

**BARNET REFUGEE SERVICE
t/a New Citizens' Gateway**

**(Company limited by guarantee no. 05243595
registered charity no. 1107965)**

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Report and Accounts



TRUSTEES' REPORT

For the year ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 April 2022 to 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Charitable Objects

The charity's objects, as defined in the Memorandum of Association are:

1. To preserve and protect the physical and mental health of those who are seeking asylum or who are granted refugee status and their dependents living, working or studying (temporarily or permanently) in England and Wales (hereinafter, the 'Beneficiaries').
2. To advance the education and training of those persons defined in Object 1 as Beneficiaries.
3. To advance the education of the public in general about the issues relating to refugees and those seeking asylum.
4. The relief of financial hardship to those persons defined in Object 1 as Beneficiaries.
5. The provision of facilities for recreation or other leisure time occupation with the object of improving the conditions of life of those persons defined in Object 1, who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances.

Our Vision

All refugees to be welcomed, safe, respected, and resettled.

Our Mission

New Citizens' Gateway (NCG) provides holistic support and services which enables inclusion of those seeking and getting protection in England and Wales and to access their full potential as equal participants in UK life.

The focus of our work is to improve the quality of life, and promote the physical, social and mental well-being, of refugees and people seeking asylum who live, work or study in the UK. We also help to reduce health inequalities, social and economic exclusion and enable positive integration and personal independence of these people.

Our Values

Inclusive

We believe in equal voice, equal opportunity, equal rights, and fairness for everyone. Being client-led and culturally sensitive is core to being inclusive.

Respectful

We treat everyone with kindness, empathy, openness and honesty. Active listening is the first step. This includes how we engage with clients, staff, volunteers and everyone we engage with. It is part of our professionalism.

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For the year ended 31 March 2023

Collaborative.

We believe in partnership. Working together results in better plans, decision-making and solutions. We work together internally and externally with other stakeholders for the best possible outcomes for our clients.

Empowering

We believe in enabling people to solve their difficulties and give them more participation in the solution and hence develop the skills, experience and confidence to solve future problems

Our Strategies

The strategies we use as the focus of our work are:

1. Our Holistic Approach whereby we consider the many factors affecting a refugee or asylum seeker including knowledge of the UK, language skills, financial resources, social factors, physical and mental health and levels of confidence rather than just the immediate issue being presented. Our Holistic Approach to serving refugees and asylum seekers recognises that these people's issues must be treated in the context of the whole person.
2. Co-ordination with other support services and charities in the sector. Through this approach, we recognise and make use of the strengths of the other organisations working in this sector so that we work together towards our common purpose of supporting refugees and asylum seekers.
3. We shape our services based primarily on on-the-ground demand. We believe that working with our clients in the development and delivery of our services is the best way to understand their needs and how best to support them.

Significant activities

We developed our services based on the health needs of our clients and on an "Integrated Holistic Model of Support". This model acknowledges the whole person and all their physical, social, emotional and spiritual needs. The majority of refugees and asylum seekers are suffering from depression and Post Traumatic Stress Disorder due to their past experiences. In addition, language barriers, financial difficulties and poverty, homelessness or poor accommodation, cultural barriers and lack of employment were the main factors hindering them from rebuilding their lives and achieving their full potential.

Our Holistic Model of Support provides a range of activities all under one roof. Our main areas of activity are:

- **Advice & Guidance.**
We provide advice, information and support to refugees and asylum seekers on a variety of issues, promoting equal access to services, particularly health. We also provide emergency food and cash support when circumstances require it.
- **Multi-Lingual Counselling Service & Emotional Support**
NCG is a registered member of the British Association for Counselling and Psychotherapy (BACP) and we provide a multi-lingual professional counselling service to support the many people coping with the effects and trauma of war, persecution, loss and dislocation. We also provide a range of therapeutic activities including our gardening project, our Women's Group, psycho-educational workshops, yoga, mindfulness, arts and drama our Mother & Toddler's Group and residential retreats.

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- **Integration Support.**
Our "Journey to Integration" programme complements other NCG's activities and aims to increase integration and address isolation through Volunteering, Mentoring, ESOL (English for Speakers of Other Languages), Citizenship workshops, and Homework Club for young refugees.
Our mentoring programme supports refugees to learn about their rights, how to access public services, and learn about life in the UK.
Involving refugees in the volunteer programme provides them with confidence, employment and language skills, and a positive path to integration. Each year around 40 to 50% our volunteers are from refugee backgrounds, who work closely with clients and other native speaker volunteers.
- **Refugee Youth Wellbeing and Support**
We work with young refugees and asylum seekers aged 11-25, most of whom are alone in the UK without their families. We support these young people to fulfil their potential through intensive one-to-one support, sporting activities, social clubs, English language, mentoring, summer/holiday activities, youth leadership and access to one to one counselling.
Our Homework club supports refugee children of all ages.
- **Destitution Support**
Destitution is a huge problem amongst asylum seekers. Asylum seekers wait months or years for the outcome of their asylum claim, during which most are prohibited from working and only receive minimal or no financial support. As a result, these asylum seekers are reliant on charities and their limited social networks to make ends meet. We have been running a Drop In to support destitute asylum seekers since 2006.
- **Support to Other Organisations**
We also provide support to local government organisations such as the NHS (National Health Service), housing, welfare and other government agencies. We support these organisations to reach and communicate with refugee and asylum seekers within their communities, in their own languages and in a manner which is culturally sensitive.

Public Benefit

The region of London and its neighbouring counties house a considerable population of refugees and asylum seekers, comprising diverse communities such as Iranian, Afghani, and various African nationalities. Among them are numerous young individuals and unaccompanied minors. These people have fled their countries of origin due to the distressing reasons of war, torture, or persecution. Their journey to the UK has also been marked by significant risks and challenges.

Upon their arrival in the UK, these individuals often face social exclusion due to factors such as mental health issues, homelessness, poverty, limited understanding of British customs, and language barriers. Additionally, the experiences they have endured in their home countries and the challenges of adapting to a new life in the UK contribute to mental health issues among many. Furthermore, obstacles like lack of work experience diminished self-confidence, and language deficiencies hinder their employability. We strongly believe that it is crucial for both their well-being and the overall welfare of the broader community that we extend our support to ensure their successful integration into UK society. By addressing their unique needs and providing the necessary assistance, we can foster a harmonious and inclusive environment that benefits everyone involved.

Our research-based Holistic Model of Support embodies a comprehensive approach that takes into account the entirety of an individual's well-being, addressing their physical, psychological, and social

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For the year ended 31 March 2023

needs. At NCG, our clients are at the heart of everything we do, and their unique requirements serve as the guiding force behind our activities. As a frontline support service, we are fully devoted to helping refugees and individuals seeking asylum throughout their entire journey. We provide a variety of activities and initiatives to offer them the essential assistance and guidance they require during these challenging times. Our unwavering commitment to creating a safe and inclusive environment is the driving force behind our mission to empower and uplift those in need.

Apart from offering direct support to refugees and individuals seeking asylum, we extend our assistance to local government organisations, including the NHS, housing, welfare, and other government agencies. Our role is to aid these organisations in effectively connecting and communicating with refugees and individuals seeking asylum within their communities, ensuring the information is conveyed in their native languages and in a culturally sensitive manner. By acting as a crucial communication bridge, we help to reach out to these individuals who may otherwise feel isolated and hard to access.

NCG places special emphasis on delivering youth activities tailored for young refugees and asylum seekers, including unaccompanied minors and those with mental health issues. These youths often struggle with isolation, linguistic challenges, cultural differences, and even hostility, making them susceptible to marginalisation and potential involvement in criminal activities. To address these challenges, we provide young refugees with mental health, psycho-social support and advocacy. Our main objective is to enhance their self-confidence and self-esteem while opening up pathways for exploring various opportunities. The youth represents the future of a nation. Our ultimate goal is to empower these young individuals, allowing them to actively and positively engage in mainstream UK life, leading them towards a secure and fulfilling future.

In addition to addressing the practical needs of our clients, our services are significantly centred around supporting refugees as they strive to integrate into their local communities and rebuild their lives. A fundamental principle guiding our service delivery is our strong belief in the positive impact refugees can make, not only within our organisation but also in our culturally and ethnically diverse society.

By aiding refugees in rebuilding their confidence and seamlessly integrating into UK life, we enhance their opportunities to rebuild their lives and become active contributors to UK society. This, in turn, leads to significant contributions to the economy and the rich cultural diversity of our broader society. Ultimately, the entire UK community benefits from this outcome.

STRATEGIC REPORT

Achievement and Performance

During 2022-2023, NCG remained committed to providing comprehensive support services for refugees and asylum seekers. Through a range of activities under our holistic model of support, we had over 4,500 participants in NCG activities and services, making a meaningful impact on their lives and fostering a sense of hope and belonging. The following report highlights some of the significant outputs and impacts of our work during this period:

Advice, Information & Guidance:

Our dedicated team of advisors in our home office and in the hotels (outreach team) played a pivotal role in assisting refugees and asylum seekers in their journey towards a better future. Over the course of the year, we provided personalised advice, information, guidance and referrals to more than 3,000 clients. This demonstrated the effectiveness of our advisory services and our ability to cater to the diverse needs of those we served. Additionally, NCG proved to be a reliable resource, handling an

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For the year ended 31 March 2023

impressive total of 21,500 enquiries from individuals seeking assistance and clarity through our advice and outreach teams.

The organisation's efforts to expand its reach and impact were evident in the onboarding of 691 new clients seeking advice-only services through our home office.

Contingency Hotels Outreach Initiatives:

In addition to our main advice services from our home office, NCG's outreach team took admirable steps to expand support to asylum seekers accommodated in three hotels located in Barnet: OYO Hotel, Palm Hotel, and Stay Club Hotel. Throughout the year, we continued our regular on-site surgeries, providing a comforting and accessible space for asylum seekers placed in those hotels, to seek assistance and guidance. The outreach team's dedication and commitment were evident through the significant number of visits conducted with asylum seekers. In total, our outreach team engaged with more than 7,900 enquiries from asylum seekers in these temporary accommodations.

Bilingual Counselling:

During 2022-23, our bilingual counselling service received a total of 516 referrals for individual psychological support with 52% of referrals coming from the GPs and NHS health professionals. The service provided approximately 2,868 bilingual counselling sessions to 239 clients who completed their course of treatment. The completion rate for these clients was 80%, meaning that 63 clients (20%) did not finish their course of treatment. This is lower than the national rate of 40% for DNA (Did Not Attend) or non-completion.

The counselling service used the national IAPT's (Improving Access to Psychological Therapies) recovery measurement to assess outcomes. The Patient Health Questionnaire (PHQ-9) and the Generalized Anxiety Disorder (GAD-7) were used to evaluate the effectiveness of the clinical work. These measures were taken three times during the counselling contract: at the time of assessment, halfway through, and at the end of treatment.

After completing 12 sessions of counselling, the data collected showed a significant improvement in the client's mental health and well-being, with a recovery rate of 52.11%. This rate surpasses the national average IAPT recovery rate of 49%.

To gauge clients' satisfaction with the counselling service, a counselling satisfaction survey was conducted. The results showed that 84% of the clients were satisfied with the counselling they received. Additionally, 59% reported a significant improvement in their mental health, and 82% stated that they would recommend the service to friends and family.

IAPT (Improving Access to Psychological Therapies) Psycho-Educational Workshops

IAPT service step two provides psychological low-intensity support for mild to moderate levels of depression and anxiety. Over the past year, we conducted a total of 43 workshops, reaching out to 518 clients out of the 560 registered. We find it commendable that these workshops covered a wide range of topics, including PTSD (Post Traumatic Stress Disorder), Anger Management, sleep management, Panic & Phobia, Anxiety Management, and even addressing grief and depression in Farsi, Arabic, and English languages. The primary aim of these workshops was to help clients gain a better understanding of mental health conditions and equip them with the necessary tools to cope effectively.

Youth Counselling Project

The Youth Counselling Project, implemented between April 2022 and March 2023, aimed to provide weekly mother-tongue counselling sessions to young refugees and asylum seekers. A total of 25 referrals were received during this period, out of which 13 young individuals successfully completed their counselling sessions. To measure the impact of the Youth Counselling Service, participants were requested to assess their mental well-being using the Warwick-Edinburgh Mental Well-being Scale

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(WEMWBS) before and after completing their counselling sessions. The Pre/Post ratio, indicating the average well-being score before and after counselling, initially stood at 39 and significantly improved to 47.5 following the successful completion of the 12 counselling sessions. The increase in average well-being scores from pre-counselling to post-counselling indicates the project's success in positively impacting the emotional and psychological state of the participants.

Refugee Youth Wellbeing and Support

Over the past year, the Youth Wellbeing Project has expanded its services and tailored its activities in consultation with young people. The project aims to enhance the overall health and well-being of these young individuals by providing opportunities for support, socialisation, confidence building, and integration into the local community. Through various activities, such as weekly social clubs, youth counselling, football clubs, ESOL classes, girl's clubs, youth outings, partnership with other youth organisations and school holiday activities, the project aims to empower young people, build their confidence, and help them realise their full potential.

From April 2022 to March 2023, the project served over 120 young people and received 84 new referrals. A total of 247 different sessions were delivered, with a combined attendance of over 1,820. To assess the impact of the project, three evaluation surveys were conducted during July 2022, January 2023, and March 2023, which were sent to all currently active young people on the project.

An overwhelming 98.6% of respondents reported positive outcomes from their involvement in the project's youth activities. These outcomes included feeling happier, having fun, learning new skills, making new friends, reducing loneliness, and improving English language skills.

Furthermore, 74.3% of respondents indicated that being part of the project's youth club had improved their overall physical and mental well-being. This feedback highlights the positive impact the project has had on the well-being of young people, addressing their emotional needs and fostering a supportive environment.

ESOL (English for Speakers of Other Languages) Classes

Throughout the 2022-23 term, with the support of 18 dedicated ESOL teachers, we provided informal ESOL classes, both in person and online, to a total of 138 students at various levels, ranging from Pre-Entry to Entry 3. The evaluation of this project confirms notable improvements among our students.

31% of students showed progress in their listening skills writing skills, 14% in reading, and 8% in writing skills. Furthermore, the evaluation also confirmed a 7% general improvement in students' overall English language proficiency and skills.

Trinity ESOL Classes: In addition to our regular ESOL curriculum, we also had the privilege of being an accredited centre for Trinity College ESOL since 2017. As part of this program, we successfully conducted 10 hours per week of Hybrid ESOL sessions specifically designed for 10 refugee students. These sessions culminated in the Trinity exam, which all 10 students undertook and passed their exam. We are proud to announce a 100% success rate for this activity.

The Occupational English Test (OET) Classes

The Occupational English Test (OET) is an assessment that gauges the English language proficiency of healthcare professionals, such as doctors, nurses, and other medical practitioners. It's tailored to evaluate their communication skills in a practical workplace context. As part of our Afghan project, in partnership with the Association of Afghan Healthcare Professionals (AAHPUK), we provided a 26-week course to 11 students. Our primary goal was to assist Afghan refugee doctors and individuals

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For the year ended 31 March 2023

with medical backgrounds in overcoming language barriers. Our impact assessment validated considerable progress in their professional communication skills, including speaking, writing, reading, and listening, with an initial proficiency level of 47%, which notably rose to 71%. Moreover, an impressive 67% of the participants showed their readiness to sit for OET examination.

Education Support for Refugee Children

As part of our AMIF project (European Fund) from April 2022 to Dec 2022, we continued to provide 3 hours of weekly Math and English (Key Stage 1 to 4) Tuition to 60 refugee children, this included Afghan children under our AMIF Afghan Project.

The evaluation of this project confirms that 81% of the students were more confident in English and 77% improved their Maths and 77% confirmed that they understood their schoolwork a lot more clearly.

Mentoring Project

We successfully completed our 3-year Mentoring Program, dedicated to offering essential support to refugees throughout their integration journey. The program officially ended in January 2023, marking a significant milestone in our efforts to empower refugees for a smoother transition into their new communities. As part of our commitment to excellence, an annual evaluation was conducted at the end of 2022, with active participation from 29 mentees. The objectives were to assess the improvement of five integration indicators that were Self-confidence, Work/Study, Social bridges, Knowledge of benefits and rights, Language/culture. According to the evaluation results, the overall average integration score of all mentees exhibited a substantial improvement, rising from 2.9 before the mentoring intervention to 5 after its implementation.

Volunteering

In the previous year, NCG witnessed an impressive total of 98 registered volunteers, with over half of them belonging to our client group. Among these dedicated volunteers, 67 actively engaged in various activities, making valuable contributions to our mission. The programme demonstrated a comprehensive approach by offering a wide range of volunteering opportunities, including advice work, ESOL, Mums & Tot's group, mentoring, counselling, Women's Group, Youth Group, gardening, administration, interpreting, and evaluation of services.

The volunteer's evaluation survey results confirmed that with 62.86% of respondents expressing high satisfaction with their overall volunteering experience at NCG. It also indicated that NCG's Volunteering Programme has had a particularly positive impact on refugee volunteers. A remarkable 90% of refugee volunteers reported gaining valuable experience that would aid them in securing paid employment. This highlights the practical benefits of the programme in enhancing the employability skills of this specific group. Moreover, 93% of refugee volunteers expressed a stronger sense of community belonging and increased confidence in the UK work environment. These outcomes reflect the positive social integration and personal growth experienced by refugee volunteers through their participation in the programme.

Paid Employment Transition: It is worth noting that NCG's support extended beyond volunteering, as the organisation assisted 13 individuals into securing paid employment during past year. This achievement demonstrates the tangible outcomes and real-world impact of NCG's efforts. The successful transition of volunteers from voluntary roles to paid positions reflects the effectiveness of the programme in promoting professional growth and providing opportunities for individuals to improve their circumstances.

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Recognition of NCG Achievements:

Customer Satisfaction Survey

To assess the satisfaction levels of our clients, we conducted a satisfaction survey from a pool of 691 new clients. Among them, 217 were randomly selected and approached by a team of dedicated volunteer interviewers. Of these, 165 clients responded and actively participated in the survey. The results were overwhelmingly positive, with 65% of the participants expressing their utmost satisfaction with the services they received. An additional 17% felt very satisfied, and 11% reported being satisfied with the services provided.

GSK Impact Award 2023

We are proud to announce that New Citizen Gateway has been honoured with a prestigious national award for its exceptional efforts in supporting the physical and mental wellbeing and welfare of asylum seekers and refugees in London. Our dedication and commitment to making a positive impact were recognised through a rigorous selection and assessment process, wherein we emerged as one of the 10 winners among more than 400 charities from across the UK. This prestigious recognition came through the **2023 GSK IMPACT Awards**, delivered in partnership with The King's Fund. Now in their 26th year, these awards serve as a hallmark of excellence in the charity sector, acknowledging the remarkable work of small and medium-sized charities dedicated to enhancing the health and wellbeing of people throughout the UK.

London Youth Quality Mark

We are thrilled to announce our achievement of the London Youth Bronze Quality Mark during the previous year. The Youth Quality Mark, tailored for organisations delivering youth work in London by London Youth, comprises three levels: Bronze, Silver, and Gold. Each level evaluates organisations based on various criteria, such as outcomes and aims for young people, safeguarding, diversity and inclusion, health and safety, partnerships, leadership, and management. Our commitment to upholding these elevated standards has resulted in this esteemed recognition, and we have set our sights on achieving even higher levels in the near future. The pursuit of further excellence remains at the core of our mission as we continue to elevate our services and support for the benefit of the youth we serve.

Fundraising activities

In NCG, it is the CEO who is primarily responsible for fundraising. A fundraising strategy is agreed with the Board. The CEO with other staff then carries out the fundraising activities. It is the aim of NCG to meet its funding needs through several funding bodies.

NCG obtains the largest portions of its funding from trust funds and national and local government awards. We also receive funding through donations from private donors, local businesses and organisations and the general public. In 2023/24, we will continue working to diversify our fundraising activities so that more personnel are involved and more focus is put on securing unrestricted funding and building our reserves.

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FINANCIAL REVIEW

Financial position

The Statement of Financial activities for the year is set out on pages 17 – 30.

The Charity returned a surplus of £28,569 for the year (2022 : £7,853 deficit) and the income for the year was £1,007,719 (2022 : £895,041)

Principal funding sources

National Lottery Community Fund
European Fund (AMIF)
Barnet CCG
Lloyds Foundation
Barnet Council
Young Londoners Fund
Children In Need
The John Lyons Charity
The City Bridge Trust
The Mercers Foundation
The Leathersellers

Reserves policy

Inherently there is a degree of judgement involved in identifying risks faced by the Charity and in establishing the appropriate level of reserves that the Charity should maintain to mitigate these risks.

The level of free unrestricted reserves maintained by NCG is determined by balancing the need to address the immediate and considerable needs of refugees and asylum seekers in the London area against the need to have adequate resources to manage our way through unexpected financial challenges, while at the same time ensuring that we do not retain income for longer than required. The Policy also provides parameters for future strategic plans and contributes towards decision making.

The NCG Policy for free reserves is 3 months operating expenditure. Our 12 month total expenditure at March 2023 is £979,150, of which the operating expenditure is £763,395. At March 2023, the charity had free unrestricted reserves of £197,152 and designated reserves of £161,118, which has been earmarked for specific charitable projects that will be carried out in 2023-24. NCG has exceeded the target reserves in the period.

The basis of determining the target reserves level is kept under periodic review and will be adjusted as perceptions of risk and other factors change.

Volunteers

We had the support of 98 volunteers active during the year. Volunteers are crucial to the success of all our programmes particularly in the areas of ESOL and Mentoring, and some services which are wholly led and managed by volunteers such as Mother and Toddler Group, Women's Group, Peer

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Support/Befriending, Homework Club, Gardening and Job Club. We are also supported by volunteers in the areas of Advice, Counselling, Interpreting, Youth group, and office administration.

Future plans

The trustees and the executive have undertaken a review of the charity systems and processes and made sure that they are fit-for-purpose for the size of charity that we have become. This included a refresh of the Vision, Mission, Values and Ambitions to align with today's environment.

The organisation remains focused on providing the holistic suite of support services to refugees and people seeking asylum, and to supporting local government organisations to reach and communicate with these communities. Specific changes that we will implement over the next 5 years are as follows

1. For NCG to be more client-led.
 - Larger representation of our client groups in our Board, senior management, staff and volunteers.
 - To engage more with our client groups (refugees and those people seeking asylum) to plan, design, develop, deliver and evaluate services in line with their identified priorities.
2. To further develop our holistic model of support.
 - Evaluation of NCG's holistic model, how it is delivered in practice and it's impact
3. Establish NCG as one of the most trusted organisations in youth work. We will do this through:
 - Holistic response – to be response to our client's whole-person needs
 - Knowledge – further develop our understanding of the needs of our clients and have the skills and expertise to deliver
 - Capacity - case-workers and trained experienced youth workers as staff
 - Presence & Partnership – further collaborate with like-minded organisations and more actively engage with London youth networks including schools and colleges
4. To work in collaboration with other agencies to influence government policies and public narratives for improvement in protection of refugees and those people seeking asylum.
 - Expand and develop our digital presence
 - More active engagement and participation in sector networking and campaigns

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The charity is therefore governed by a Memorandum and Articles of Association. The directors of the company are also trustees of the charity. Eligibility for membership of the charity and membership of the board of trustees is governed by the Memorandum and Articles of Association. There are no restrictions in the governing document on the operation of the charity or on its investment powers, other than those imposed by general charity law.

The methods adopted for the recruitment, appointment, induction and training of new Trustees:

Potential trustees are nominated by a current trustee or a member of NCG (membership of at least one year) nominating someone for election at the AGM. The Board may also co-opt a new trustee.

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An induction procedure is in place for new trustees which identifies the reading materials to be provided to new trustees upon appointment and the trustees and other key staff to meet.

New trustees also undertake external training on Charity Governance and Safeguarding.

The organisational structure of the charity and how decisions are made:

Strategic decision-making is the responsibility of the Board of Trustees. The implementation of these decisions is the responsibility of the Chief Executive Officer (CEO) who delegates to staff and volunteers at her discretion. In addition, delegation of authority by the Board to the Chief Executive Officer (CEO) is set out in a Framework of Delegation document. Day to day operational decisions are made by the CEO.

Funding applications are made by the CEO. Applications above a defined monetary threshold must also receive the scrutiny and then approval of the trustees.

Financial decisions follow the procedures laid down in the Financial Policy.

Some financial decisions are delegated by the Board to a Finance Committee and to the CEO.

The trustees have had due regard to the Charity Commission's guidance on public benefit.

Arrangements for setting the remuneration of the charity's key personnel

NCG uses National Joint Council (NJC) Pay-scales to guide recommendations for annual cost of living pay reviews of all staff. The Board proposes and negotiates the salary review of the CEO. The salary reviews of all other staff are proposed by the line management and approved by the trustees.

The major risks to which the charity is exposed and reviews and systems to mitigate risks:

The CEO, staff and trustees review and revise an operational risk assessment each year so as to identify the major risks to which the charity is exposed including any risks that the charity may pose to its beneficiaries or to the public in general as a result of pursuing its charitable objects.

Mitigation plans are agreed for all substantial risks and the CEO is responsible for the implementation of those plans. The charity is satisfied that the systems are in place to mitigate these major risks which have been so identified and reviewed.

The principle risks and uncertainties facing the organisation together with the mitigation plans are considered to be as follows:

- **Funding shortfall** caused by reduced charity funding available or withdrawal of a key funder. The organisation is actively working on strengthening and diversification of our fundraising. This includes the engagement of an external fundraiser and increasing our efforts to collect public donations
- **Loss of key staff.** The organisation is working on a variety of measures to enhance organisational capacity, flexibility and staff retention. This includes succession planning and reducing over-dependency on any single individual.
- **Insufficient unrestricted funds (Reserves).** The organisation is currently working with a level of reserves that is less than the policy range of 3 months operating costs. The organisation is prioritising fundraising of unrestricted funds and getting back to the target level of reserves as soon as possible.

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- **Changing legislation and national/local government policy.** This relates to the hostile rhetoric and policy of the national government to the topic of refugees and people seeking asylum.
This is an area under review. The charity has plans to increase its collaboration with other agencies to influence government policies and public narratives for improvement in protection of refugees and those people seeking asylum. NCG may in the future need to alter its charitable objects or its strategies to continue supporting people displaced by war and persecution.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name

Barnet Refugee Service (working as New Citizens' Gateway)

Registered Company number

05243595 (England and Wales)

Registered Charity number

1107965

Registered office

8th Floor The Hyde
London
NW9 6LH

Trustees

J C Doyle - Chair
P Karunaharan – Treasurer (retired 07/09/2022)
G Thirusaba-Nathan – Treasurer (co-opted 07/09/2022)
Dr S Ahluwalia
G Bokaei
E S Rosen (appointed 07/09/2022)
F Sheriff (co-opted 05/04/2022)
P Tamkinfard (resigned 07/08/2022)
Dr P A Trafford

Key Senior Management Staff

N Akbari - CEO

Auditors

Knox Cropper LLP
65-68 Leadenhall Street, London
EC3A 2AD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Barnet Refugee Service 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 (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 charitable company and of the incoming resources

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and application of resources, including the income and expenditure of the charitable company 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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.

AUDITORS

The auditors, Knox Cropper LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors,

on 28/9/2023 and signed on the board's behalf by:


.....
Trustee J C Doyle - Chair

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
BARNET REFUGEE SERVICE FOR THE YEAR ENDED 31 MARCH 2023**

We have audited the financial statements of Barnet Refugee Service (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of 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 charitable company 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 charitable company'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.

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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
BARNET REFUGEE SERVICE FOR THE YEAR ENDED 31 MARCH 2023**

(Continued)

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 charitable 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.
- 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 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 charitable company'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:

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
BARNET REFUGEE SERVICE FOR THE YEAR ENDED 31 MARCH 2023**


(Continued)

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities, the Companies Act 2006.
- We understood how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants and donations were properly identified and accurately disclosed, that expenditure and grant payables were complied with the control procedures and related expenditure was appropriately charged. We also reviewed major journal adjustments along with unusual transactions and considered the identification and disclosure of related party transactions.

A further description of our responsibilities for the audit of the financial statements is located 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.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

26 October 2023

BARNET REFUGEE SERVICE

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) For the year ended 31 March 2023

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	2	350,264	654,825	1,005,089	894,921
Investments	3	2,630	-	2,630	60
Other	4	-	-	-	60
TOTAL		352,894	654,825	1,007,719	895,041
EXPENDITURE ON:					
Charitable activities		135,569	843,581	979,150	902,894
TOTAL EXPENDITURE	5	135,569	843,581	979,150	902,894
Net income/(expenditure)		217,325	(188,756)	28,569	(7,853)
Transfer between funds	15	29,930	(29,930)	-	-
NET MOVEMENT IN FUNDS		247,255	(218,686)	28,569	(7,853)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 APRIL 2022		111,015	458,776	569,791	577,644
TOTAL FUNDS AT 31 MARCH 2023		£ 358,270	£ 240,090	£ 598,360	£ 569,791

The annexed notes form part of these financial statements

BARNET REFUGEE SERVICE

Company limited by guarantee (registered company no. 05243595)

BALANCE SHEET

As at 31 March 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	10	5,277	11,091
CURRENT ASSETS			
Debtors	11	194,985	94,127
Cash at bank and in hand		427,121	512,467
		<u>622,106</u>	<u>606,594</u>
CREDITORS: amounts falling due within one year	12	(29,023)	(47,894)
NET CURRENT ASSETS		<u>593,083</u>	<u>558,700</u>
TOTAL NET ASSETS		<u>£ 598,360</u>	<u>£ 569,791</u>
FUNDS			
Unrestricted funds:			
Designated funds	15	161,118	-
General fund	15	197,152	111,015
		<u>358,270</u>	<u>111,015</u>
Restricted funds	15	240,090	458,776
		<u>£ 598,360</u>	<u>£ 569,791</u>

The financial statements have been prepared in accordance with the special provisions in Part 15 of the Companies Act 2006 relating to small companies and section 1a of the Financial Reporting Standard 102.

The financial statements were approved, and authorised for issue, by the Board of Trustees on

28/09/23 and signed on their behalf by:-



J C Doyle - Chair



G Thirusaba-Nathan – Treasurer

The annexed notes form part of these financial statements

BARNET REFUGEE SERVICE

CASH FLOW STATEMENT

For the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Surplus/(deficit) for the financial year	28,569	(7,853)
Adjustments for:		
Depreciation	10,054	8,231
(Increase)/decrease in debtors	(100,858)	16,587
(Decrease)/increase in creditors	(18,871)	18,743
Investment income	(2,630)	(60)
	<u>(83,736)</u>	<u>35,648</u>
Cash flows from investing activities		
Purchase of tangible fixed assets	(4,240)	(7,765)
Return on investment - interest receivable	2,630	60
Proceeds from sale of tangible fixed assets	-	2,052
	<u>(1,610)</u>	<u>(5,653)</u>
Net (decrease)/increase in cash and cash equivalents	<u>(85,346)</u>	<u>29,995</u>
Cash and cash equivalents at 1 April 2022	512,467	482,472
Cash and cash equivalents at 31 March 2023	<u>£ 427,121</u>	<u>£ 512,467</u>
Components of cash and cash equivalents		
	At 1 April 2022	Cashflows
Cash at bank and in hand	<u>512,467</u>	<u>(85,346)</u>
		<u>427,121</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006. The presentational currency of the financial statements is Pound Sterling (£).

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern. In preparing the accounts, no restatement was required in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102.

Company status

Barnet Refugee Service is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

Incoming resources

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. All other incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Investment Income is recognised on an accruals basis.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Donated services are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Income tax recoverable in relation to investment income or Gift Aid donations is recognised at the time the relevant income is receivable.

Other income is included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

Resources Expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, including governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities. Governance costs include the costs of servicing Trustees' meetings, audit and strategic planning.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixture and fittings	-	3 years
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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.

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.

Creditors and provisions

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

Financial Instruments

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

Pensions

The charity is part of a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies, where applicable.

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Revised Total Funds 2022 £
Donations	10,612	29,593	40,205	3,347
Grants	339,652	625,232	964,884	891,574
	£ 350,264	£ 654,825	£ 1,005,089	£ 894,921

Comparative donations and legacies

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Revised Total Funds 2022 £
Donations	3,347	-	3,347
Grants	84,680	806,894	891,574
	£ 88,027	£ 806,894	£ 894,921

Analysis of the grants funding

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
AMIF	-	354,683	354,683	325,191
City bridge Trust	-	54,186	54,186	52,738
Young Londoners Fund-YLF	-	43,451	43,451	49,863
Mercers	-	30,514	30,514	300
Children In Need	-	72,409	72,409	48,578
National Lottery Community Fund	-	-	-	153,052
Barrow Cadbury Covid Fund	-	-	-	21,545
Space To Grow Fund	-	-	-	17,118
London Community Fund	-	-	-	10,000
One to One Project	-	-	-	21,128
London Community Fund	-	-	-	10,000
NLCF Covid Fund	-	-	-	13,603
John Lyons	-	6,000	6,000	876
Barnet Council Covid	239,595	-	239,595	59,810
Betty Messenger	-	50,000	50,000	-
Hong Kong BNO	14,977	-	14,977	2,238
IAPT (formerly CCG)	80,000	-	80,000	64,000
Others	5,080	13,989	19,069	41,534
	£ 339,652	£ 625,232	£ 964,884	£ 891,574

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

3. INVESTMENT INCOME

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Interest receivable from:				
Bank interest	2,630	-	2,630	60
	<u>£ 2,630</u>	<u>£ Nil</u>	<u>£ 2,630</u>	<u>£ 60</u>

Comparative investment income

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Interest receivable from:			
Bank interest	60	-	60
	<u>£ 60</u>	<u>£ Nil</u>	<u>£ 60</u>

4. OTHER INCOMING RESOURCES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Gain on disposal of fixed assets	-	-	-	60
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ 60</u>

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

5. RESOURCES EXPENDED

	Staff costs £	Other direct costs £	Support costs £	Total 2023 £	Total 2022 £
Cost of charitable activities	663,036	50,524	265,590	979,150	902,894
	<u>£ 663,036</u>	<u>£ 50,524</u>	<u>£ 265,590</u>	<u>£ 979,150</u>	<u>£ 902,894</u>

Comparative resources expended

	Staff costs £	Other direct costs £	Support costs £	Total 2022 £
Cost of charitable activities	626,791	63,634	212,469	902,894
	<u>£ 626,791</u>	<u>£ 63,634</u>	<u>£ 212,469</u>	<u>£ 902,894</u>

Resources expended include:

	2023	2022
Auditors' remuneration:		
Audit fee	5,400	7,080
Other services	1,200	-
Depreciation - on owned assets	10,054	8,231

Details of staff costs are given in Note 7.

Details of Support costs is given in Note 6.

6. SUPPORT COSTS

	Total 2023 £	Total 2022 £
Professional Consultancy	132,719	78,860
Premises and office costs	95,402	100,375
Volunteer costs	2,278	995
Subscriptions and memberships	7,892	6,705
IT support and office equipments	4,749	5,517
Staff related costs, including travel	5,896	4,706
Depreciation	10,054	8,231
Auditors' audit fee	6,600	7,080
	<u>£ 265,590</u>	<u>£ 212,469</u>

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

7. STAFF NUMBERS AND COSTS

	2023	2022
	£	£
Wages and salaries	453,795	555,084
Social security costs	170,214	48,973
Pension costs	32,644	22,734
Staff redundancy costs	6,383	-
	<u>£ 663,036</u>	<u>£ 626,791</u>

No employee received remuneration of more than £60,000.

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £62,568 (2022 - £NIL).

8. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2022 - £NIL).
No members of the Board of Trustees received reimbursement of expenses (2022 - £NIL).

9. Taxation

Barnet Refugee Service is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to charitable purposes.

10. TANGIBLE FIXED ASSETS

	Fixture and fittings £
Cost	
At 1 April 2022	25,102
Additions	<u>4,240</u>
At 31 March 2023	<u>29,342</u>
Depreciation	
At 1 April 2022	14,011
Charge for the year	<u>10,054</u>
At 31 March 2023	<u>24,065</u>
Net book value	
At 31 March 2023	<u>£ 5,277</u>
At 31 March 2022	<u>£ 11,091</u>

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

11. DEBTORS

	2023 £	2022 £
Due within one year		
Social security and other taxes	-	12,666
Prepayments	23,381	4,944
Accrued income	134,020	50,197
Other debtors	37,584	26,320
	<u>£ 194,985</u>	<u>£ 94,127</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Deferred income	7,680	-
Social security and other taxes	5,476	-
Other creditors	2,123	7,424
Accruals	13,744	40,470
	<u>£ 29,023</u>	<u>£ 47,894</u>

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

15. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers and investment gains/(losses)	Carried Forward
	£	£	£	£	£
DESIGNATED FUNDS					
Barnet Council Covid	-	239,595	(137,657)	-	101,938
IAPT (formerly CCG)	-	80,000	(37,603)	-	42,397
City Bridge Covid	-	-	-	7,761	7,761
Others	-	3,805	(60)	-	3,745
Fixed Assets Fund	-	-	-	5,277	5,277
	<u>£ Nil</u>	<u>£ 323,400</u>	<u>£ (175,320)</u>	<u>£ 13,038</u>	<u>£ 161,118</u>

RESTRICTED FUNDS

AMIF	-	354,683	(354,683)	-	-
City bridge Trust	-	54,186	(44,473)	-	9,713
Young Londoners Fund-YL	-	43,451	(43,451)	-	-
Betty Messenger	-	50,000	-	-	50,000
Lena	32,000	-	-	-	32,000
CCG IAPT	82,483	-	(82,483)	-	-
NLCF	59,620	-	(59,620)	-	-
One to One Youth Counsel	19,228	-	(18,628)	(600)	-
Lloyds Advice	18,131	2,250	(18,131)	-	2,250
Syrian Youth	13,205	-	(2,621)	-	10,584
Leather sellers	24,926	-	(3,357)	(21,569)	-
Women's Group-Jasmin	3,019	-	(2,535)	-	484
Mothers and Toddlers	7,132	4,375	(1,217)	-	10,290
Sowing Seeds	5,979	2,237	(2,237)	-	5,979
ESOL	1,310	-	-	-	1,310
Refugee Hardship/Private I	13,318	14,868	(10,808)	-	17,378
Food Donation	2,798	14,725	(3,385)	-	14,138
Barnet Council Covid	35,470	-	(35,470)	-	-
City Bridge Covid	7,761	-	-	(7,761)	-
Mercers	30,215	30,514	(25,846)	-	34,883
Children In Need	16,180	72,409	(47,823)	-	40,766
John Lyon's Trust	29,124	6,000	(24,809)	-	10,315
Other restricted funds	56,877	5,127	(62,004)	-	-
	<u>£ 458,776</u>	<u>£ 654,825</u>	<u>£ (843,581)</u>	<u>£ (29,930)</u>	<u>£ 240,090</u>

SUMMARY OF FUNDS

Designated Funds	-	323,400	(175,320)	13,038	161,118
General Funds	111,015	29,494	39,751	16,892	197,152
	<u>111,015</u>	<u>352,894</u>	<u>(135,569)</u>	<u>29,930</u>	<u>358,270</u>
Restricted Funds	458,776	654,825	(843,581)	(29,930)	240,090
	<u>£ 569,791</u>	<u>£ 1,007,719</u>	<u>£ (979,150)</u>	<u>£ Nil</u>	<u>£ 598,360</u>

BARNET REFUGEE SERVICE

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 March 2023

Comparative statement of funds

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
Home Office-AMIF	-	325,191	(325,191)	-	-
CCG IAPT	66,000	63,649	(47,166)	-	82,483
NLCF	128,971	83,701	(153,052)	-	59,620
Citybridge	28,354	24,384	(52,738)	-	-
One to One Youth					
Counselling	-	40,357	(21,128)	-	19,229
Lloyds Advice	-	45,312	(27,181)	-	18,131
Syrian Youth	14,393	687	(1,875)	-	13,205
Leather sellers	17,708	10,000	(2,782)	-	24,926
Mothers and Toddlers	4,361	3,500	(729)	-	7,132
Sowing Seeds	5,142	3,500	(2,663)	-	5,979
NLCF Covid	13,603	-	(13,603)	-	-
Barrow Cadbury Covid	21,395	150	(21,545)	-	-
Space to Grow Fund	17,118	-	(17,118)	-	-
London Community Fund	10,000	-	(10,000)	-	-
Family Reunion	4,946	-	(4,946)	-	-
Barnet Council Covid	25,000	70,280	(59,810)	-	35,470
City Bridge Covid	8,136	-	(375)	-	7,761
Mercers	-	30,515	(300)	-	30,215
Children In Need	17,673	40,084	(41,578)	-	16,179
John Lyon's Trust	-	30,000	(876)	-	29,124
JL Summer Activities	-	3,550	(3,550)	-	-
Other restricted funds	148,279	32,034	(70,991)	-	109,322
	<u>£ 531,079</u>	<u>£ 806,894</u>	<u>£ (879,197)</u>	<u>£ Nil</u>	<u>£ 458,776</u>

SUMMARY OF FUNDS

General Funds	46,565	88,147	(23,697)	-	111,015
Restricted Funds	531,079	806,894	(879,197)	-	458,776
	<u>£ 577,644</u>	<u>£ 895,041</u>	<u>£ (902,894)</u>	<u>£ Nil</u>	<u>£ 569,791</u>

BARNET REFUGEE SERVICE**NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2023

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	5,277	-	-	5,277
Net current assets	155,841	197,152	240,090	593,083
	<u>£ 161,118</u>	<u>£ 197,152</u>	<u>£ 240,090</u>	<u>£ 598,360</u>

Comparative analysis of net assets between funds

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	-	11,091	-	11,091
Net current assets	-	99,924	458,776	558,700
	<u>£ Nil</u>	<u>£ 111,015</u>	<u>£ 458,776</u>	<u>£ 569,791</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

18 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	<i>Unrestricted Funds 2022 £</i>	<i>Restricted Funds 2022 £</i>	<i>Total Funds 2022 £</i>
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	88,027	806,894	894,921
Investments	60	-	60
Other	60	-	60
TOTAL	<u>88,147</u>	<u>806,894</u>	<u>895,041</u>
EXPENDITURE ON:			
Charitable activities	23,697	879,197	902,894
NET MOVEMENT IN FUNDS	<u>64,450</u>	<u>(72,303)</u>	<u>(7,853)</u>
TOTAL FUNDS AT 31 MARCH 2021	46,565	531,079	577,644
TOTAL FUNDS AT 31 MARCH 2022	<u><u>111,015</u></u>	<u><u>458,776</u></u>	<u><u>569,791</u></u>

