and preparation for life in the U.K. This work continued through the year, with about 140 hotel residents still awaiting resettlement at the end of the March.

In January 2022 we also began a new programme offering intensive support to those families being officially resettled in Oxford, whether they are Afghan, Syrian or from other countries.

We responded in the same spirit in March 2022, as the first Ukrainians fleeing the Russian invasion of their country arrived in the county. (By June 2022 over a thousand Ukrainians had actually arrived in Oxfordshire, so this work is increasing through the year.)

Alongside these two unexpected developments, we continued to expand and improve our services for those asylum seekers and refugees who do not arrive on planned programmes, and do not have the dedicated funding and support available for those who are officially resettled. The pressure on our Adult and Family services was notable, aggravated by the increasing use of Oxfordshire as a "dispersal" area for both adults and children seeking asylum, thus increasing local refugee numbers.

We were pleased to be able to start a new service supporting refugee children and their families in their engagement with schools and the education system. The first few months have shown this to be valuable and appreciated by parents as well as children and schools. We are now looking to continue and extend this.

During the year we were pleased to access funding from the Justice Together Initiative for us to lead our first inter-agency programme, The Thames Valley Immigration Alliance, aimed at improving access to immigration advice in the region. (This started in April 2022.)

Our work for vulnerable migrants continued to develop positively. Our Europa Welcome service helped significantly more European U.K. residents than in previous years to apply for long-term residence in post-Brexit Britain, assisting nearly 650 clients. More than half of them were East Timorese in origin and faced particular challenges in proving their status. We were also able to assist East Timorese with learning English through our Refugee Community Organisation and Education and Employment programmes. Our prison visiting programme at Huntercombe Prison grew steadily, and as Covid visiting restrictions were lifted in the prison volunteers and staff were able to undertake more face-to-face work.

Our Services in 2021/22

Summary of our Main Services

Service	Description	Notes
Adult & Family Service	Core Asylum Welcome Service - Advice and support, signposting to internal and external services. Benefits, housing, hardship and immigration rights.	Numbers rising rapidly as Oxfordshire is becoming a new dispersal area.
Youth Project & Youth Clubs	Supporting young migrants (many of whom are unaccompanied) to provide complex advice and intensive practical & emotional support. Weekly Youth Club for young people of many nationalities. A separate club for girls.	Many young people in U.K. alone with no family. Work in

		partnership with Social Services.
Food Bank & Hardship Fund	Many people in immigration limbo have No Recourse to Public Funds and would be destitute without our help.	Weekly and emergency small subsistence grants and food parcels.
Immigration Advice	Helping people to submit timely and complete claims for asylum or appeals. New partnership aimed at improving access to and quality of legal immigration advice across the Thames Valley.	Thames Valley Partnership with Settled, Slough & Reading refugee support groups (started 1/4/22)
Education and Employment	Language lessons, employment support, CV building etc, and referrals to schools and colleges. Aim to increase pathways to employment in coming year.	Links with local colleges, also support for Afghan residents in hotels.
Advocacy Programme	Building local support for refugees and asylum seekers. Contributing to local and national policy debates, advocacy on Borders Bill.	Establishing and consolidating our regional and national presence.
Ukraine Programme	Working with Oxford City Council and Oxfordshire County Council and the five District Councils, alongside other local organisations across Oxfordshire, to help provide the best possible experience for Ukrainians coming to the region under the "Homes for Ukraine" scheme.	Started late March, grown significantly by early 22/23. Support for community groups helping arrivals and hosts. (Full team and 1300 arrivals by June 2022).
Afghanistan Hotel Programme	Specific project rapidly established to provide intensive support for families evacuated from Kabul and housed in transition hotels in Oxfordshire.	Emergency response, contracted by Oxford County Council
Oxford City Resettlement Project	Intensive practical support, mentoring and material assistance for new arrivals (mainly Syrian/Afghan) when they are placed in Oxford under UKRS/ARAP schemes. Commissioned by Oxford City Council.	New service to support up to 18 families.
Huntercombe Prison Support	Social/pastoral visits to immigration detainees in Huntercombe Prison. Provide advocacy and practical support and links with legal aid providers as well as personal support.	AW support commended by HMP Huntercombe staff.

		Initially for 1 year, service extended due to need.
Digital Inclusion - Lap-top Project	Free refurbished lap-tops and devices, wi-fi passes, sim cards plus personalised IT training.	Project set to expand this year.
Bike Project - Sanctuary Wheels	Free refurbished bikes and cycling lessons for migrants throughout Oxfordshire, for independence, mobility and fitness.	Partnership with Active Oxfordshire, Cyclox and the Fire and Rescue Service.
Schools Advocacy	Intensive mentoring for refugee parents and pupils to engage with and understand the English school system, to support good educational outcomes for children. Can include English language classes for parents.	Started late in 2021 looking at expanding it beyond 2022.
Refugee Community Organisations	Providing umbrella support for small local grassroots community groups run by migrants in Oxfordshire. Advice on funding, capacity-building and networking including a small grants programme to help amplify their voices.	40 groups supported.

A real highlight of the year was the visit of Little Amal in October 2021. This giant puppet of a nine-year-old girl received an amazingly warm welcome in the city as ten thousand people, including an equally giant puppet of Alice in Wonderland, turned out to greet her. As well as playing a full part in the day itself, Asylum Welcome ran a programme jointly with The Story Museum that trained a number of our clients in guiding and story-telling skills, culminating in their going into schools and guiding school groups and other visitors to the museum.

We value our partnerships with many organisations and see this as a way of achieving wider engagement of and services for refugees. Our Refugee Community Organisation project offers technical and financial support to a range of small organisations running Saturday schools, cultural and sporting activities, employment promotion, and social and personal support for members.

The combination of our own dynamism, the reduced impact of Covid compared with the previous year, the increased number of asylum seekers and refugees housed in Oxford/Oxfordshire and the big Afghan influx have all contributed to a significant increase in client numbers in 2021/22. And this is before we launched a new programme to support Ukrainians in April 2022.

Number of Clients Served

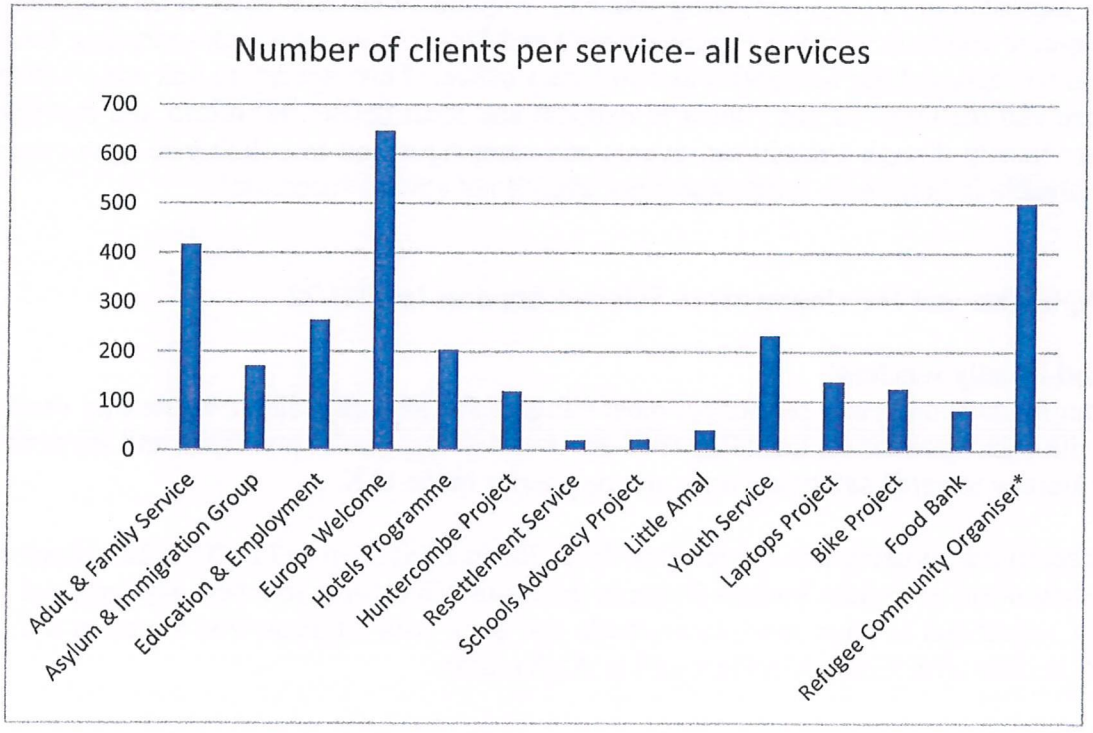
In 2020/21 we directly supported 1,351 clients. In 2021/22 this number has grown to 2,300, an increase of over 60%.

The picture is more complicated than at first it might seem. The table and graph below show the total number of users of each of our main direct services. Some clients are accessing multiple services. Our estimate of the total number of individuals directly benefiting is 1,800, plus an estimated 500 more through activities with and by the refugee community organisations that we support; this gives a total of 2,300. In addition, family members and the wider community often benefit indirectly, including through the food bank, hardship fund, Christmas/Eid presents and the activities we run.

Most clients come into Asylum Welcome initially through our advice, youth, Europa Welcome or Huntercombe prison services, or are reached through our relations with community organisations. Many are referred to or access other services, such as immigration or education and employment. This is something we work to maximise, though of course it does not change total client numbers. Most of our foodbank, laptop, and bicycle recipients are also getting other forms of Asylum Welcome advice or support, but some come to us through our relations with refugee community organisations, Refugee Resource or other referrals.

Clients seen by each service in 2021/22

Adult & Family Service	417
Asylum & Immigration Group	171
Bike Project	126
Education & Employment	264
Europa Welcome	647
*Food Bank	82
Hotels Programme	204
Huntercombe Project	120
Laptops Project	140
Little Amal	42



Refugee Community Organisations (estimate)	500
Resettlement Service	21
Schools Advocacy Project	23
Youth Service	233

*Number of registered clients, but many family members also benefit

The most significant changes in numbers from 2020/21 include the arrival and support of 200 Afghans in local hotels, the growth in the Europa Welcome programme and the business of our general advice services. While we began to advise and support Ukrainian arrivals from March 2022, these numbers have not been included, as most families arrived from April onwards.

The Political Context and Asylum Welcome's Advocacy Work

As well as continuing a wide range of our existing and growing services, 2021/22 was a year when it felt particularly important to contribute to the national policy debate. There were major developments that will make a huge difference to our clients. We worked hard with partners, supporters, local communities, MPs and peers to push back against what eventually became the Nationalities and Borders Act. Alas, our joint efforts were unsuccessful, even though the House of Lords sent the bill back to the Commons several times. It is too early to assess the exact consequences, but it is clear that the new law represents an escalation of the "hostile environment" that has been growing for years. Many people exercising their legitimate and internationally recognised right to seek sanctuary are going to be treated as "illegal" and risk detention and deportation.

A two-tier system is being reinforced, where those refugees arriving through official resettlement programmes (primarily Afghans arriving in the summer of 2021 and now Ukrainians) are given legal status and assistance, while the majority who flee persecution and who have to make their own way are treated as "illegal", with reduced rights and facing possible deportation. In this emerging context, Asylum Welcome feels it is absolutely fundamental to continue working effectively with and for *all* those who seek sanctuary. Early in the year we recruited our first policy and advocacy officer. This capacity to link our practical experience and the voice of our clients to national and local debate, to inform and mobilise supporters locally though exhibitions, events and campaigns and to collaborate with others proved valuable in helping to raise awareness, even if not always successful.

Some Highlights and Developments in Selected Services in 2021/22

Adult and Family services

This is our fundamental entry service for most refugees and asylum seekers, where they can be helped with basic necessities, including food and funds if they don't have them, and supported on their journey towards safety, security and prosperity in the U.K.

The number of clients using this service grew from 266 in 2020/21 to 417 in 2021/22, reflecting increased numbers of asylum seekers living in the county (including in a new asylum hotel in Banbury), reductions in other services available and work with Afghans who are often trying to help or reunite with family members still in Afghanistan.

Clients have ranged from a young man not able to speak a word of English who got off a lorry at Oxford motorway services and walked into the city, through to women whose status is dependent on their husbands but who have to flee violence perpetrated by them. They also include long-term homeless men who have No Recourse To Public Funds (NRPF) and were temporarily housed by the city during the worst of the Covid pandemic. Fifteen of them have now been rehoused in a collaborative inter-agency programme under the Oxfordshire Homeless Movement.

Case study - *Sama**

Sama was working for an international humanitarian organisation in Iraq. This work placed her at risk, forcing her to flee. She claimed asylum at the airport and was subsequently placed in emergency accommodation in a hotel in Banbury. At the point of contacting Asylum Welcome she hadn't received any information on legal representation, on her rights and entitlements and what support she was eligible for. We referred her to a legal-aid solicitor for representation, as this is a crucial stage in an asylum claim. As a result of our supporting her, Sama expressed an interest in volunteering with Asylum Welcome, and is now volunteering in a number of our services, in particular interpreting and engagement with Arabic-speaking service users. Sama has also been pivotal in the design of our IT support project, aiming to coach service users in how to use online platforms, email and applications.

*Not her real name

Afghan Hotels

Within a few weeks of the fall of Kabul there were over 200 Afghans in three hotels in Oxfordshire awaiting long-term housing across the U.K. Asylum Welcome was providing support in all of them in a partnership with the County Council. Nine months later there are still over a hundred in the one remaining hotel.

The programme has been challenging and rewarding, as families were quickly registered with GPs and accessed dental care, many for the first time ever, and were registered for benefits. Children were quickly enrolled in school and adults in college to learn or improve their English. There have been many frustrations en route, and a growing impatience as many wait to properly begin a new life in their own house. Staff have supported them through the endless bureaucracy needed to begin life again in a new country, and have taken pleasure as many have learnt English, or have moved on, found jobs and built confidence. Gender dynamics have been very sensitive, but great effort has been made to ensure women and girls have the opportunity and help to build their lives as they want to.

Local people and organisations have been generous in offering time, resources and support. This ranges from local churches kitting out new arrivals with shoes, to SOFEA hosting Afghan women for a beauty makeover day, an indoor circus group who visit regularly, cricket clubs welcoming young men, music workshops in partnership with Music at Oxford and St Edward's school running sports and activity days for guests of all ages.

Case study - *Mohammad**

One of the guests escaped Kabul with his wife and young children. At first, he was very quiet, but one day came to us and said that he knew us from before. It turned out that he was an

unaccompanied minor who had escaped from Afghanistan when he was 14. At that time, he was left alone in Oxford after a hard journey, knowing no one and with nothing. He then came to know Asylum Welcome. Sadly, an age assessment went against him, and he lived for a few years with no status and in great fear, often on the run. The one organisation that he trusted was Asylum Welcome; they helped him fight his case. In the end, he was granted status and indefinite leave to remain.

Having got a job and having settled, Mohammad built a new life here. He went to Afghanistan to visit his wife and children but got caught there due to Covid. Then the Taliban advanced and he was trapped. He managed to escape with his family in the evacuation. They landed and were put into an isolation hotel in a U.K. airport. They were stuck for 18 days, staring at the walls and worrying what might happen next. They were then put on a bus in the dark, not knowing where they were going. Mohammad was afraid for himself and his family. He then heard that they were heading to Oxford, a place he knew. He then got off the bus and was welcomed by Asylum Welcome. Mohammad says "I was so relieved. I then knew I was safe."

*Not his real name

Oxford City Resettlement Programme

In 2021 Asylum Welcome won a contract to support refugees being resettled in Oxford under the U.K. Resettlement Scheme, the successor to the Syrian Resettlement Scheme. This resettles refugees of a number of nationalities who are assessed by UNHCR as being in particular need. The programme was later extended to include Afghans being settled locally from the hotels. The first Afghan families arrived in December 2021, and by the end of March 2022 five families were being supported to build new lives in the city, with another thirteen expected in the coming months as suitable and affordable housing is found. Now they all have their own homes and will get intensive support through their first year from Asylum Welcome staff and volunteers, including language support in a collaboration with Aspire. Some are already in jobs and many in college, and children are already speaking fluent English. Central to families' long-term inclusion will be continuing close relations with the many community groups that have generously reached out to help these families.

As Programme Co-ordinator Mariam Baraky explains:

"*We went to Heathrow to collect a young woman and her toddler. We met her with a sign in her language. They have come from a war zone and spent some time in a transit country where the teenaged woman worked as a domestic servant, being separated for long periods from her child. She applied through the UNHCR to be resettled, and she was one of the lucky ones. We arranged a small flat to be furnished for her and have provided everything she and her child might need. We had someone from the same region to serve as an interpreter – actually they used to be an Asylum Welcome client and now they volunteer with us all the time – and someone from the community provided a home- cooked meal with dishes from her country waiting for her when she arrived. The first thing our client wanted to do was to call her mum – who she hadn't been able to speak to for 9 months – and let her know she was safe.*

It is hard to describe how grateful she has been – she says thanks every time we speak and is still asking all the time if this flat is really just for her. She said she had the first good night's

sleep in many years in her new home. She has seen a lot of pain and struggles and we wanted to make sure there was always someone at the end of the phone – 24 hours a day – should she need it, to interpret and to reassure. We checked in every day for the first two weeks, then less regularly as she started to settle. We assessed her English and referred her to an ESOL college where she will get intensive language support. This client would like to one day to train to become a nurse and work in the NHS. It is so rewarding to be able to support someone in starting a new life in safety"

Schools Advocacy

Finding a place in a local school is an essential step for refugee families with children, but it is just the beginning of what for many parents and children is a challenging experience. Parents often struggle to understand our education system and how to support their children, who themselves are learning in a new culture and a new language that the parents themselves may not speak.

The new Schools Advocacy programme has been developed to help refugee parents and children. Starting initially in two schools but now also taking families referred from other sources, including the new resettlement programme, it links trained volunteer mentors with families. The mentors help parents understand and navigate the system and support their children.

The Beginnings of the Ukraine Programme

As the first Ukrainian refugees began to flee the Russian attacks in February 2022, and the U.K. government started developing programmes for some to come to the U.K., Asylum Welcome convened meetings with a wide range of local organisations, councils, churches and community groups.

These meetings led to a programme that took shape in March and April as a formal partnership between councils and Asylum Welcome. The real partnership was also with the many and varied community groups that are supporting local hosts and Ukrainian guests. With more than two thousand potential arrivals in Oxfordshire, and an exciting model for all to be hosted in the community, Asylum Welcome has focussed our support on helping local groups feel equipped and trained to provide appropriate help in their own community. As well as a small central team based in Asylum Welcome, preparations were made for a team of community liaison officers to be recruited and based in districts around the county to offer support and help solve problems locally. Initially, guest arrivals were slow as there were bottlenecks and delays in the visa process, but as arrivals began to accelerate the team was ready to help them and complement the generous engagement of the public.

Our Staff

We pride ourselves on responding immediately to needs as we saw them emerging, recruiting staff and delivering help while fundraising in parallel. Our staff numbers grew as we scaled up our existing programmes and introduced new ones to meet changing needs. As of 31st March, we had 28 staff on our books, equating to about 23 full-time equivalents (FTE), and are pleased that the majority of staff whom we recruited during the year had themselves come to the U.K as refugees or are the children of refugees.

The increased size of our staff and volunteer workforces and increased turnover meant that we needed to invest more in making sure our policies and practices were in good shape, and that staff were being well managed and supported, professionally and personally. A consultant has been helping us with this work, pending long-term provision to start in 2022. We explored a possible office move to share new premises with Refugee Resource. Unfortunately, this didn't work out and, having renewed the lease, we will be looking to improve our existing premises in 2022 to create a positive environment for staff, volunteers and clients.

Our Volunteers

From April 2021 to April 2022, 164 volunteers were recruited across 21 teams; 33 of these volunteers have lived experience. It is worth noting the 241% increase in recruitment: 48 volunteers were recruited from April 2020 to April 2021, and 65 from April 2019 to 2020. This increase is linked to the Afghan hotel project, the expansion of ongoing services (e.g., the Asylum and Immigration group) and development of new services (e.g., Schools Advocacy Project).

There are currently 220 active volunteers across 24 teams. Volunteers have contributed at least 13,460 recorded hours to Asylum Welcome this financial year, plus many more not officially recorded.

Asylum Welcome could not provide the service it does without the incredible support of these 220 volunteers. The number of people who supported us in this way fell during Covid, of course, so we were very happy that numbers bounced back, with very talented, skilled and compassionate people coming out in force to help migrants in Oxfordshire.

We began a volunteer review and will take on board the recommendations and feedback people give in order to improve the experience for people who work with us in a voluntary capacity and maximise the effectiveness of their contribution. The work will be completed and improvements implemented in 2022.

Case study - *Tariq**

I started volunteering at Asylum Welcome in February 2021 in the Youth Service. During this past year, I have been helping with so many things, such as interpreting in Kurdish, calling clients for updates, supporting clients to register with a GP and booking appointments. I also signpost clients to other services in the community and help them to complete housing and universal credit applications.

When I started volunteering at Asylum Welcome, I was still waiting for a result on my asylum application. I was relieved to get my refugee status in June 2021, after a long 6 and a half years of waiting, refusals and fresh claims. It feels good to be helping people going through the same challenges that I have faced, as I know how difficult it is to be in a system where you are not treated like a human, you feel ignored and neglected. Asylum Welcome is a place where people are welcomed, respected and listened to. I am so happy to be a part of it.

As a volunteer, I was really well supported by the team! I have learned so many skills. This experience has helped me to get a part-time job as a Project Worker for another charity and

I am happy to now be working at Asylum Welcome one day a week as a Support Worker. It is hard to hear clients going through the same problems that I did, but it makes my day when I hear a positive outcome, such as a client getting refugee status.

*Not his real name

Our Fundraising and Partnerships

It has been an exceptionally busy but very successful year in the fundraising team due to excellent teamwork, collaboration across the whole organisation and with other groups, developing new partnerships and a combination of three key factors: 1) increased level of funding from trusts and foundations; 2) increased individual income from four public appeals, and an outpouring of support from the local community in Oxford and Oxfordshire – in great part as a response to the Afghan crisis, but also as Covid continued to affect people's lives; and 3) a significant increase in income from statutory sources, linked to the arrival of Afghans (our hotel support programme) but also to the new UKRS/ARAP/ACRS Resettlement programme, the Schools Advocacy Project and the extension of our Europa Welcome service.

The pandemic and the Afghan Crisis led to huge challenges for our clients and for the organisation as a whole. Expenditure increased across many areas – additional premises, more staffing (particularly for the Afghan Transition Hotels programme), remote working costs and an increase in hardship funds. The organisation developed rapidly in response to these challenges and we were able to meet rising costs through active and creative fundraising.

With the "end of Covid" and throughout 2021/22 we saw an increase in donations from the many individuals and local community organisations who organised concerts, quiz nights, public talks at schools and fundraising events of all sorts in aid of Asylum Welcome, in support of refugees and asylum seekers in general and of Afghans and Ukrainians in particular. We were able to raise a significant amount of funds over the year through our individual giving, including income from four seasonal appeals (the Spring Appeal, Refugee Week Appeal, Afghan Crisis and Winter Appeal), and our largest ever Community Door Drop delivered to 10,000 homes, many beyond the City, which helped us reach out to many more supporters.

In summary, we finished the year raising £1,261,000 which greatly exceeded the previous year's total (£748,000). This represents an increase of 68%, but total expenditure also increased by 66%, from £601,000 in 2020/21 to £1,000,000 in 2021/22, as client needs grew and as more work was accomplished. Overall, we have healthily diverse sources of income, contributing to our independence and sustainability: trusts and foundations 33%; statutory funding 38%; individual supporters 21.5%; partnerships & community (including faith groups, schools and colleges) 7.5%.

We are enormously grateful for the level of support from local individuals and community groups across the county and beyond. We are also deeply grateful for the support provided by the many trusts and foundations, statutory funders and local community organisations, some of which are longstanding supporters of Asylum Welcome, while many others supported us for the first time in 2021/22. We could not have achieved this without the support of the many local supporters and partners described below.

More Outreach and Better Partnerships

Asylum Welcome is truly embedded in the Oxford community we have been serving for 25+ years, and we enjoy many strategic partnerships with generous corporate and community donors as well as other statutory and charitable support agencies. We work with the local councils and government agencies to provide intensive support to new arrivals; we work with social services and schools to ensure young refugees get the best support; and we work with many other charities, including Refugee Resource, Aspire, Connections and Sanctuary Hosting, to increase impact and ensure we are not duplicating work. Collaboration with churches, schools and many other groups has created many services, relationships and benefits not captured in accounts or formal reports.

In addition, we have established a series of initiatives to increase outreach to community groups and organisations across the city and the county, including our Ambassador and Student Ambassador programme and deeper engagement with schools and other organisations, such as St Edward's School, Magdalen College School, the One World Festival, the Oxford Festival of the Arts, The Story Museum, the Pitt-Rivers-Multaka Project, Music at Oxford and Active Oxfordshire, which will benefit our clients through a range of new health, sports, artistic, recreational, volunteering and employment opportunities. In particular, we would like to highlight the following:

- St Edward's School chose Asylum Welcome as their charity of the year, raising funds and delivering Christmas presents for 250 of our most vulnerable clients over the last 2 years. They have been actively raising funds for Asylum Welcome and have been very welcoming to the Afghans and the Ukrainians by hosting them in their school facilities and organising a series of regular social and sporting activities for them to mingle with their pupils and staff.
- Magdalen College School also chose Asylum Welcome in the autumn 2021 as their charity of the year and not only have they been fundraising but we have also been working with them to support our clients in many other ways. We were invited to participate in the Oxford Festival of the Arts with a wonderful all-day Bazaar, with many of the Refugee Community Organisations we work with on Refugee Week 2022.
- BlackRock has not only supported us with a grant to support our Education and Employment Service but has been generously supporting our Laptop and Digital Inclusion Project with 30+ laptops and desktops for our clients. We are also developing a mentoring programme to give our clients access to internship opportunities and one-on-one financial advice.
- Music at Oxford has not only fundraised for Asylum Welcome, but has organised fun and well-attended music workshops for Afghan children living in the transition hotels, and music workshops for women and young refugees and asylum seekers.
- Active Oxfordshire is helping our clients and Refugee Community Organisations to have better access to sporting, recreational and leisure facilities, and are supporting our Bike Project. Together with Cyclox and the Fire and Rescue Service team, we are partners in "Sanctuary Wheels", which aims to collect and deliver bikes to 300+ refugees and asylum seekers in Oxfordshire by improving and extending infrastructure and capacity across the county.
- We are pleased to have been able to support and collaborate with Somerville and Mansfield Colleges, as the first Oxford colleges to win University of Sanctuary status. We applaud the work they have done to create scholarships and a welcoming environment for refugees, as well as using their resources in support of the wider community.

- Last but not least, we partnered with The Story Museum to prepare for and welcome the visit of Little Amal who passed through Oxford on her journey from the Syrian-Turkish border to Manchester. We also collaborated on a joint project, "*Beyond Amal*", to train 10 people with lived experience as museum guides and story tellers. This has equipped them with new confidence and skills, including in English, and has given them work experience as they move into employment and independence.

Our Finances

Income for 2021/22 was £1,261K (2021: £748K), showing an overall increase of £513K or 68%, reflecting and supporting the growth of our programme delivery and organisation.

Principal sources of funding:	Year End Mar.22 £'000	Year End Mar.21 £'000	Change on prior year £'000	% Change
Trusts & Foundations	415	419	-4	-1%
Statutory Grants & Contracts	479	93	386	415%
Faith Organisations	29	14	15	107%
Colleges & Schools	19	2	17	850%
Individuals & Legacies	269	163	106	65%
Partnerships & Other Community Organisations	50	57	-7	-12%
	1,261	748	513	68%

Throughout the year the effects of the Covid pandemic meant that the increased support required by our most vulnerable clients continued. The Afghan crisis in the summer of 2021 saw Asylum Welcome mobilise an emergency response within days, and we continue to support the Afghan people who arrived in Oxfordshire, as described elsewhere in this report.

The year ended with another emergency response to the Ukraine crisis. Our emergency responses resulted in significant contracts with Oxford City Council and Oxfordshire County Council, as well as huge public support. Appreciation of Asylum Welcome's work during a most difficult year has been generously shown by trusts and foundations, individuals and the community within which we operate.

Expenditure increased from £601K in 2020/21 to £1,067K in 2021/22 – an increase of 77%. Overall, expenditure on charitable activities increased by 90%. (Expenditure on charitable activities denotes all of our funds which were spent to fulfil our charitable purpose, excluding monies spent in raising those funds.)

The trustees are happy to report a surplus for 2021/22 of £194K, a marked increase on the previous year's surplus of £146K.

The overall result saw Asylum Welcome with "unrestricted reserves" of £486K as of 31 March 2022. Of this, £50K has been designated for potential property costs. "Restricted reserves" of £53K denotes money unspent at the year end, because it has been dedicated to funding restricted activities in 2022/23.

Asylum Welcome has a policy of holding reserves for the following reasons:

- To fund cashflow in the short term, for example where a donor pays in arrears;
- To buffer against the impact of negative events, such as a short-term drop in income;
- To allow investment and expenditure when opportunities present which would further Asylum Welcome's work, such as new initiatives or investing in organisational capacity; and
- To allow an orderly wind-down of the organisation, in the event it ceased operating.

The target reserves are set at between 3 and 4 months' running costs, plus an estimate of closure costs. Based on our estimates for the year to 31 March 2023, this equates to a target range of £363K to £470K. After accounting for the designated fund, and a small investment in office equipment, Asylum Welcome has £431K in free reserves, which is within our target range.

Our Plans: Looking Ahead to 2022/23

The Board approved a set of plans and budgets for 2022/23, although these have already had to be revised to incorporate support for over a thousand Ukrainians who have arrived in the first months of 2022/23.

The priorities as originally approved are:

A. Programme

1. Deliver on and maximise the opportunities from three important new/expanded programmes: (A) Resettlement advice, (B) Immigration advice, and (C) the Oxford schools advocacy programme.
   (A) includes the existing Oxford City Council resettlement project and, hopefully, new relationships with other districts.
   (B) includes the four-agency collaborative Justice Together project to be led by Asylum Welcome, and a possible incorporation of Europa Welcome programme into our other immigration/asylum advice work.
   (C) is a small Oxford City Council pilot that finishes in December 2022, and if it proves successful will be important to replicate and scale.

2. While continuing to collaborate on national policy/political challenges, focus particularly on making a difference to *local* political, policy and public support for refugees and asylum seekers. This will include working on local public awareness and support, influencing MPs, councils and communities on specific cases, opportunities and policies, and practical collaboration with like-minded agencies.

3. Develop stronger pathways into work for clients. This includes building on current education and employment work, current councils' funded research, youth services and learning from the Beyond Amal programme.

4. Consolidate recent developments across all of our programmes with better programme support, co-ordination and cross-referral, improved management information, database management and better use of evaluation tools, so as to improve quality, reporting and fundability.

5. Digital Inclusion: Building on current work, explore the potential scope of and funding for larger-scale work to help clients get and make the best use of information technology.

6. Develop closer working relations with district councils and also those organisations working with refugees across the county outside the city (particularly in the case of the increasing refugee populations in Banbury town and Cherwell district).

B. Ways of Working

7. Improve how client/lived experience shapes all of our work, management and governance, building on the consultancy/review planned for first quarter.

8. Implement outcomes of the current "volunteer review" to improve quantity/quality of volunteer effort and relations within Asylum Welcome.

9. Improve HR policies and practice, clarity of management and reporting, internal communication and staff development opportunities.

10. Adapt and improve our offices to be fit for purpose for the foreseeable future, linked to a future hybrid model of face-to-face and remote working. This will include understanding and building on what has worked well, been learnt or lost in terms of ways of working over the last two years. It will also include space planning and physical improvements to the offices.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practise (United Kingdom Accounting Standards and applicable law).
Under company law the Trustees must not approve the financial statements unless they are satisfied that
they give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for that period.
In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures 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 operation.

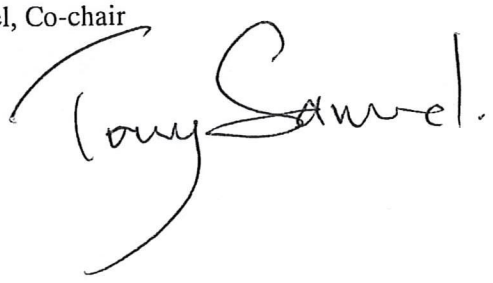
The Trustees are responsible for keeping adequate records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the charitable company's auditors are unaware; and each Trustee has taken all steps that they ought to have taken as a director in order to make themselves aware of relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report has been prepared in accordance with the small companies' regime under Section 419(2) of the Companies Act 2006.

This report approved by the Trustees on 20 July 2022 and signed on their behalf by

Tony Samuel, Co-chair



date 20 July 2022

Independent auditor's report to the trustees of Asylum Welcome

Opinion

We have audited the financial statements of Asylum Welcome ('the Charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

•give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended;

•have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

•have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Other Matter

The financial statements of Asylum Welcome for the year ended 31 March 2021, were unaudited.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 Asylum Welcome's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

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

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

•the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

•the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report within the trustees' report.

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

•adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

•the financial statements are not in agreement with the accounting records and returns; or

•certain disclosures of trustees' remuneration specified by law are not made; or

•we have not received all the information and explanations we require for our audit.

•the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the 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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, data protection, anti-bribery, employment and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;

- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;

- investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;

- reading the minutes of meetings of those charged with governance;

- enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

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



15 August 2022.

Robert Kirtland (Senior Statutory Auditor)

for and on behalf of Critchleys Audit LLP

Beaver House

23-38 Hythe Bridge Street

Oxford

Oxfordshire

OX1 2EP

ASYLUM WELCOME

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2022

		2022				2021			
	Further details Note	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £
Income									
Income from									
Donations & Legacies	3	828,732	433,228		1,261,960	313,395	434,420		747,815
Investment Income		73	-		73	163	-		163
Total		828,805	433,228		1,262,033	313,558	434,420		747,978
Expenditure on									
Raising funds		107,872	-		107,872	96,670	-		96,670
Charitable activities		580,272	379,664		959,936	62,973	441,737		504,710
Total	12	688,144	379,664		1,067,808	159,643	441,737		601,380
Net income/(expenditure)		140,661	53,564		194,225	153,915	(7,317)		146,598
Transfers between funds	11		-		-	-	-	-	-
Net movement in funds		140,661	53,564	-	194,225	153,915	(7,317)		146,598
Reconciliation of funds									
Total funds brought forward		292,810	2,643	50,000	345,453	138,895	9,960	50,000	198,855
Total funds carried forward		433,471	56,207	50,000	539,678	292,810	2,643	50,000	345,453

The notes on pages 30 to 36 form part of these accounts.

ASYLUM WELCOME

BALANCE SHEET

AT 31 MARCH 2022

	Further details	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Office Equipment, Furniture & Fittings	4		1,165		3,153
Website	5		3,083		4,625
			4,248		7,778
Current Assets					
Debtors	6	171,548		76,580	
Cash on Deposit		361,500		244,863	
Cash at bank and in hand		184,563		101,264	
			717,611		422,707
Current Liabilities					
Creditors: Falling due within one year	7	182,181		85,032	
			(182,181)		(85,032)
Net Current Assets			535,430		337,675
Creditors: Amounts falling due after more than one year			-		-
Total Assets			539,678		345,453
Represented by:					
Unrestricted Income Funds			433,471		292,810
Designated Funds			50,000		50,000
Restricted Income Funds	9		56,207		2,643
			539,678		345,453

Approved by the Trustees on 20 July 2022 and signed on their behalf by:

Tony Samuel Co-Chair

Tony Samuel

Date

20 July 2022

Company No: 4361627
Charity No: 1097265

ASYLUM WELCOME
NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practise: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

(1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.

(2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund

(3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occassions the legacy is treated as a contingent asset and disclosed.

(4) Interest income is included in the accounts when it is earned.

(5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.
Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation.
Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method. The intangible assets are amortised over the following useful lives : website 3 years.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds.
From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Asylum Welcome is a company limited by guarantee, incorporated in the United Kingdom, with its registered office at Unit7 Newtec Place, Magdalen Road, Oxford OX4 1RE
The liability of each member in the event of a winding up is limited to £1.

3 DONATIONS	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Trusts and Foundations				
A B Charitable Trust	35,000		35,000	5,000
ARM Trust		-	-	3,000
Beatrice Laing Trust	6,000		6,000	-
Bromley Charitable Trust		16,250	16,250	15,000
Society of The Holy Child Jesus		-	-	24,941
Oxfordshire Community Foundation Loneliness		2,500	2,500	-
Lloyds Bank Foundation	24,500	-	24,500	54,759
Henry Smith Charity		60,000	60,000	-
Oxfordshire Community Foundation RCOs	-	28,546	28,546	13,843
Leigh Trust	-	-	-	1,000
Cotmore Trust	15,000	-	15,000	-
The Tambour Foundation	15,000	10,000	25,000	40,000
Paul Getty Trust	10,000		10,000	-
Fairness Foundation (previously Persula Foundation)	4,000	-	4,000	2,000
St Michael's & All Saint's Charities		-	-	7,000
The Sisters Trust		42,500	42,500	41,250
Swan Mountain Trust		5,000	5,000	2,500
The Tolkien Trust	40,000	40,000	80,000	40,000
Martin Lewis Foundation	-	-	-	20,000
Barrow Cadbury Foundation		-	-	29,295
National Lottery		-	-	66,915
The Pears Foundation	-		-	10,000
The Roundton Trust	-		-	3,000
Caf Bank Foundation	-	-	-	29,800
Refugee Action		3,000	3,000	3,000
Bishop of Oxford Outreach Fund	-		-	2,000
Oxford Homeless Movement NRPF		6,000	6,000	
29th May 1961 Settlement		7,000	7,000	
Good Food Oxford	5,000	-	5,000	
Wirrel Trust	5,000		5,000	
Fairness Foundation			-	
BlackRock Foundation		3,376	3,376	
Brunner Trust	2,500		2,500	
Northwick Trust	5,000		5,000	
Pye Charitable Trust	-	3,000	3,000	
Batchworth Trust	5,000		5,000	
OVCA Covid Grant	-	10,000	10,000	
Small grants (amounts less than £1,000)	5,612	250	5,862	4,650
	177,612	**237,422**	**415,034**	**418,953**
Statutory Grants				
National Insurance Rebate	4,000		4,000	4,000
Oxford City Council - Open Bidding	10,000		10,000	10,000
Oxford City Council Covid Hardship Grant		-	-	5,000
Oxford City Council Syrian Resettlement		6,750	6,750	4,500
Oxford City Council Youth Opportunities		14,702	14,702	11,336
Oxford City Council UKRS/ARAP		23,734	23,734	-
Oxfordshire County Council Afghan Hotels Support Contract	332,360	-	332,360	-
Oxfordshire County Council CPF		-	-	7,000
HMPPS		-	-	6,500
Oxford City Council	1,000		1,000	-
Oxford City Council Winter Hardship		5,000	5,000	-
Oxford City Council consultancy		4,400	4,400	-
Oxfordshire City Council Schools Project		17,995	17,995	-
EUSS		59,412	59,412	44,974
	347,360	**131,993**	**479,353**	**93,310**
Faith organisations				
Oxford Jewish Congregation			-	5,685
Oxfordshire Quakers	1,674	5,000	6,674	1,680
St Andrew's PCC	1,055		1,055	2,382
St Margaret's Church Oxford	1,500		1,500	1,000
St Mary's Church Iffley	1,373		1,373	-
St Ebbe's Church	3,656		3,656	
University Church	3,000		3,000	
Other Faith Organisation Donations (under £1,000)	11,950		11,950	3,350
	24,208	**5,000**	**29,208**	**14,097**
Colleges & Schools				
Dragon School Oxford	2,100		2,100	
St Edward's Oxford	10,956		10,956	
Magdalen College School Oxford	4,640		4,640	
Other College Donations (less than £1000)	980		980	2,090
	18,676	**-**	**18,676**	**2,090**

Individual donations & legacies						
Major donations (3 donors)	14,893		14,893	27,564		5,000
Legacy	5,000		5,000	-		-
Other Individual Donations	188,594	32,662	221,256	105,702		140,959
Gift Aid	27,995		27,995	-		16,848
	236,482	**32,662**	**269,144**	**133,266**	**-**	**162,807**
Partnerships & other community organisations						
Key 2 Futures		4,800	4,800		4,800	4,800
Red Cross Destitution Fund		21,351	21,351		5,722	41,510
Oxford Citizens Advice	1,294	-	1,294			2,041
Other Donations (less than £1000)	637		637	-	-	675
Community Organisations	22,463		22,463			7,532
	24,394	**26,151**	**50,545**	**-**	**10,522**	**56,558**
	828,732	**433,228**	**1,261,960**	**244,904**	**211,185**	**747,815**
			Unrestricted Total			**313,395**
			Restricted Total			**434,420**

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31 2022 (Continued)

4 FIXED ASSETS

	Office Equipment,Fixtures & Fittings
Cost	£
Opening Balance April 1 2021	7,954
Disposals	-
Closing Balance March 31 2022	7,954
Accumulated Depreciation	
Opening Balance 1 April 2021	4,801
Disposals	-
Charge for year	1,988
Closing Balance 31 March 2022	6,789
Net Book Value	
At 31 March 2022	1,165
At 31 March 2021	3,153

5 INTANGIBLE FIXED ASSETS

	Website
Cost	
Opening Balance 1 April 2021	4,625
Additions in the year	-
Closing Balance 31 March 2022	4,625
Accumulated Amortisation	
Opening Balance 1 April 2021	-
Charge for the year	1,542
Closing Balance 31 March 2022	1,542
Net Book Value	
At 31 March 2022	3,083
At 31 March 2021	4,625

6 DEBTORS

			2022	2021
Prepayments			16,484	15,882
Debtors	Salaries	82		
	Accounts Receivable	117,939		
	Other Debtors	200	118,221	200
Accrued Income			36,843	60,498
			171,548	76,580

CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR

		2022	2021
Creditors & Accruals		14,967	9,244
PAYE & National Insurance		17,698	8,501
Pension Creditor		2,364	1,508
Deferred Income	Note 8	147,152	65,779
		182,181	85,032

DEFERRED INCOME

	Balance 1.4.21	Funding Received	Released to SOFA	Deferred 31.3.22
wan Mountain Trust	0	2500	2500	-
romley Trust	11250	15000	11250	15,000
isters Trust	22500	-	22500	-
xfordshire Community Foundation	0	12880	2500	10,380
loyds Foundation	13250	18750	13250	18,750
B Charitable Trust	15000	-	15000	-
CC Youth Opportunities	3779	4192	3779	4,192
lackRock Foundation	-	2410	-	2,410
CVA Loneliness Grant	-	7500	-	7,500
Michael's & All Saint's Charities	-	2000	-	2,000
ıctice Together	-	63785	-	63,785
xfordshire County Council Schools project	-	23135	-	23,135
	65779	152152	70779	147,152

his represents income received prior to 31 March 2022 but which relates to a grant period post 1 April 2022

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
(continued)

9 RESTRICTED FUNDS

		Movement in Resources			
Services	Balance 1.4.2021 £	Additions £	Outgoings £	Transfers £	Balance 31.3.2022 £
Adult & Family Advice	1,459	76,500	75,469		2,490
Welcome Centre	-	2,500	2,500		-
Youth	541	19,502	20,043		-
Huntercombe project	-	17,500	17,500		-
Employment and Education	-	39,776	14,776		25,000
Food	-	-	-		-
Hardship	-	26,601	26,601		-
Syrian Resettlement – Oxford City	-	6,750	6,750		-
Europa Welcome	-	59,416	59,416		-
Bike Scheme	643	2,902	1,248		2,297
Volunteer Diversity/Volunteer Management	-	3,000	3,000		-
IT/Comms	-	750	750		-
Refugee Communities Project	-	28,544	24,310		4,234
Afghan Project	-	45,057	45,057		-
Schools Project	-	17,995	16,010		1,985
Oxford City Council UKRS/ARAP	-	23,734	23,734		-
Core	-	60,200	42,500		17,700
	2,643	430,727	379,664		53,706
Transfers between Funds					
	2,643	430,727	379,664	-	53,706

IT covers the cost of moving our database to the cloud, setting up homeworking during the Covid pandemic
annual IT support and a new website.
The Youth Service covers the cost of providing part time youth workers and running clubs, and outings for young refugees and asylum seekers.
The Detainee Support Service funds meet some of the cost of supporting and visiting refugee and asylum seeking prosoners at Huntercombe Prison
Food contributes to items for the food bank operated at our welcome centre.
Hardship funds small cash payments (usually under £30) to alleviate hardship or for essential travel to
comply with Home Office reporting requirements.
Syrian Resettlement - Oxford City Council funds our work on their behalf to support the 30 Syrian families
that Oxford pledged to accept.
Europa Welcome supports vulnerable EU/EEA citizens to apply for settled status in the UK.
The bike scheme supports one volunteer to repair and make roadworthy, donated bikes and to distribute them to
our clients,giving them a cheap way to travel around the city.
Volunteer Diversity covers the cost of one staff member and activity costs to reach out to
and engage a more diverse volunteer group.
The Refugees Community Projects supports RCO groups to strengthen their organisations and be more sustainable for the future in order to help more
of our clients.

10 DESIGNATED FUNDS

The current lease for the premises occupied by Asylum Welcome was renewed in March 2022 for an eight and a half year term.
The Trustees believe it is prudent to designate £50,000 to cover the cost of upgrading our premises in 2022/23.

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets £	Net Current Assets £	2022 Total £	2021 Total £
Restricted Funds		53,706	53,706	2,643
Unrestricted funds	4,248	429,223	433,471	292,810
Designated Funds		50,000	50,000	50,000
	4,248	532,929	537,177	345,453

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2022 (Continued)

12 STAFF COSTS

	2022	2021
	£	£
Salaries	649,747	316,986
National Insurance and Pension Contributions	72,998	34,812
Total	722,745	351,798
Temporary Staff & Consultancy		
	722,745	351,798

Numbers	2022	2021
Number of staff employed	28	16
Full time Equivalents	23	11

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £49,419 (2021 £41538)

The evaluated value of our volunteers time, for the year under review, of 13,457 hours at rates provided by the European Social Fund, equates to a value of £231,215

The staff annual leave year is co-terminus with our year end and as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

3 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.
No amounts were reimbursed to any Trustees (2020-21 - NIL) during the year.

4 OBLIGATIONS UNDER LEASES

)perating leases
'he total of future minimum lease payments is as follows:

	2022	2021
	£	£
lot later than one year	57,380	57,380
lore than one year until first break clause	435,132	-
	492,512	57,380

he amount of non-cancellable operating lease payments recognised as an expense during the year was £57,380

5 RELATED PARTY TRANSACTIONS

he Trustees confirm that there have been no related party transactions that require disclosure in the accounting period

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

16 EXPENDITURE ANALYSIS

	Total Year to 31.3.2022	Raising Funds	Charitable Activities Advice & Syrian Settlement	Youth	Detainee Support	Refugee rights	Food services	Employment & Educational Services	Volunteer recruitment & training	EUSS	RCO Project	Advocacy & Comms	UKRS/AR AP	Schools Project	Afghan Project
	£	£	£	£	£	£	£	£	£	£	£	£			
Direct Costs															
Direct Salaries	569,801		129,941	32,379	8,702	0	0	29,992	19,347	42304	14,420	33,178	19,477	12,594	227,467
Activities	121,781		10,049	7,792	1,186	0	845	2,056	2,004	7190	4,018	5,589	2,880	211	77,961
Direct assistance to Asylum Seekers and Refugees	75,357					75,357							2,056	1,371	3,427
Facilities and equipment	78,454		12,336	6,853	6,853	6,853	6,853	6,853	10,280	9922	4,797				
activities	845,393														
Direct fundraising costs	89,598	89,598													
Support costs															
Senior Management	33,113	8,278	4967	1656	2649	2649	0	993	1656		1656	3311	1656	993	2649
Facilities and finance staff	50,154	7,523	6018	2508	1003	7523	4012	2508	2508		2508		5015	2508	6520
Premises costs	12,300	369	1476	861	615	1230	615	1230	1230		1230	615	1230	1230	369
computer support	4,830	483	966	483	483	483	0	483	483		0		483	483	
Professional fees	0		0		0										
General other	32,420	1,621	4863	3242	3242	3242	3242	3242	3242		0	1621	1621	1621	1621
	132,817														
TOTAL EXPENDITU	1,067,808	107,872	170,616	55,774	24,733	97,337	15,567	47,357	40,750	59,416	28,629	44,314	34,418	21,011	320,014

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity

ASYLUM WELCOME

England & Wales - Charity number 1092265

Accounts



(A company limited by guarantee)

Report and Financial Statements

For the Year Ended 31 March 2021

Charity no: 1092265
Company no: 4361627

Contents

Legal and administrative information

Report of the trustees

Report of the Independent Examiner

Statement of financial activities

Balance sheet

Notes forming part of the financial statements

Legal and administrative information

Charity Name and Number
Asylum Welcome
Registered Charity number: 1092265
Registered as a Company limited by guarantee, number: 4361627

Trustees:
Linda Bond (Elected September 2020)
Susan Ni Chriodain (Re-elected September 2020)
Abdoul Ma Diallo (Elected September 2020)
Thomas Espley (Elected 2019, Treasurer)
Valerie Johnson (Elected 2019, Co-chair)
Lucy Keating (Co-opted October 2020)
Dr Tina Leonard (Re-elected September 2020)
Dr David Levy (Co-opted October 2020)
Clare Miller (Elected 2019)
Anthony Samuel (Re-elected 2019, Co-chair)
Marcus Thompson MBE (Resigned September 2020)

Chief Executive/ Director
Kate Smart (Resigned 31 March 2020)
Mark Goldring CBE (Appointed 21 April 2020)

Registered Office
Unit 7 Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors/ Independent Examiners
Critchleys Audit LLP, Beaver House, 23-28 Hythe Bridge St., Oxford OX1 2EP

Bankers
The Cooperative Bank plc, PO Box 250, Skelmersdale, WN8 6WT
CAF Bank Ltd., Kings Hill, West Malling, Kent ME19 4TA

Report of the Trustees
For the year ended 31 March 2021

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2021.

The legal and administrative information set out on page 1, above, forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

The charity secured approval, firstly at its AGM in September 2020, and subsequently from both The Charity Commission and Companies House in October 2020, to amend its objects to more accurately reflect its growing work with 'vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system'.

This broader scope followed the closure of Campsfield House in December 2018, the commencement in autumn 2019 of a trial support programme at Huntercombe Prison in Oxfordshire (exclusively holding foreign national men), Asylum Welcome's Europa Welcome programme, implementing the European Settlement Scheme (EUSS) for EU citizens with settled or pre-settled status in the UK, and a growing caseload with the onset of Covid-19 in March 2020. We saw a steep rise in demand for humanitarian support amongst vulnerable migrants in Oxfordshire facing unprecedented new challenges, in addition to their ongoing concerns about status, access to housing, health services etc.

The charity expresses its Vision, Mission and Values as follows:

Our vision

Asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system, feel welcome, safe and confident as members of a caring community. They live in dignity with hope for the future: they can exercise their rights and have their cases fairly considered, they can access services to meet their needs, and they have opportunities to share their talents and achieve their aspirations.

Our mission

Asylum Welcome welcomes, advises and empowers asylum seekers, refugees and migrants so that they find safety and can thrive in Oxford and Oxfordshire.

Our values
Common humanity: We are all one people, part of a local and a global community
Social justice: A fair and compassionate society provides rights and opportunities for all people
Voluntary action: Through enabling volunteers to give their time generously to help others, much can be achieved

Structure, Governance and Management

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Memorandum and Articles of Association, established on 28 January 2002.

The directors of the charitable company ("the charity") are its trustees for the purposes of charity law, and throughout this report are collectively referred to as the "trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting elect the trustees.

The Board of Trustees (the Board) governs the charity, and consists of between 6 and 12 trustees, elected, normally for a three-year term, by the Members at the Annual General Meeting ("AGM"). In addition to the elected trustees, the Board may co-opt up to three more between AGMs. At the AGM each year, one third of the elected trustees retire and they may offer themselves for re-election. The Board must hold at least three meetings each year, but in practice the Board meets at least six times a year.

A Director is appointed by the Board to manage the day-to-day operation of the charity, and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment and asylum and refugee related issues.

During 2020/21 the Board were delighted to appoint Mark Goldring CBE as the charity's new Director (replacing Kate Smart who resigned after 7 years of valuable work in March 2020). Mark brings a wealth of senior management experience in the charity sector, having been CEO of Oxfam, VSO and Mencap amongst other roles in his career.

The Director leads a team of staff mostly part-time, who in turn work with volunteers to deliver the services of the charity.

In 2020/21 staff numbers increased to meet the needs of a growing number of clients during the Covid-19 pandemic, and reflecting additional income from funders who came forward with emergency funding to charities like ours dealing with the devastating impact of the pandemic. In 2020/21 the Board also expanded the number of trustees, having experienced a number of resignations during 2019/20. We had ten trustees at the end of 2020/21, (including 2 who have been co-opted). Most of these trustees have been in post for 2-3 years, with 2 trustees approaching 6 years on the Board. This has provided valuable consistency at a time when many new staff have joined the charity.

The Board of Trustees welcomes enquiries from prospective trustees and seeks appropriately experienced and skilled people to replace those retiring. We have a particular aim to recruit more trustees with lived experience as refugees or asylum seekers. This is a priority for the

Board, and whilst we have made some progress during 2020/21, it remains an important priority for future recruitment.

Board members meet prospective trustees and recommend them to the membership for election at the AGM. New trustees undergo an orientation to acquaint them with the activities of the charity, and to brief them on their legal obligations under charity and company law. During this induction they meet staff members and other trustees. Trustees are encouraged to attend appropriate training events, including induction sessions for other volunteers, and training sessions for volunteers in the different services, to develop their understanding of asylum issues and Asylum Welcome's response to them. An inventory of the trustees' skills and experience is maintained, and guides the search for new trustees.

The Board appoints a Finance Committee of 3-4 trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees those areas. Other 'ad hoc' groups of trustees meet to advise the Board or Director on particular governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

The activities of the charity are guided by the Strategic Plan (2020-2023) agreed by trustees, and which is the framework for the report on the charity's activities, below.

Asylum Welcome staff, volunteers and trustees attend and contribute to local and national events, and work with local people to organise events to publicise the charity's work and seek support. Asylum Welcome works in cooperation with statutory services such as the Home Office, the local authorities, health services and voluntary organisations such as Sanctuary Hosting, Refugee Resource, Citizens Advice Bureau and the British Red Cross to promote the well-being of refugees and asylum-seekers (a full list of partners is included later in this report).

Asylum Welcome is committed to enabling the voices of refugees to be heard and helping them make use of their talents. Asylum Welcome seeks to lead by example - helping refugees to participate in all aspects of running the charity, according to their abilities and interests. In 2020/21 our staff included 4 refugees, and we continued to increase the number of talented asylum seekers and refugees as volunteers and members of the organisation.

Asylum Welcome continues to seek the participation of service-users and other refugees in the charity's planning processes, including feedback mechanisms to gather individual views, annual surveys, focus group discussions with service users and consultation with refugee community leaders, all contributing to the planning of services.

During 2020/21 we conducted a wide range of discussions with clients, staff and volunteers to refine our Strategy still further and concentrate our work and investment where most needed. Mark, as Director, has made it a central feature of his role to engage widely through the pandemic with clients, staff and volunteers, as well as external funders and partners, to ensure we are relevant and aligned closely with our key stakeholders. The Board fully endorses this approach.

Finally, with everyone having faced huge disruption to their lives and work in 2020/21 due to the pandemic, the Board of Trustees want to put on record our enormous gratitude to the

Director, the newly-formed Senior Management Team, and all staff and volunteers who have worked tirelessly to maintain services even during lockdown. In this most challenging year we have managed to increase the amount of support that we have given to those needing our help.

It is a testament to everyone's commitment and dedication to this charity.

2020/2021 The year in perspective

Along with our clients and almost every organisation, family and individual, Asylum Welcome's year was dominated by adapting and responding to Covid-19. While all sections of society were affected, it was inevitable that those with insecure status, housing, employment and finances were particularly vulnerable, and this meant our clients: refugees, asylum seekers and vulnerable migrants.

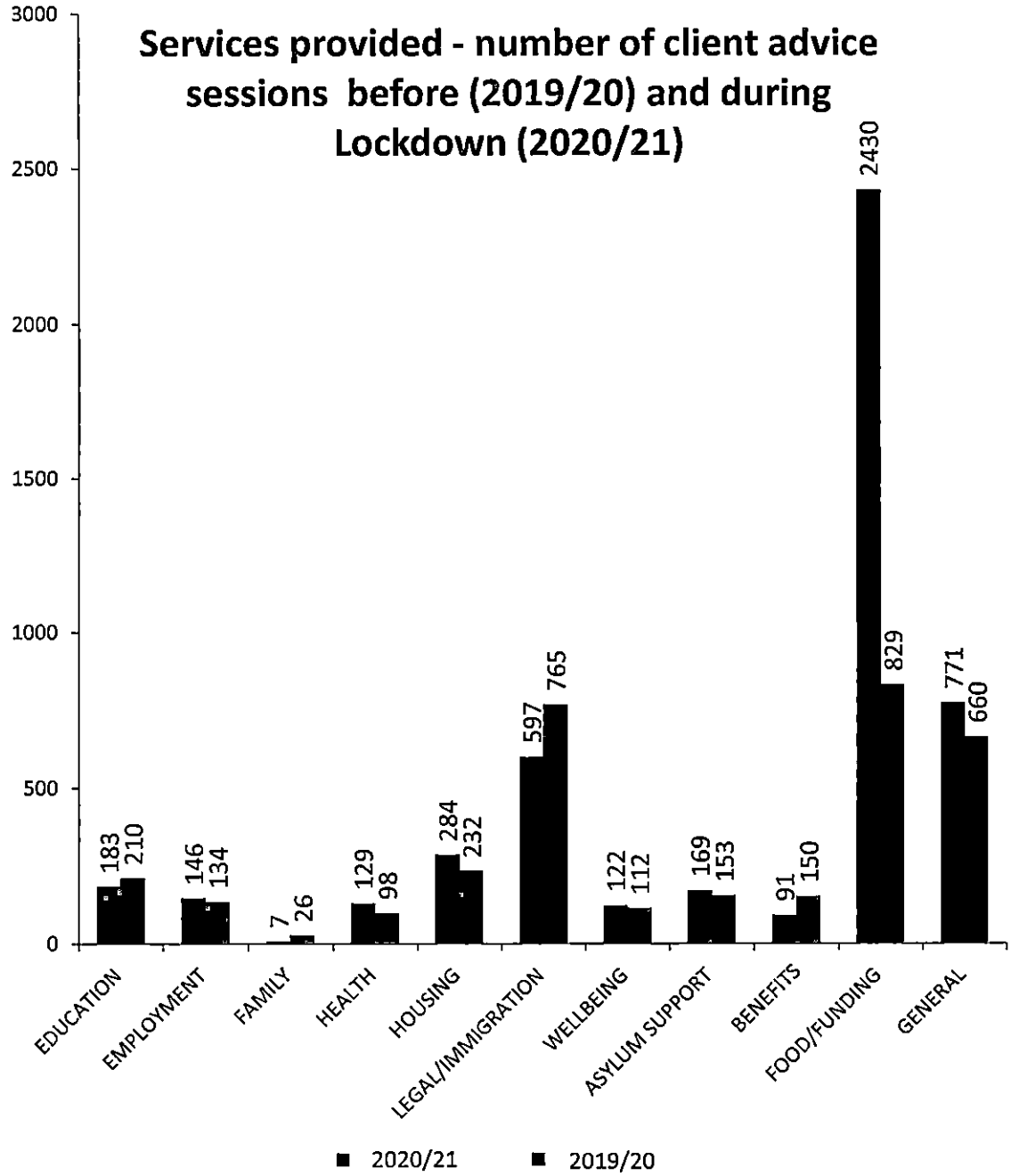
Asylum Welcome is proud to have continued to support our clients without a break right through the year. While our offices were closed for just a few weeks in March- April 2020, virtual support for the most urgent cases continued right through, and a more systematic way of responding was quickly established. This meant virtual meetings wherever possible, but a skeleton staff continued working from the office to meet those clients for whom a combination of trauma, language, connectivity and urgency meant that face-to-face contact was essential.

We had to adapt and invest to make services work effectively. Our own technological limitations meant that it was initially hard for volunteers and some staff to access the database and properly support clients. We have upgraded our IT systems so that this is no longer a constraint for our major services. This has enabled us to record the services provided to clients more accurately, to facilitate further activities and case work more efficiently, and also to produce better quality reports. Our offices were already overcrowded before lockdown, so we quickly rented additional space to allow us to see clients in person more safely. Many volunteers were shielding and so we increased staffing to ensure we could continue to run services effectively.

Covid and international travel restrictions meant that fewer asylum seekers arrived in the U.K. in 2020 than in recent years. Many relevant Home Office Immigration and asylum related services initially closed because of Covid and then worked in slower or limited ways. We therefore found less demand for some settlement support services but a significant increase in demand across other areas - most notably our Adult and Family Services. This service has had double the number of visits relating to emergency food/funding needs in 2020/21 compared to the previous year). We responded by scaling up our hardship fund more than fourfold, eventually spending about £90,000 against £21,000 the year before. We increased the number of people we supported with the foodbank and turned it from a collection to a delivery service, helped by a network of volunteer drivers. Our youth services are important in giving young people a chance to meet each other in a safe environment, as well as us. While the youth club and girls' group could usually only meet outside and when guidance allowed, real efforts were made to keep group and individual support going on-line.

Overall, Asylum Welcome teams running our main refugee services conducted 4929 client meetings in 2020/21 and spent around 5532 hours working directly with clients, around 3733 hours with single people and 1808 with families. On average we spent 11 hours working with

each single client throughout the year and 17 hours working with family clients. (There are some specific services not included within this data, most significantly the work with Refugee Community Organisations (RCOs) and the individuals they serve, and it doesn't include the visits we made to foreign national prisoners in Huntercombe, or our European Union Settlement Scheme work.



We found many clients needing more intensive support on issues ranging from homelessness to domestic violence. Perhaps the most significant measure of our response to the pandemic

is the fact that, despite the limitations of Covid, we delivered 46% more client engagement in terms of contact time than we had in the year before Covid, and carried out more actions for or with each client. The effect of not being able to open our drop-in Welcome Centre meant that we saw about 8% fewer refugee and asylum-seeking clients for general advice, and there was a substantial decrease in drop-in visitors seeking information, use of computers or simply comradeship. We were, however, able to engage with more refugees by working with RCOs in the programme described later in this report.

Action Type	Number of Advice Sessions	Percentage of Advice Sessions
ASYLUM SUPPORT	169	3.43%
BENEFITS	91	1.85%
EDUCATION	183	3.71%
EMPLOYMENT	146	2.96%
FAMILY	7	0.14%
FOOD/FUNDING	2430	49.30%
GENERAL	771	15.64%
HEALTH	129	2.62%
HOUSING	284	5.76%
LEGAL/IMMIGRATION	597	12.11%
WELLBEING	122	2.48%

Number of individuals supported and working hours for 2019/20 and 2020/21 (Direct refugee services only)

Description	Before Lockdown	During Lockdown	% of Change
# of action sessions	3369	4929	▲ 46.30%
# of individuals	480	440	▽ -8.33%
# of male individuals	310	271	▽ -12.58%
# of female individuals	149	152	▽ 2.01%
# of non-identified individuals	21	17	▽ -19.05%
# of families	117	108	▽ -7.69%
# of singles	363	332	▽ -8.54%
# of direct working hours with clients	3782	5532	▲ 46.27%

We can see that, overall, the number of advice/action sessions with clients has increased by 46% while the number of individuals met decreased by 8%. This is directly linked to the office being closed to casual visitors during the whole year.

While we were not able to reopen the Welcome Centre or drop-in service, as the year moved on we carefully balanced face-to-face and virtual services, putting clients' needs first, while always following official government guidance and using staff and volunteers in ways with which they were comfortable.

We were helped in doing this work through the amazing generosity of trusts, foundations and individuals who contributed to a combination of hardship funds, extension of office space and adaptation to new ways of working. We also benefitted from a number of government and

Oxford City Council funds designed to help small organisations respond and adapt to the pandemic.

We have been able to adapt and extend many areas of our work, including helping more than a hundred clients with reconditioned laptops to help home schooling and wider connectivity.

We are particularly pleased to be able to complement the existing services for individuals with a new programme supporting RCOs to better help their own communities. These informal groups, with membership often based on countries of origin, are often a critical social and material resource for struggling refugees. In its few months of operation, our new programme has enabled us to offer training, advice and opportunity, as well as modest financial help to ten organisations. These organisations are also crucial sources of shared information in both directions, including promoting Covid vaccine access and acceptance among their members.

The Covid lockdown limited and slowed our work in many respects, but it did not prevent us continuing to support our two programmes specifically aimed at vulnerable migrants, as opposed to refugees. Our Europa Welcome project allowed us to assist vulnerable European citizens living in the U.K. who post-Brexit must now register to stay under the European Union Settlement Scheme. We were able to help hundreds of people who would otherwise have struggled to register. Of these about 60% were of East Timorese origin.

Our visiting programme for foreign nationals detained at Huntercombe prison was heavily constrained by the prison being closed to visitors for the whole year, but we did manage to establish a video link and occasional visits which allowed us to engage with some of those in greatest need.

Total numbers of people supported

As can be seen from the more detailed reports, Covid changed the way we worked and how accessible we were, especially for casual and drop-in support. The result was that while we are confident that we continued to connect with and help those in serious need, and actually did more work with them than ever before, we weren't able to run as many activities, especially those for drop-in visitors and our summer youth programme, or to reach out into the community with our Europa Welcome service as we had planned. Some people who would otherwise have contacted us, did not. The total number of people we directly assisted was 1351, as against 1700 in 2019/20, the biggest change being the fall in the numbers we could help to apply for post-Brexit registration. However, through our Europa Welcome programme we engaged over 2,000 additional people in events and activities linked to post-Brexit settlement, many of whose applications will be submitted in 2021.

We can be very confident and proud that we continued to provide timely and effective assistance to those in serious need, right through from the earliest days of the pandemic.

Our organisational health and resources

Finances

The combination of specific Covid-related support, the generosity of our donors, the strength of our enhanced fundraising team and excellent teamwork across the organisation saw our

income increase substantially from £418,000 to nearly £750,000: this more than covered the increased programming and expenditure, which increased to over £600,000. We now have a larger and more expensive programme but know that the extra Covid funds we benefitted from this year are unlikely to be available, with many grants having finished in March 2021. Our accumulated reserves will help us smooth the transition into 2021/22.

The director

Kate Smart left in March 2020 after 7 successful and valuable years as director. She was succeeded in April by Mark Goldring, who was recruited, started and completed his first year in the period of lockdown.

Staff

Staffing during the year increased from 11 (8 FTE) to 16 (11 FTE). This reflects our greater financial stability, with all vacancies previously left open now being filled, so that all services were properly staffed. It also reflects the starting of the Refugee Community Organisations project in September, the growth of existing services, with increased hours for some staff and the introduction of a new caseworker with specialist expertise in domestic violence, and a strengthening of the fundraising team to two people. Four members of our staff have lived experience as refugees.

Staff have worked flexibly and positively, with great commitment and excellent teamwork during the year. A number changed or adapted their roles to reflect the constraints and challenges of Covid and no one had to be furloughed.

The senior management team, consisting of the director, services director, finance manager and fundraising and development managers, met regularly to steer and support the organisation. Good teamworking across the organisation was one key reason for our successful fundraising and improved linkages between services as well as with external partners. A salary review was held during the year, benchmarking roles against external comparators. The Board approved the introduction of new salary scales, with small salary adjustments adopted where appropriate in April 2021. A formal appraisal system was introduced, and a full suite of HR-related policies updated and compiled.

Volunteers

Asylum Welcome's services are delivered and sustained by a volunteer body that is a strong mix of long-standing, experienced volunteers, and fresh faces, including refugees, all supported by the small staff team. We recruited 48 new volunteers over the year, speaking 20 different languages; 17 of them originally came to the U.K. as refugees. Volunteering is fundamental to who we are and our way of working. It extends our reach, keeps our costs down and adds an invaluable sense of community engagement and solidarity.

A total of 125 volunteers worked with Asylum Welcome through the year in all our services, some taking coordinating responsibilities, for example of the 'bikes' project and education support work. Volunteer recruitment, training and induction is managed by our part-time Volunteer Coordinator, who introduces and hands on the volunteers to their service teams.

General news and information for volunteers is shared in a fortnightly email newsletter and the Co-Chairs and director have held regular online open meetings for volunteers during the year. Regular induction training of new volunteers is complemented by more specialised

training for those working in the different services. Safeguarding training is arranged for all volunteers whose roles involve dealing with clients. The participatory '3 Rings' on-line rota system has continued to work well, streamlining the self-management of the complex volunteer rotas for the different services.

The need to move more services on-line because of Covid has both complicated volunteer coordination and offered volunteers the chance to work more flexibly. Overall, the constraints have had the effect of putting more pressure on staff and a few of the volunteers. Many volunteers could not access the organisation's database from home in the early days of the pandemic and this limited their ability to work.

The loss of the usual practical ties and disciplines around volunteering have made it much harder to measure volunteer effort over the year. We have recorded 9,438 hours, amounting to an in-kind value of more than £162,162 (at rates provided by the European Social Fund) but know this to be a significant underestimate, as much work done from home was not recorded.

Members, Partners and Patrons

Membership

Asylum Welcome is a membership organisation with 479 members at the end of March 2021. Rather than pay an annual financial subscription, members are asked to subscribe to Asylum Welcome's vision, to sign up to this statement and contribute accordingly:

"As a member of Asylum Welcome I will do what I can to achieve this vision, to promote these values and to support Asylum Welcome's activities as a donor, volunteer, fundraiser or advocate."

Most of our volunteers are also members.

Members and supporters donate to Asylum Welcome according to their means, avoiding the administrative burden for us of accounting for membership subscriptions separately from donations. A number of clients and former clients are now members, and some of them are also working as volunteers and staff.

Partnerships

AW put great effort into sustaining and building programme partnerships in 2020, recognising that refugees have varying and multiple needs and that many organisations providing services to a range of marginalised groups may need help in order to shape them appropriately for refugees.

We have worked particularly closely with Refugee Resource, which focusses primarily on therapeutic counselling, to ensure we provide a joined-up, complementary service to our overlapping clientele.

We show 2 lists of organisations below – those we work closely with on a local basis and those with whom we collaborate nationally on specific sector issues.

Local Organisations:
Aspire
Citizens Advice Bureau
City of Oxford College
Connection Support
Crisis Oxford
EMBS (Ethnic Minority Business School)
Key 2 Housing
OAAST (Oxford Advice Agencies Stronger Together)
OAF (Oxford Advice Forum)
ODAS (Oxfordshire Domestic Abuse Services)
OxPAT (Oxford Poverty Action Trust)
Open Door
Oxford Against Cutting
Oxford Brookes University
Oxford Business College
Oxford City Council
Oxfordshire Community Foundation
Oxfordshire County Council
Oxford Food Hub (formerly Oxford Food Bank)
Oxfordshire Homeless Movement
Oxford Quakers/ OxFAP
Oxfordshire Social Services
Oxfordshire Youth
Red Cross, Thames Valley
Refugee Resource
Ruskin College
Sanctuary Hosting
Somerville College and Mansfield College, University of Oxford
St Edward's School
St Mungo's
The Ashmolean Museum
Turpin and Miller Solicitors

We have also engaged with about thirty refugee or ethnic community organisations representing refugee groups from Syria, Sudan, Timor L'Este, Eritrea, Iraq, North Africa and elsewhere, as well as some not related to specific nationalities. More detail on some of these relationships is contained later in the report.

Our other collaborations are with faith groups in Oxford and other parts of Oxfordshire which, as always, are committed supporters; and with newly emerging refugee support groups and refugee welcome groups across Oxfordshire.

National Organisations:
Advice UK
ASAN (Asylum Support Advice Network)
ASAP (Asylum Support Appeals Project)

Asylum Matters
AVID (Association of Visitors of Immigration Detention Monitoring Group)
BiD (Bail for Immigration Detainees)
BlackRock
Children's Society
Citizens Advice Bureau
City of Sanctuary/University of Sanctuary
Clinks
Coram Children's Legal Centre
Detention Action
Detention Forum
FareShare
Freedom from Torture
HMP Huntercombe
Immigration Law Practitioners Association
Job Centre
Migrant Help
Mind
Refugee Action
Sainsbury's
St Mungo's
Tesco
The British Red Cross
The Refugee Council
The Home Office
Victims First Specialist Service

Patrons
The Trustees are delighted to have the support of the Bishop of Oxford, Rt. Rev. Steven Croft, as a Patron of Asylum Welcome. We greatly appreciate the interest and energetic commitment over many years of Uwe Kitzinger CBE, our longstanding Patron and supporter.

Our activities in more detail

Trustees approved a new strategic direction in January 2020. The combination of financial challenges at the end of 2019/20, the onset of Covid with all its related implications and the arrival of a new director in April 2020, all before the strategy had been converted into detailed planning, necessitated our using this as a directional guide rather than a roadmap. Revised objectives for the year, based on the new reality, were agreed by the Board in May, with strategic priorities for the longer term being agreed by the Board in the second half of the year.

The notes below reflect the overarching approach of the new strategy, which states that "We will enable asylum seekers, refugees and migrants at risk to thrive. They will thrive when they are welcome, safe and confident."

The Welcome Centre
At the heart of our approach to helping people feel welcome, safe and confident is usually our Welcome Centre, the warm, friendly, drop-in facility, staffed by volunteers and often the first

step to accessing our other services. This is the one service that we were not able to run at all in 2020, to avoid any unnecessary mixing and risk of infection. This resulted in our losing contact with some former or potential clients. Our commitment is to reopen it in 2021 as soon as health guidance allows. We did allow visitors by appointment and inevitably also dealt with many emergencies, using our larger offices to meet those clients for whom it was essential.

The Foodbank

The Welcome Centre normally houses our Foodbank so that clients can help themselves to what they need and want. To minimise the number of people coming into the building, we converted this into a delivery service of prepacked bags, combining fresh and preserved food. We have hugely benefited from the generosity of a range of donors, individuals, shops, schools, community groups, supermarkets and churches. 176 people benefitted from the Foodbank during the year, with the average number supported each week more than doubling from 43 to 106 over the year. In addition, with the help of St Edward's School, we were able to arrange Christmas parcels for another hundred people.

Related services

The lockdown emphasised the way that people who do not have good IT access and connectivity are cut off from the engagement and opportunities that many of us take for granted. This has heavily affected families with children, much of whose education was on-line. Helped by several companies and volunteers, we have successfully scaled up our programme of cleaning, reconditioning and distributing phones and laptops to refugees who need them. In the first three months of 2021 calendar year we delivered over 100 devices, including 15 to Sanctuary Hosting "guests".

Our bike project has continued, despite work having to be suspended for part of the year. We reconditioned and delivered 29 bikes to our clients and their families, helping them to be more mobile and not to have to rely on or pay for public transport. Every bike given out includes full safety equipment, lock, helmet and lights.

The Adult and Family Advice Service

The demand for advice on a wide range of issues continued as strongly as ever through the year, although the profile of that demand has changed, with fewer new arrivals and asylum applications due to the impact of Covid and the greater need for immediate and practical assistance.

Asylum Welcome continued to provide expert and high-quality advice, explaining and promoting access to rights, and building self-confidence and understanding. This work aimed to enable and support clients to navigate their own way through the various UK systems of asylum, health care, education, housing, and welfare. The key issue for most of our clients is to secure asylum, to be given "leave to remain", and be able to work, settle and get on with their lives. Their challenges were intensified by the freezing of processing and hearings for part of the year, and continuing delays and uncertainty, which results in people waiting for months, and in many cases years, for decisions that in turn affect their well-being, hope and confidence in rebuilding their lives and futures.

The Adult and Family Service team, with 3 staff and a team of volunteers, had over 3,700 separate meetings with clients from 59 countries over the year, an 80% increase on last year.

While this service saw slightly fewer clients (322 against 350) because of lockdown, we saw them nearly twice as many times. The range of issues covered has been very wide, but focusses especially on clients' asylum claims and immigration issues, particularly finding solicitors, supporting clients claiming asylum or submitting fresh claims, and submitting related applications for benefits. This year there has been less assistance facilitating family tracing, contact and reunion, and for applying for travel documents, partly due to pandemic restrictions on travel but also due to less of the essential information being shared and available.

We have seen a regrettable rise in the number of cases of domestic abuse and now have a staff member with expertise in this area. Eleven clients, both refugees and migrants, needed specific help relating to domestic abuse. These clients were often very vulnerable and in need of expert advice relating to housing, destitution, social care or immigration issues. Where appropriate we referred them on to other expert agencies.

We helped 27 people apply for refugee status, of whom 11 were granted status, though many of these had applied in earlier years. We helped about 35 people address housing problems, of whom 14 were street homeless. We assisted 24 people to successfully apply for benefits.

We worked closely with the City Council and other organisations supporting people who had been homeless under the Covid "Everyone In" programme. We will continue to offer this support to help them move into long-term housing post Covid, working in a new partnership with Oxfordshire Homeless Movement.

The biggest and most immediate Covid-related impact was the increase in the number of clients needing hardship support, the length of time they needed it for, and consequently the cost of this support. The number of people benefitting during the year, from a combination of our own funds and those provided through us by the Red Cross, increased from under 100 to about 150. Total hardship expenditure increased substantially, from £21,000 to about £90,000. Some of this was regular payments to people who could neither work nor claim benefits, some was one-off: for example, to help women move out of an abusive situation while a refuge was being organised. We have supported a small number of people accessing our Europa Welcome service with emergency funds.

The Syrian families whom Asylum Welcome helped settle into their homes in Oxford over the 3 years of the City Council's Syrian Resettlement Programme have continued to seek help and advice on different issues over the year. We are grateful to the Council for continued support to offset this ongoing work. Overall, it has been very satisfying to see the families becoming integrated into the local community and making their own way in their new home city.

Although it is a great relief for clients to be granted "leave to remain" in the UK, they still face the challenges of making the transition to independent living, gaining access to welfare benefits, and searching for employment and accommodation. The expensive and limited local housing market has made finding accommodation in Oxford very difficult. We have supported clients with "status" to search for accommodation, to understand options and to take their lives forward. With little asylum support accommodation, since Oxford is not a governmental "dispersal area", clients who want to stay in the Oxford area face difficult decisions.

Significant improvements have been made to our systems for recording client feedback and progress. These increase our ability to respond to feedback and track clients progress over time.

Asylum and Immigration Group

This is a newly established team intended to improve our ability to support clients needing legal help with applications for legal aid, fresh claims, travel documents, gathering of evidence and preparation of official documents. It aims to work closely with and in support of Turpin and Miller as the main local solicitors.

The service has developed more slowly than intended, with key interlocutors, including the most relevant Home Office services, being closed or limited for some of the year. Nevertheless, 90 clients have been supported, including 9 who got settlement or leave to remain, 9 who got a legal adviser, 3 who gained recourse to public funds and 1 who got citizenship.

The Youth Service

This service is one of the few where much of the activity takes place in groups and so was more drastically hit by lockdown than other services. The activities of Venda, our youth group, were moved on-line but an on-line youth club has limited attraction, especially for new arrivals who may not have good English. Nevertheless, 33 group sessions were run, and the summer allowed some outdoor activities, walks and sports. On-line activities included art classes and cooking, with the materials and ingredients being delivered to people's houses.

Of the 158 individuals who received individual advice and support and engaged with group activities, two thirds are male, and this proportion is even higher in the youth club. While this reflects the refugee population in general, efforts have been made to establish a girls' group so that they too can have fun together and mutual support with their peers, while also receiving individual support from staff and volunteers. These efforts have not always been successful, but extra staff capacity has been made available for this project and it will be resumed in 2021.

Responding to the pandemic, staff and volunteers have concentrated their attention on older young people who are no longer under the care of local authorities. They include those who do not have status or are newly arrived, and are the most likely to be made homeless. Five young people who had previously been under the care of local authority, after at least five years waiting (and in one case twelve), have been helped to regularise their status. The team was able to help 27 clients resolve potential or actual homelessness, 10 to access benefits, 14 get health support and 19 legal representation.

Education and Employment

This service was boosted by the appointment of a staff member to lead it in July, which meant that even in a hugely constrained nine-month period we saw more clients than in the previous year.

Learning English is a massive priority for our clients and we are amazingly well supported by a team of over 25 volunteer teachers, ten of whom are newly recruited. All run 1:1 classes with their students, whether face-to-face or virtually.

There are multiple language-teaching providers around Oxford and we don't seek to replace them, but to support people for whom these arrangements do not yet work. Our closer engagement with community organisations brought out a very clear need from the Timorese community for language lessons that fitted their other work commitments. In conjunction with the East Timor Community and Ruskin College, Saturday classes were planned to start in January, then postponed to April due to lockdown. 25 students enrolled, requiring two classes to meet the demand, and we had to close them to further applicants. The additional space that we rented, with a big open and well-ventilated room, has been a real asset in making this possible.

One refugee volunteer, who was a maths professor, has started a maths teaching programme which is going well in its pilot phase. He is bringing other refugee volunteers alongside him to develop this programme.

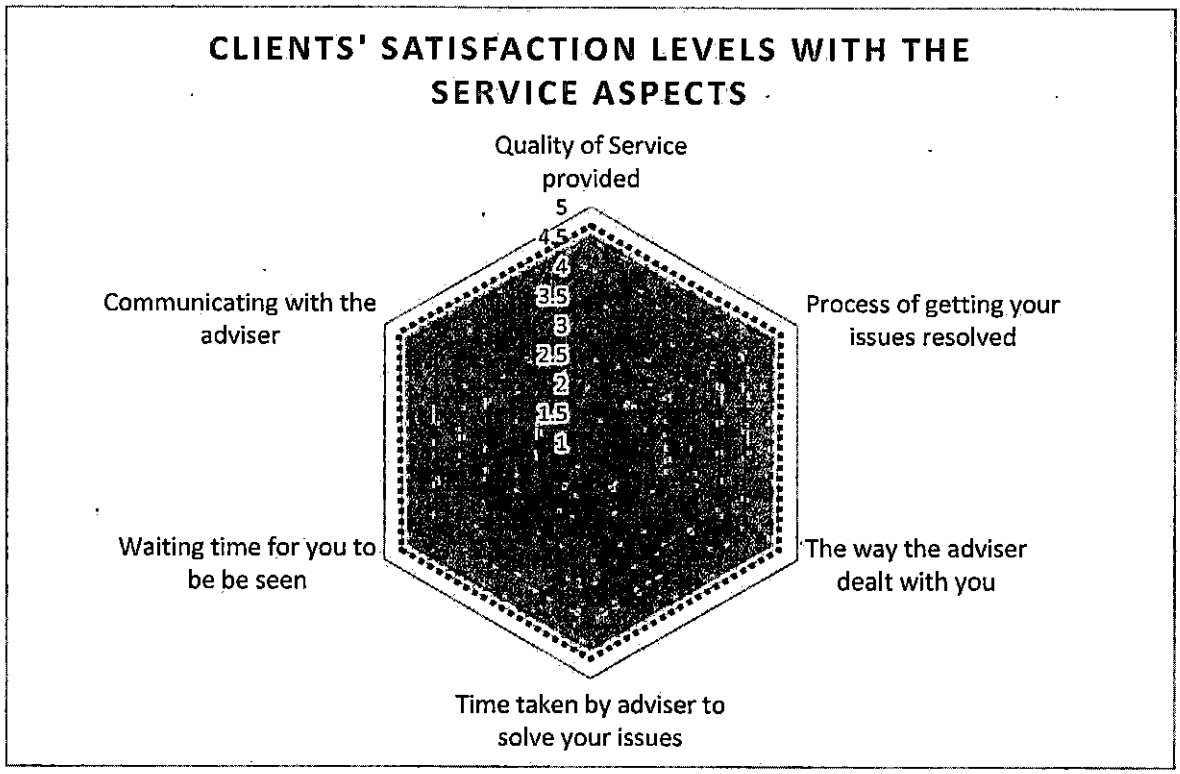
Our education advisors support refugees with the preparation and planning of their education needs and activities, including adapting them to the UK situation. Our employment advisors help clients move towards job readiness and to find work, including help with preparation of CVs, careers advice, support for applications and links with supportive employers for work experience or paid roles.

83 clients benefited from these education advice and teaching services (this is the only area where we have more female than male clients). 53 were helped towards or into employment, with 8 gaining jobs, including our first paid work placement in an Oxford University College. This placement was extended and culminated in permanent paid employment. This is a model we would like to roll out to other Colleges.

One development during lockdown was the number of parents seeking help for their children whose schools were closed. We were able to arrange tuition for about 30 children, and this has caused us to explore whether we should take on a more active role with respect to schooling. A volunteer is now leading further research into this.

Overall client satisfaction

Our client feedback system was introduced towards the end of the year. Initial responses show high levels of clients' satisfaction (with all aspects of the services scoring 4.5 or higher out of 5).



During 2021 we will be building on this immediate feedback system and introducing tools to systematically monitor the progression and achievement of clients' goals.

Refugee Community Organisations

Assisted by the Oxfordshire Community Foundation, in August 2020 we started a programme to systematically support and work with Refugee Community Organisations (RCOs). These organisations are usually informal, often based on country of origin or language, and often involve both longer-standing residents and new arrivals, whether refugees or not. Some are well established, formally constituted and registered, some are not. They don't have paid staff and often lack basic infrastructure. We believe there are at least 30 such organisations across the county, and many provide an ongoing and safe point of contact and social support for more recent or struggling arrivals.

We are in regular contact with about 20 of the organisations and have close relations with half of these.

Core funding enabled us to employ a part-time staff member with experience as a refugee and in leading both local and national refugee organisations. He has run a series of tailored training sessions to help the RCOs strengthen their capacity (in administrative, fundraising and financial management, for example) and manages a small grants programme using funds from several donors. The £11,000 spent in the first rounds of this funding enabled us to offer immediate assistance to ten organisations helping community members meet immediate needs. These included educational support for a Saturday school for Sudanese children; young Eritrean care leavers meeting for sport and recreation; cultural activities bringing together Syrian women; and a multi-racial refugee women's group, established by Refugee Resource, that offers training in food hygiene as a first step to setting up a catering business.

We estimate that these activities directly benefitted about 250 people, as well as having a broader indirect impact through strengthening the organisations involved.

As Covid eases we will revert to support longer-term capacity-building and joint activities, including collaborating on advocacy activity, locally and nationally.

Europa Welcome

This programme helps vulnerable European citizens and their family members who are already here to register for settlement in Oxfordshire post Brexit.

Funded by the Home Office, the European Union Settlement Scheme (EUSS) programme is targeted at those vulnerable European Union citizens who cannot readily apply without help. Our experience shows that this is usually for reasons linked to language, disability, IT literacy and/or lack of appropriate documentation. We engaged with over 2,500 people through this scheme in 2020/21. Over 60% of the 368 people we directly helped to apply, including 177 whose applications were submitted by us, were from East Timor. They are living in the U.K. because they have Portuguese citizenship or the right to live there, so, in addition to European languages, we have also produced outreach material in the Tetum language spoken in East Timor.

The numbers supported were limited by the extra challenge of virtual working without easy remote access to the EW database, and by applicants struggling to obtain relevant documents due to lockdown restrictions.

The outreach activity to help communities understand the scheme and to apply for themselves is as important as the specific assistance we give to those who need help to apply. We have produced YouTube videos, Facebook advertisements and other materials, working in effective partnership with the Oxford City Council, whose staff we have trained. Our plans to offer a face-to-face service from OCC facilities were frustrated by the forced closure of all public facilities.

The closing date for applications under this scheme is 30th June 2021, after which only people who have exceptional circumstances will be able to apply.

Prisoner and Detainee Project, HMP Huntercombe Prison

Huntercombe prison caters for foreign national prisoners either awaiting deportation or likely to be deported at the end of their sentence. Some have no family in the country and/or little English. The programme, drawing on what has been learned from the many years of Asylum Welcome's work in the Campsfield House immigration detention centre, was designed to offer companionship and support to prisoners through a visiting programme. Most inmates are not refugees or asylum seekers, although some apply for asylum or to stay on human rights grounds.

The programme really struggled to get going when it was started in 2019, with long delays and complications getting security clearance for volunteers and our part-time staff member to visit the prison. Almost as soon as there were signs of progress and the first visits had actually taken place, the lockdown meant that all external visits were suspended and prisoners were locked in their cells for 23 hours a day.

Contact was maintained, and first telephone and then video conferring began, so that our multilingual team of volunteers were able to conduct over 200 virtual meetings with 45 prisoners during the year. There were ongoing challenges with access and reliability of contact, as all calls must be initiated from the prison. Only 5 face-to-face visits were possible between April 2020 and March 2021. These were arranged because of specific concerns and needs, and problems of language compatibility for prisoners who would not engage with the authorities. The feedback from both prison and prisoners has been that these proved welcome and useful.

The initial programme was a pilot, and as a result of a review one year in, albeit a very challenging one, the Asylum Welcome Board gave their support to continue the work on an open-ended basis. How this develops will depend on how effectively it can run after Covid.

Advocacy

We continued to join with others to speak up for refugees and to encourage and assist organisations and authorities to include provision for refugees in their planning. Perhaps the most significant element of this was working with the City Council and subsequently the Oxfordshire Homeless Movement in March 2020 to successfully provide accommodation for refugees in the 'Everyone In' programme. This offered emergency shelter to all homeless people, including those with No Recourse to Public Funds (NRPF), and there are plans and provision to assist them when this finishes. More than 20 NRPF refugees and asylum seekers were sheltered under this programme. We are now working in partnership with the Homeless Movement, Aspire and Connections Support to facilitate continued support.

We successfully worked with health services, RCOs and others to ensure provision of Covid vaccinations for those not registered with a GP, and to encourage refugees to have the vaccine. This included using doctors who were native language speakers to contact clients individually, and translating materials.

We were pleased to be joined by the then Shadow Chancellor and local MP, Anneliese Dodds, at our (virtual) AGM. We ourselves have given a range of talks to schools, community groups and religious organisations.

We have supported two Oxford University colleges to become "Universities of Sanctuary", reaching out to and supporting students from refugee backgrounds, as well as using their resources to help refugees in the wider community.

In March 2021, the Home Secretary launched an official consultation on her plans to reform the asylum system. We are greatly concerned about these plans and will be seeking to promote the voices of refugees to the public, the media and politicians to explain why the new plans will harm the wellbeing of people fleeing persecution. We planned events in multiple languages in April to shape our official response.

Offices and Infrastructure

In July 2020 we rented additional office space directly opposite our existing office to allow safer meetings with clients during the pandemic, and to accommodate a combination of our increased staff and more community engagement as soon as rules allow.

We moved all clients receiving hardship support from cash payments to debit cards which we can load remotely, making the service more convenient for clients and safer for everyone. This was invaluable as numbers of recipients rose.

Helped by several supportive donors, we have been able to invest in improved database access that does not depend on having a working on a computer in the office. This has helped volunteers to offer clients better support remotely. We have also upgraded other elements of our IT infrastructure and maintenance arrangements.

Our Communications Review has identified a range of ways we can better communicate and engage with our clients, volunteers and the public. These include upgrading our website, which will be completed in the first half of 2021. The Communications Review will also help us share information with and hear from clients past and present, which is one part of our commitment to putting refugee voices more at the centre of everything we do.

Fundraising

Asylum Welcome's services were funded by a mixture of grants from trusts and foundations (45%), from the continued support of individuals and groups, including schools and faith groups (37%) and from government (local and national) and other partners (18%). We are enormously proud of and grateful for the level of support from local individuals and community groups. We are also deeply grateful for the support provided by trusts and foundations, statutory funders and organisations, some of which are long-standing supporters of Asylum Welcome, while others supported us for the first time in 2020-21.

In parallel, we remain immensely grateful for the hard and imaginative work of our fundraising manager, our fundraiser (who joined us this year), and our three long-serving fundraising volunteers. They carry a substantial workload, ensuring that we secure a diverse range of funds to sustain and develop our work, and that we communicate creatively through our regular supporters' newsletter "Weaving Networks of Support", our appeals, and our community door drops.

In what was a highly unusual year due to the Covid pandemic, we were very encouraged that our income nevertheless grew over the year. This enabled us to step up emergency support throughout the pandemic and also to develop across a number of key areas – notably our enhanced work with Refugee Community Organisations, but also the bolstering of key services including our Adult and Family Advice Service, our legal immigration advice, support to survivors of domestic abuse, and our Education and Employment Service. We finished the year raising £747,826 which greatly exceeded what we raised the year before (£418,000), but with total expenditure increasing from £430,000 to £601,000 as client needs grew and as more work was accomplished. This included the need to rent additional premises, increasing our office space by 50% to allow for social distancing and safe working. Detailed figures are included elsewhere in this report.

Over the year, we were fortunate to benefit from substantial support from trusts and foundations, largely in the form of short-term emergency Covid grants but also through some significant multi-year grants. There was strong support from the local community, most notably through our emergency Covid appeal in the spring of 2020, which generated an extraordinary £37,145.

Public face-to-face events were impossible because of the pandemic. However, Asylum Welcome co-organised and participated in the One World Festival, an annual cultural event in celebration of the many communities and faiths of Oxfordshire, run by the Ashmolean Museum in partnership with many local faith and community groups. This online festival ran from November 2020 until April 2021, featured performances from Asylum Welcome's clients, and generated substantial local interest. Meanwhile, many local faith and community groups continued to support us with donations, and a number of individuals ran fundraising campaigns to raise money in support of our work.

Over the year, we continued to build links and partnerships with many schools, groups and organisations, including St Edward's School (which provided Christmas gift boxes and laptops for our most vulnerable families), Magdalen College School (which provided laptops) and a number of other schools, in addition to BlackRock. Together they donated over 100 laptops and devices for our clients. These efforts led to the successful launch of our Recycled Laptop Project, a new service providing laptops to our clients, including our young clients, and to other organisations such as Sanctuary Hosting and refugee community organisations. This enabled refugees and asylum seekers to continue their online education and stay connected throughout the pandemic. To do this, we partnered with local IT companies and 'Share Oxford - A Library of Things', which helped to wipe, service, repair and PAT-test these for free. We also established an Ambassadors programme to recognise the outstanding individuals who go out of their way to help us to increase awareness, raise our profile, network and raise funds.

Looking ahead to 2021/2022

The Board have approved a set of plans and objectives that build on the developments and excellent work of 2021, recognising that we have some scope for investment, while needing to be careful not to overstretch ourselves as Covid emergency funding finishes.

The main priorities related to improvement, change or expansion in 2021/22 are:

1. Improving the engagement with and involvement of clients and people with lived experience in all elements of the organisation and its work.
2. Better communication and engagement with volunteers.
3. Extending and improving services where research or feedback show that clients needs are not being fully met. These are likely to include: education and employment; work in schools, both to benefit refugee children and increase public awareness; asylum, immigration and legal advice and support
4. Better use of our voice, and especially those of refugees, to influence local and national legislation, policy and practice.
5. Work with universities, schools and other institutions to help them better support refugees, Asylum Welcome and raise public awareness of the challenges refugees face.
6. Build on our work with Refugee Community Organisations to establish a more dynamic, creative and mutually supportive relationship.
7. Continue to build close relations with Refugee Resource (and other organisations), including exploration of office sharing with Refugee Resource in 2022.

Financial review

The trustees are happy to report a surplus for 2020-21 of £146k, after a modest surplus of £14k in 2019-20.

Income for 2020-21 was £748k (2020 £418k), showing an overall increase of £330k or 79%.

Principal sources of funding:	Year End Mar-21 £'000	Year End Mar-20 £'000	Change on prior year £'000	% Change
Trusts & Foundations	419	187	232	124%
Statutory Grants	93	72	21	29%
Faith Organisations	14	11	3	27%
Colleges & Schools	2	2	0	0%
Individuals & Legacies	163	112	51	45%
Partnerships & Other Community Organisations	57	33	23	67%
	748	418	330	79%

The year started with the beginning of the first Covid lockdown and whilst our services were initially curtailed, we continued to support our most vulnerable clients, as described elsewhere in this report. Appreciation of Asylum Welcome's work during a most difficult year has been generously shown by Trusts and Foundations, individuals and the community within which it operates.

Expenditure increased from £404k in 2019-20 to £601k in 2020-21 – an increase of 49%. We increased our financial support for those clients who were particularly disadvantaged by the pandemic from £11k in 2019-20 to £49k in 2020-21. Overall, expenditure on charitable activities increased by 54%.

The overall result saw Asylum Welcome with unrestricted reserves of £342k as of 31 March 2021. Of this £50k has been designated for potential costs related to property.

Asylum Welcome has a policy of holding reserves for the following reasons:

- To fund cash-flow in the short term, for example where a donor pays in arrears
- To buffer against the impact of negative events – such as a short-term drop in income
- To allow investment and expenditure, when opportunities present which would further Asylum Welcome's work, such as new initiatives or investing in organisational capacity
- To allow an orderly wind-down of the organisation, in the event that it ceased to operate.

The target reserves are set at between 3 and 4 months' running costs, plus an estimate of closure costs. Based on Asylum Welcome's budget for the year to 31 March 2022, this equates to a target range of £198k to £254k. After accounting for the designated fund, and a small investment in office equipment, Asylum Welcome has free reserves of £285k. This is £59k above the midpoint of the reserves range set by the Board.

This surplus recognises that some of the sources of funding available in 2020/21, linked to Covid- specific funds, will not continue, but much of the work they supported will need to. The reserve will enable Asylum Welcome to strengthen, and in some instances extend our programmes, in line with our strategic objectives, and to further support clients during the pandemic and rebuilding afterwards. The Board have approved a budget for the year to March 2022 which will result in a deficit for the year, bringing reserves back within the target range. We remain mindful that the impact of the pandemic continues to play out and the trustees and management pay close attention to the financial implications.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practise (United Kingdom Accounting Standards and applicable law).
Under company law the Trustees must not approve the financial statements unless they are satisfied that
they give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for that period.
In preparing these financial statements, the Trustees are required to:

• select suitable accounting policies and then apply them consistently;

• make judgements and estimates that are reasonable and prudent;

• state whether applicable United Kingdon Accounting Standards have been followed, subject to any material departures 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 operation.

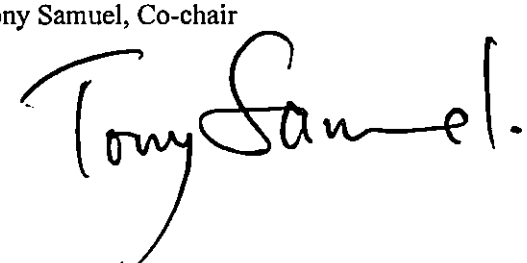
The Trustees are responsible for keeping adequate records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the charitable company's auditors are unaware; and each Trustee has taken all steps that they ought to have taken as a director in order to make themselves aware of relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report has been prepared in accordance with the small companies regime under Section 419(2) of the Companies Act 2006.

This report approved by the Trustees on 21 July 2021 and signed on their behalf by

Tony Samuel, Co-chair



date

21 July 2021

Independent examiner's report to the Trustees of Asylum Welcome

I report to the trustees on my examination of the accounts of Asylum Welcome (the Trust) for the year ended 31st March 2021, which are set out on pages 28 to 35.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trustee's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination and confirm that no material 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 Trust as required by section 130 of the Act; or
(2) the accounts do not accord with those records; or
(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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 accounts to be reached.

Name of Examiner: Robert Kirtland

Name of Firm: Critchleys Audit LLP
Relevant professional body: Institute of Chartered Accountants in England and Wales
Address: Beaver House, 23-38 Hythe Bridge Street, Oxford, OX1 2EP

Date: 11 August 2021

ASYLUM WELCOME

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2021

		2021				2020			
	Further details Note	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £
Income									
Income from									
Donations & Legacies	3	313,395	434,420		747,815	233,735	184,125		417,860
Investment Income		163	-		163	120	-		120
Total		313,558	434,420		747,978	233,855	184,125		417,980
Expenditure on									
Raising funds		96,670	-		96,670	76,623	-		76,623
Charitable activities		62,973	441,737		504,710	152,787	174,165		326,952
Total	12	159,643	441,737		601,380	229,410	174,165		403,575
Net income/(expenditure)		153,915	(7,317)		146,598	4,445	9,960		14,405
Transfers between funds	11		-		-	-	-	-	-
Net movement in funds		153,915	(7,317)	-	146,598	4,445	9,960	-	14,405
Reconciliation of funds									
Total funds brought forward		138,895	9,960	50,000	198,855	134,450	-	50,000	184,450
Total funds carried forward		292,810	2,643	50,000	345,453	138,895	9,960	50,000	198,855

The notes on pages 30 to 35 form part of these accounts.

ASYLUM WELCOME

BALANCE SHEET

AT 31 MARCH 2021

	Further details	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Office Equipment, Furniture & Fittings	4		3,153		5,140
Website	5		4,625		-
			7,778		
Current Assets					
Debtors	6	76,580		26,516	
Cash on Deposit		244,863		66,389	
Cash at bank and in hand		101,264		160,966	
			422,707		253,871
Current Liabilities					
Creditors: Falling due within one year	7	85,032		60,156	
			(85,032)		(60,156)
Net Current Assets			337,675		193,715
Creditors: Amounts falling due after more than one year			-		-
Total Assets			345,453		198,855
Represented by:					
Unrestricted Income Funds			292,810		138,895
Designated Funds			50,000		50,000
Restricted Income Funds	9		2,643		9,960
			345,453		198,855

Approved by the Trustees on 21/7/21 and signed on their behalf by:

Tony Samuel Co-Chair

Date 21/7/21

ASYLUM WELCOME
NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practise: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

(1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.

(2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund

(3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occassions the legacy is treated as a contingent asset and disclosed.

(4) Interest income is included in the accounts when it is earned.

(5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.
Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation.
Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method. The intangible assets are amortised over the following useful lives : website 3 years.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds.
From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Asylum Welcome is a company limited by guarantee, incorporated in the United Kingdom, with its registered office at Unit7 Newtec Place, Magdalen Road, Oxford OX4 1RE
The liability of each member in the event of a winding up is limited to £1.

3 DONATIONS	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Trusts and Foundations				
A B Charitable Trust	5,000		5,000	20,000
ARM Trust		3,000	3,000	10,000
Beatrice Laing Trust	-		-	5,000
Bromley Charitable Trust		15,000	15,000	3,750
Society of The Holy Child Jesus		24,941	24,941	7,150
Pennington Manches		-	-	10,000
Lloyds Bank Foundation	6,750	48,009	54,759	15,000
Henry Smith Charity		-	-	30,000
Oxfordshire Community Foundation	-	13,843	13,843	2,500
Leigh Trust	1,000	-	1,000	3,000
Mactaggart Third Fund		-	-	7,000
The Tambour Foundation	40,000		40,000	-
Odin Charitable Trust	-		-	2,000
Pursula Foundation		2,000	2,000	5,000
St Michaels & All Saints Charity		7,000	7,000	10,000
The Sisters Trust		41,250	41,250	11,250
Swan Mountain Trust		2,500	2,500	-
The Tolkien Trust	40,000		40,000	40,000
Martin Lewis Foundation	-	20,000	20,000	-
Barrow Cadbury Foundation		29,295	29,295	
National Lottery		66,915	66,915	
The Pears Foundation	10,000		10,000	
The Roundton Trust	3,000		3,000	
Caf Bank Foundation	-	29,800	29,800	-
Refugee Action		3,000	3,000	
Bishop of Oxford Outreach Fund	2,000		2,000	
Small grants (amounts less than £1,000)	3,450	1,200	4,650	6,057
	111,200	**307,753**	**418,953**	**187,707**
Statutory Grants				
National Insurance Rebate	4,000		4,000	3,000
Oxford City Council - Open Bidding	10,000		10,000	10,000
Oxford City Council Covid Hardship Grant		5,000	5,000	-
Oxford City Council Syrian Resettlement		4,500	4,500	8,750
Oxford City Council Youth Opportunities		11,336	11,336	-
Oxford City Council Bike Scheme		-	-	3,180
Oxfordshire County Council Inter-Agency & Training		-	-	3,750
Oxfordshire County Council CPF		7,000	7,000	5,793
HMPPS		6,500	6,500	-
EUSS		44,974	44,974	37,340
	14,000	**79,310**	**93,310**	**71,813**
Faith organisations				
Oxford Jewish Congregation	5,685		5,685	-
Oxford Headington Quarry	-		-	1,000
Oxfordshire Quakers	1,680		1,680	917
St Andrews PCC	2,382		2,382	-
St Margaret's Church Oxford	1,000		1,000	1,500
St Marys Chruch Iffley	-		-	1,940
Other Faith Organisation Donations (under £1,000)	2,850	500	3,350	5,944
	13,597	**500**	**14,097**	**11,301**
Colleges & Schools				
Other College Donations (less than £1000)	2,090		2,090	1,985
	2,090		**2,090**	**1,985**
Individual donations & legacies				
Major donations (1 donor)	5,000		5,000	3,000
Legacy			-	-
Other Individual Donations	140,662	297	140,959	91,800
Gift Aid	16,848		16,848	16,717
	162,510	**297**	**162,807**	**111,517**
Partnerships & other community organisations				
Key 2 Futures		4,800	4,800	4,800
Oxford Advice Agencies Stronger Together	-		-	2,595
Red Cross Destitution Fund		41,510	41,510	10,286
Oxford Citizens Advice	2,041	-	2,041	-
Other Donations (less than £1000)	675		675	680
Community Organisations	7,282	250	7,532	15,176
	9,998	**46,560**	**56,558**	**33,537**
	313,395	**434,420**	**747,815**	**417,860**
			Unrestricted Total	**233,736**
			Restricted Total	**184,215**

4 FIXED ASSETS

	Office Equipment, Fixtures & Fittings
Cost	£
Opening Balance April 1 2020	18,363
Disposals	- 10,409
Closing Balance March 31 2021	7,954
Accumulated Depreciation	
Opening Balance 1 April 2020	13,223
Disposals	- 10,409
Charge for year	1,987
Closing Balance 31 March 2021	4,801
Net Book Value	
At 31 March 2021	3,153
At 31 March 2020	5,140

5 INTANGIBLE FIXED ASSETS

	Website
Cost	
Opening Balance 1 April 2020	-
Additions in the year	4,625
Closing Balance 31 March 2021	4,625
Accumulated Amortisation	
Opening Balance 1 April 2020	-
Charge for the year	-
Closing Balance 31 March 2021	-
Net Book Value	
At 31 March 2021	4,625
At 31 March 2020	-

6 DEBTORS

			2021	2020
			£	£
Prepayments			15,882	9,756
Debtors				
	Trade Debtors	-		
	Other Debtors	200	200	200
Accrued Income			60,498	16,560
			76,580	26,516

7 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR

		2021	2020
Creditors & Accruals		9,244	4,237
PAYE & National Insurance		8,501	5,090
Pension Creditor		1,508	829
Deferred Income	Note 8	65,779	50,000
		85,032	60,156

8 DEFERRED INCOME

	Balance 1.4.20	Released to SOFA	Funding received 2020/21 and Deferred 31.3.21	Balance 31.3.21
Swan Mountain Trust	2500	2500	0	0
Bromley Trust	11250	11250	11250	11250
Sisters Trust	33750	33750	22500	22500
Oxfordshire Community Foundation	2500	2500	0	0
Lloyds Foundation	0	0	13250	13250
AB Charitable Trust	0	0	15000	15000
OCC Youth Opportunities	0	0	3779	3779
	50000	50000	65779	65779

This represents income received prior to 31 March 2021 but which relates to a grant period post 1 April 2021

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
(continued)

9 RESTRICTED FUNDS

		Movement in Resources			
	Balance 1.4.2020	Additions	Outgoings	Transfers	Balance 31.3.2021
Services	£	£	£	£	£
Adult & Family Advice		75,680	74,221		1,459
Welcome Centre		5,650	5,650		-
Youth	700	41,077	41,236		541
Detainee Support		15,000	15,000		-
Employment and Education		-	-		-
Food	1,000	298	298	-1000	-
Hardship		100,510	100,510		-
Syrian Resettlement – Oxford City	-	4,500	4,500		-
Europa Welcome		44,974	44,974		-
Bike Scheme		5,000	4,357		643
Volunteer Diversity/Volunteer Management	300	8,714	9,014		-
IT/Comms	7,960	28,695	36,655		-
Refugee Communities Project		22,842	22,842		-
Core	-	81,480	82,480	1,000	-
	9,960	434,420	441,737		2,643
Transfers between Funds					
	9,960	434,420	441,737	-	2,643

IT covers the cost of moving our database to the cloud, setting up homeworking during the Covid pandemic
annual IT support and a new website.
The Youth Service covers the cost of providing part time youth workers and running clubs, and outings for young refugees and asylum seekers.
The Detainee Support Service funds meet some of the cost of supporting and visiting refugee and asylum seeking prosoners at Huntercombe Prison
Food contributes to items for the food bank operated at our welcome centre.
Hardship funds small cash payments (usually under £30) to alleviate hardship or for essential travel to
comply with Home Office reporting requirements.
Syrian Resettlement - Oxford City Council funds our work on their behalf to support the 30 Syrian families
that Oxford pledged to accept.
Europa Welcome supports vulnerable EU/EEA citizens to apply for settled status in the UK.
The bike scheme supports one volunteer to repair and make roadworthy, donated bikes and to distribute them to
our clients,giving them a cheap way to travel around the city.
Volunteer Diversity covers the cost of one staff member and activity costs to reach out to
and engage a more diverse volunteer group.
The Refugees Community Projects supports RCO groups to strengthen their organisations and be more sustainable for the future in order to help more of our clients.

10 DESIGNATED FUNDS

The current lease for the premises occupied by Asylum Welcome was renewed in October 2020 but the search for more suitable premises continues and therefore the Trustees believe it is prudent to designate £50,000 to cover the costs of moving to new premises.

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets	Net Current Assets	2021 Total	2020 Total
	£	£	£	£
Restricted Funds		2,643	2,643	9,960
Unrestricted funds	3,153	289,657	292,810	138,895
Designated Funds		50,000	50,000	50,000
	3,153	342,300	345,453	198,855

12 STAFF COSTS

	2021	2020
	£	£
Salaries	316,986	247,682
National Insurance and Pension Contributions	34,812	26,596
Total	351,798	274,278
Temporary Staff & Consultancy		
	351,798	274,278

Numbers	**2021**	**2020**
Number of staff employed	16	11
Full time Equivalents	11	8

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £41538 (2020 £45085)

The evaluated value of our volunteers time, for the year under review, of 9438 hours at rates provided by the European Social Fund, equates to a value of £162,162

The staff annual leave year is co-terminus with our year end and as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

13 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.
No amounts were reimbursed to any Trustees (2019 - NIL) during the year.

14 OBLIGATIONS UNDER LEASES

Operating leases
The total of future minimum lease payments is as follows:

	2021	2020
	£	£
Not later than one year	57,380	19,250
		-
	57,380	19,250

The amount of non-cancellable operating lease payments recognised as an expense during the year was £47,959

15 RELATED PARTY TRANSACTIONS

The Trustees confirm that there have been no related party transactions that require disclosure in the accounting period
The aggregate of Trustees' donations in the year is £1,570.

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

16 EXPENDITURE ANALYSIS

	Total Year to 31.3.2021	Raising Funds	Charitable Activities Adult Advice & Syrian Settlement	Youth	Detainee Support	Refugee rights	Food services	Employment & Educational Services	Volunteer recruitment & training	EUSS	RCO Project	Advocacy
	£	£	£	£	£	£	£	£	£	£	£	£
Direct Costs												
Direct Salaries	203,461		66,777	24,052	9,654	16,137	1,310	17,137	20,728	32618	13,737	1,311
Asylum Seeker and Refugee Activities	36,510		4,533	2,202	2,708	55	0	1,383	2,147	12372	11,070	40
Direct assistance to Asylum Seekers and Refugee	95,723		25	417	100	93,867	1,314					
Facilities and equipment	62,141		13,671	6,214	6,214	8,700	6,214	7,457	9,321		4,350	
Costs directly attributable to activities	397,835											
Direct fundraising costs	80,130	80,130										
Support costs												
Senior Management	26,209	6,552	6553	1310	2097	2097	524	1048	2621		786	2621
Facilities and finance staff	50,301	7,546	6036	5030	4967	7545	4967	4967	4967		4276	
Premises costs	15,607	780	3121	1561	1561	1561	1561	1561	1561		1560	780
Communications and computer support	4,843	969	486	484	484	484	484	484	484		484	
Professional fees	12,602		12602									
General other	13,853	693	2080	1385	1385	1385	1385	1385	1385		1385	1385
	123,415											
TOTAL EXPENDITURE	601,380	96,670	115,884	42,655	29,170	131,831	17,759	35,422	43,214	44,990	37,648	6,137

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity.