



(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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## 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

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### **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 13<sup>th</sup> 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 13<sup>th</sup> 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
<b>Adult &amp; Family Service</b>	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.
<b>Youth Project &amp; Youth Clubs</b>	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.
<b>Food Bank &amp; Hardship Fund</b>	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.
<b>Immigration Advice</b>	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)
<b>Education and Employment</b>	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.
<b>Advocacy Programme</b>	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.
		Started late March, grown significantly by early 22/23.
<b>Ukraine Programme</b>	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.	Support for community groups helping arrivals and hosts. (Full team and 1300 arrivals by June 2022).
<b>Afghanistan Hotel Programme</b>	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
<b>Oxford City Resettlement Project</b>	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.
<b>Huntercombe Prison Support</b>	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.
<b>Digital Inclusion - Laptop Project</b>	Free refurbished lap-tops and devices, wi-fi passes, sim cards plus personalised IT training.	Project set to expand this year.
<b>Bike Project - Sanctuary Wheels</b>	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.
<b>Schools Advocacy</b>	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.
<b>Refugee Community Organisations</b>	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%.

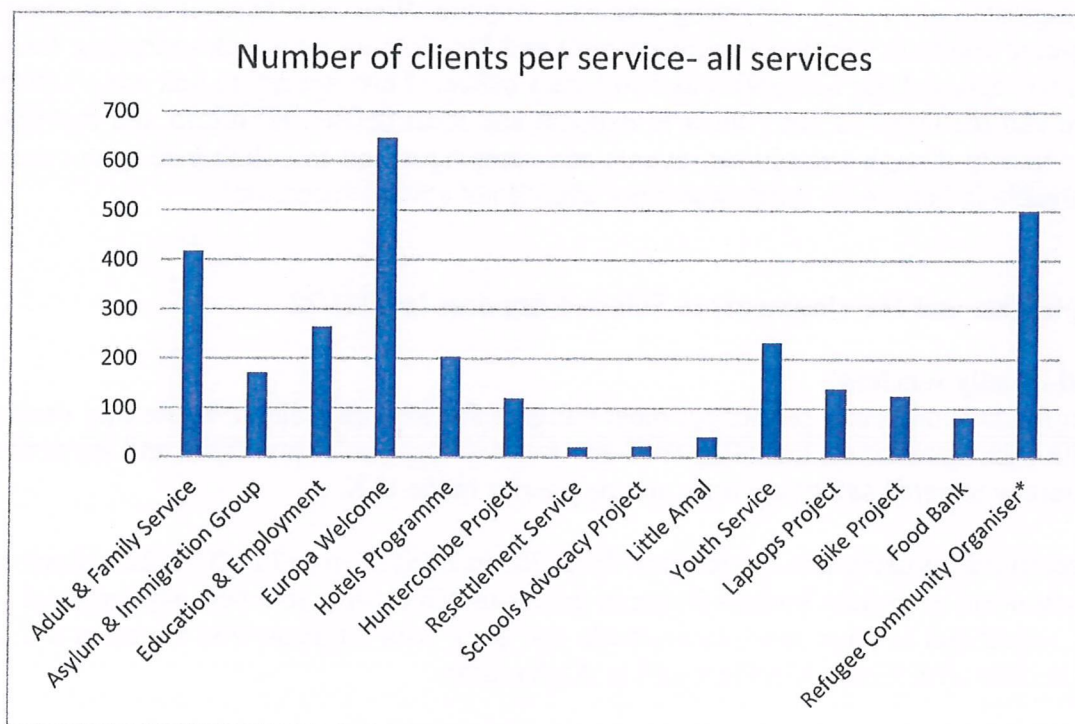


The picture is more complicated than at first it might seem. The table and graph below show the total number of users of each of our main direct services. Some clients are accessing multiple services. Our estimate of the total number of individuals directly benefiting is 1,800, plus an estimated 500 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 through 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 31<sup>st</sup> 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	Year End	Change on prior year	
	Mar.22 £'000	Mar.21 £'000	£'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%
	<u>1,261</u>	<u>748</u>	<u>513</u>	<u>68%</u>

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.

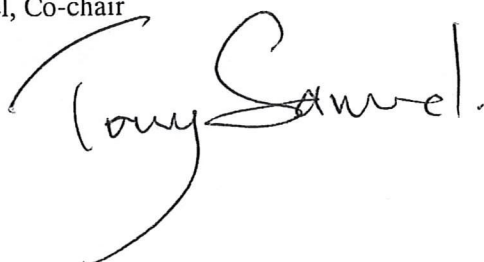
The Trustees are responsible for keeping adequate records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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

A handwritten signature in black ink that reads "Tony Samuel". The signature is written in a cursive style with a large, sweeping initial 'T'.

date

A handwritten date in black ink that reads "20 July 2022". The date is written in a cursive style with the month "July" written in full.

## 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](http://www.frc.org.uk/auditorsresponsibilities).

This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the 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

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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 £
<b>Income</b>									
<b>Income from</b>									
Donations & Legacies	3	828,732	433,228		1,261,960	313,395	434,420		747,815
Investment Income		73	-		73	163	-		163
<b>Total</b>		<b>828,805</b>	<b>433,228</b>		<b>1,262,033</b>	<b>313,558</b>	<b>434,420</b>		<b>747,978</b>
<b>Expenditure on</b>									
Raising funds		107,872	-		107,872	96,670	-		96,670
Charitable activities		580,272	379,664		959,936	62,973	441,737		504,710
<b>Total</b>	12	<b>688,144</b>	<b>379,664</b>		<b>1,067,808</b>	<b>159,643</b>	<b>441,737</b>		<b>601,380</b>
<b>Net income/(expenditure)</b>		<b>140,661</b>	<b>53,564</b>		<b>194,225</b>	<b>153,915</b>	<b>(7,317)</b>		<b>146,598</b>
<b>Transfers between funds</b>	11		-		-	-	-		-
<b>Net movement in funds</b>		<b>140,661</b>	<b>53,564</b>	<b>-</b>	<b>194,225</b>	<b>153,915</b>	<b>(7,317)</b>		<b>146,598</b>
<b>Reconciliation of funds</b>									
Total funds brought forward		292,810	2,643	50,000	345,453	138,895	9,960	50,000	198,855
<b>Total funds carried forward</b>		<b>433,471</b>	<b>56,207</b>	<b>50,000</b>	<b>539,678</b>	<b>292,810</b>	<b>2,643</b>	<b>50,000</b>	<b>345,453</b>

The notes on pages 30 to 36 form part of these accounts.



# ASYLUM WELCOME

## BALANCE SHEET

AT 31 MARCH 2022

		2022		2021	
	Further details	£	£	£	£
<b>Fixed Assets</b>					
Office Equipment, Furniture & Fittings	4		1,165		3,153
Website	5		3,083		4,625
			<u>4,248</u>		<u>7,778</u>
<b>Current Assets</b>					
Debtors	6	171,548		76,580	
Cash on Deposit		361,500		244,863	
Cash at bank and in hand		<u>184,563</u>		<u>101,264</u>	
			717,611		422,707
<b>Current Liabilities</b>					
Creditors: Falling due within one year	7	<u>182,181</u>		<u>85,032</u>	
			(182,181)		(85,032)
<b>Net Current Assets</b>			535,430		337,675
<b>Creditors: Amounts falling due after more than one year</b>					
			-		-
<b>Total Assets</b>			<u>539,678</u>		<u>345,453</u>
Represented by:					
<b>Unrestricted Income Funds</b>			433,471		292,810
<b>Designated Funds</b>			50,000		50,000
<b>Restricted Income Funds</b>	9		56,207		2,643
			<u>539,678</u>		<u>345,453</u>

Approved by the Trustees on 20 July 2022 and signed on their behalf by:

Tony Samuel Co-Chair

Date

*Tony Samuel*  
20 July 2022

Company No: 4261627  
Charity No: 1092265

## 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 Practice: 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 1 January 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.



# ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

## 3 DONATIONS

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
<b>Trusts and Foundations</b>				
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
	<b>177,612</b>	<b>237,422</b>	<b>415,034</b>	<b>418,953</b>
<b>Statutory Grants</b>				
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
	<b>347,360</b>	<b>131,993</b>	<b>479,353</b>	<b>93,310</b>
<b>Faith organisations</b>				
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
	<b>24,208</b>	<b>5,000</b>	<b>29,208</b>	<b>14,097</b>
<b>Colleges &amp; Schools</b>				
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
	<b>18,676</b>	<b>-</b>	<b>18,676</b>	<b>2,090</b>

## ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

### 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
	<u>236,482</u>	<u>32,662</u>	<u>269,144</u>	<u>133,266</u>	<u>-</u>	<u>162,807</u>

### 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
	<u>24,394</u>	<u>26,151</u>	<u>50,545</u>	<u>-</u>	<u>10,522</u>	<u>56,558</u>
	<u>828,732</u>	<u>433,228</u>	<u>1,261,960</u>	<u>244,904</u>	<u>211,185</u>	<u>747,815</u>
			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
<b>Accumulated Depreciation</b>		
Opening Balance 1 April 2021		4,801
Disposals		-
Charge for year		1,988
Closing Balance 31 March 2022		6,789
<b>Net Book Value</b>		
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
<b>Accumulated Amortisation</b>		
Opening Balance 1 April 2021		-
Charge for the year		1,542
Closing Balance 31 March 2022		1,542
<b>Net Book Value</b>		
At 31 March 2022		3,083
At 31 March 2021		4,625

DEBTORS		2022	2021
Prepayments		16,484	15,882
Debtors	Salaries	82	
	Accounts Receivable	117,939	
	Other Debtors	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		Deferred		
	Balance 1.4.21	Funding Received	Released to SOFA	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
ctice 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

Services	Movement in Resources				Balance 31.3.2022 £
	Balance 1.4.2021 £	Additions £	Outgoings £	Transfers £	
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 prisoners 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



ASYLUM WELCOME

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

Operating leases

The total of future minimum lease payments is as follows:

	2022	2021
	£	£
Not later than one year	57,380	57,380
More than one year until first break clause	435,132	-
	492,512	57,380

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

5 RELATED PARTY TRANSACTIONS

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

# ASYLUM WELCOME

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

### 16 EXPENDITURE ANALYSIS

Charitable Activities															
Total Year to 31.3.2022	Raising Funds	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	42,304	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										
Facilities and equipment activities	78,454	12,336	6,853	6,853	6,853	6,853	6,853	10,280	9922	4,797		2,056	1,371	3,427	
	845,393														
Direct fundraising costs															
	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	0						0	1621	1621	1621	1621
General other	32,420	1,621	4863	3242	3242	3242	3242	3242	3242		0				
	132,817														
TOTAL EXPENDITURE															
	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