



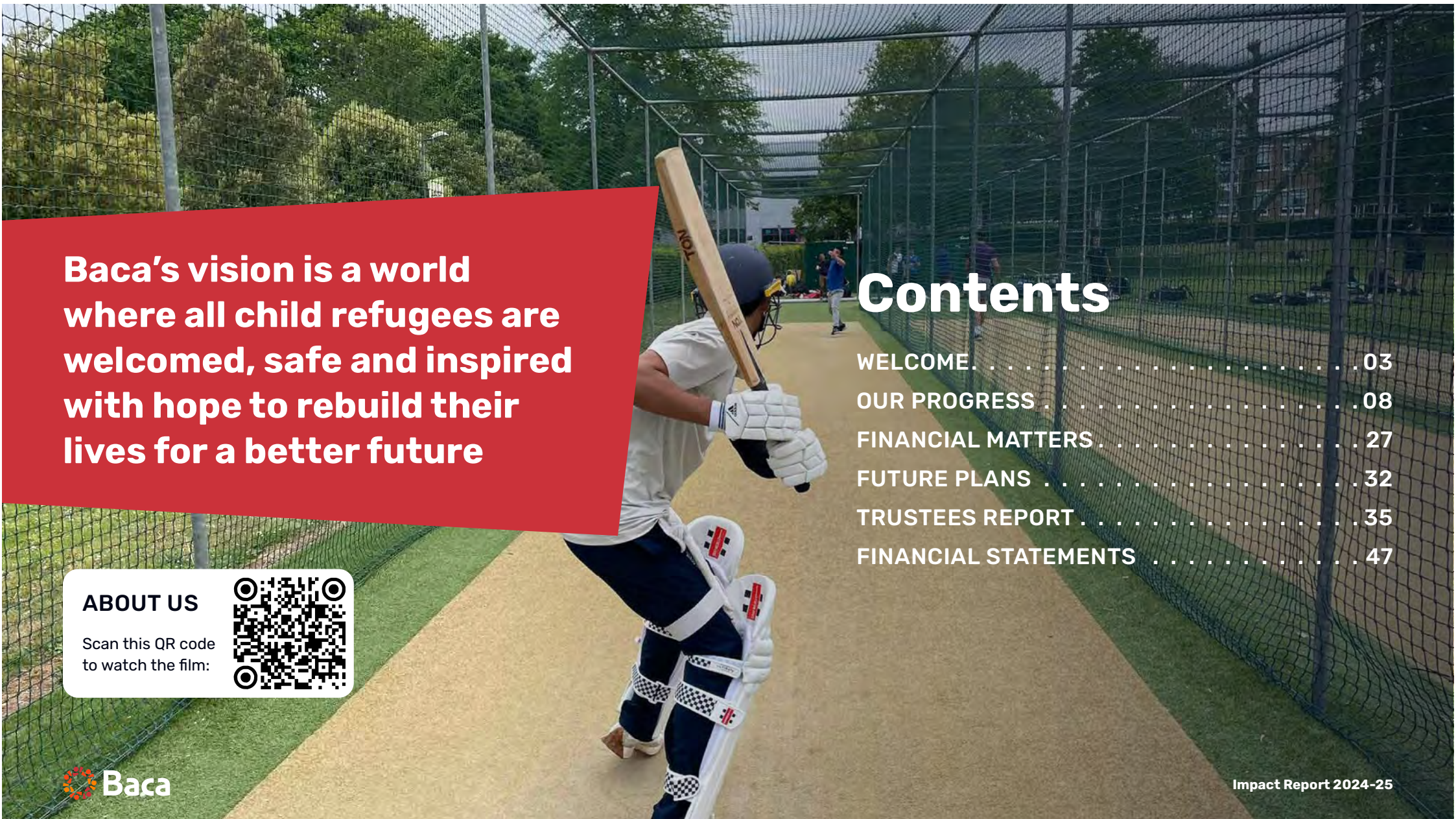
Safe to heal, free to thrive

CHILD REFUGEES FROM STRENGTH TO STRENGTH

The Baca Charity impact report
and financial statements 2024-25

bacacharity.org.uk





Baca's vision is a world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives for a better future

Contents

WELCOME	03
OUR PROGRESS	08
FINANCIAL MATTERS	27
FUTURE PLANS	32
TRUSTEES REPORT	35
FINANCIAL STATEMENTS	47

ABOUT US

Scan this QR code to watch the film:

Welcome

Imagine being a child, forced to flee your home and everything you know, on your own, to find safety and protection. Who is going to welcome you and champion you to thrive, to go from strength to strength? Like your family might have done, if only they were around?

This is where Baca comes in. We welcome, serve and strengthen young people who have fled war, persecution, trafficking and exploitation, by providing a safe and inspiring environment so they can recover, heal, rebuild their lives and thrive for the common good.

We are much more than a supported-accommodation provider. Based in the East-Midlands and East-of-England, we not only provide safe homes, but the education, mentoring, friendship and care that enables young people to fulfil their potential and become thriving members of the community.

This report details our achievements in 2024, as we work towards a world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives.

Did you know?

48.8 Mil

children had been displaced due to conflict and violence globally by the end of 2024¹

40%

of all forcibly displaced people are children. Though children account for 29 per cent of the world's population²

2/3

of all young people seeking asylum in Europe are 16-17 years unaccompanied minors³

3707

claims in the UK from unaccompanied asylum-seeking children (UASC), 4% of people claiming asylum. The majority of UASCs (76%) were aged 16 to 17 years olds⁴

From our CEO

FROM STRENGTH TO STRENGTH

In the current global context of escalating conflicts, failing governance in states, extreme weather events, unaccompanied children flee their home countries in larger numbers; facing a host of untold horrors and complex challenges.

Escalating conflicts in regions such as the Middle East, parts of Africa, and Eastern Europe have led to a sharp increase in displaced minors, many of whom undertake dangerous journeys alone in search of safety. They are particularly vulnerable to abuse, exploitation, and human trafficking due to the lack of adult protection and inadequate oversight in refugee and migration systems⁵. Border closures and restrictive asylum-migration policies in many countries often result in prolonged detention or homelessness.

In the UK, the current discourse and policies do not promote the safety and wellbeing of young people seeking asylum. Instead, it reinforces a culture that views people with suspicion, undeserving of support

and even criminalising their entry into the country. Alongside the lack of access to safe homes, therapeutic support, education and legal advice; it has been a year of navigating misunderstandings, bitterness, fear and discrimination for the young people. This hinders their safety as children and compounds their trauma. Imagine having to live like this every day?

Within this context, I am once again humbled by the courage of the young people with whom we have the privilege to journey with. They are going from strength to strength!

As you will read in this report, it has been a year of welcome, compassion, celebration and hope. Against all odds the young people have persevered with determination, to adapt and learn how to re-establish life in a new environment. They have done so with kindness and generosity even when the same has not been extended to them. Their resilience continues to shine through.



Jimmy Zachariah
CEO
Baca

⁵ <https://www.unhcr.org/global-trends-report-2024>



WELCOME

WHAT'S THE DIFFERENCE BETWEEN A REFUGEE AND A PERSON SEEKING ASYLUM?

A refugee is someone who has been forced to leave their country due to war, violence, or persecution, and is unable or unwilling to return. An asylum seeker is someone who has applied for refugee status, but there has not yet been a decision on their claim.



We have enabled young people to go from strength to strength despite adversity because we believe each young person we work with, should have the opportunity to thrive.

"The good neighbor looks beyond the external...and discerns those inner qualities that make all men human and, therefore, brothers."

Martin Luther King Jr

As the young people have dug-in, a community of committed people has stood with them. I want to express my gratitude to every member of this community - staff team, volunteers, supporters and advocates - creating a safe and inspiring environment that enables something most of us take for granted, safety and hope of a better future.

Driven by our commitment to our mission, we choose to partner and not work on our own. We are committed to working with all in the complex system. Whilst staying true to our values, we seek deep conversations to produce mutual learning and trust to sustain mutual collaboration.

We continue to push through barriers and are determined to meet the needs of more young people. This unrelenting passion for our mission and the learning from the past three years has now formed the basis for our new 5-year strategy.

I hope this report gives the reader a strong sense of how incredible Baca's young people are - and how we continue to pursue excellence to see them thrive.

Jimmy Zachariah

CEO
Baca

WELCOME

2024 at a glance

71



young people in our supported accommodation

5



local authorities we've worked with across the UK

35



community members have taken part in volunteering to support Baca with such things as careers advice, teaching, overnight cover in house

80%



young people have seen an improvement in their physical wellbeing

91%

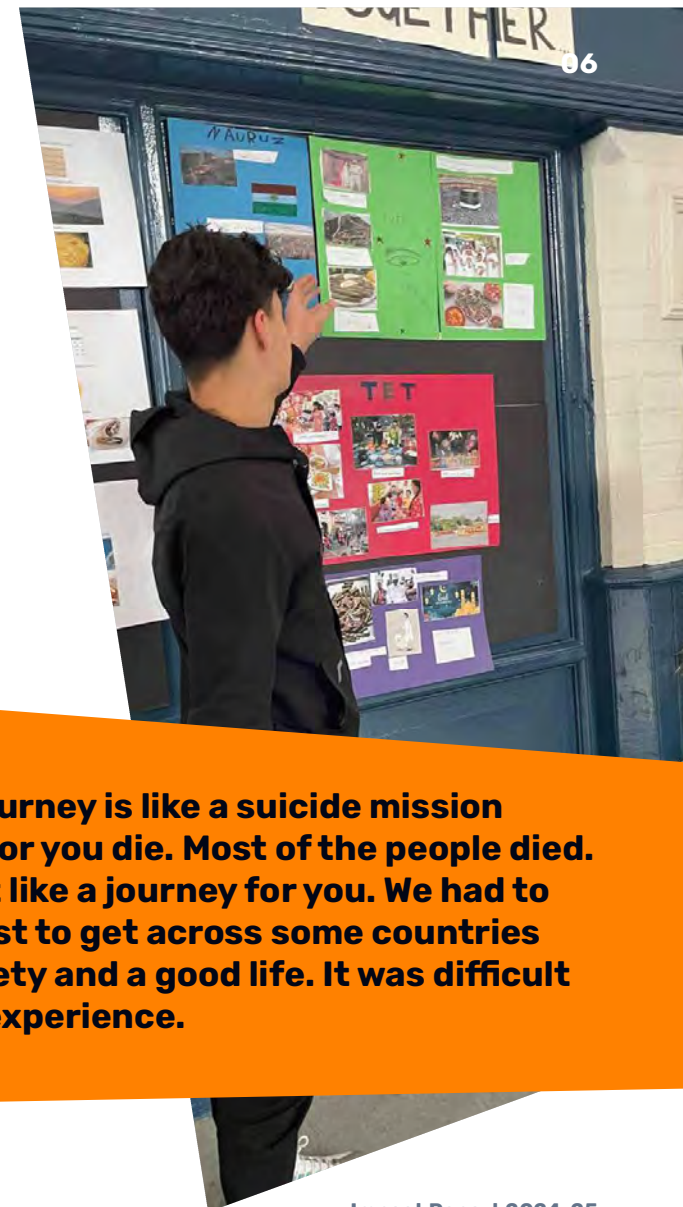


young people have seen an improvement in their emotional wellbeing

85%



young people have seen an increase in their level of engagement with education, employment and training, exceeding our target of 80%

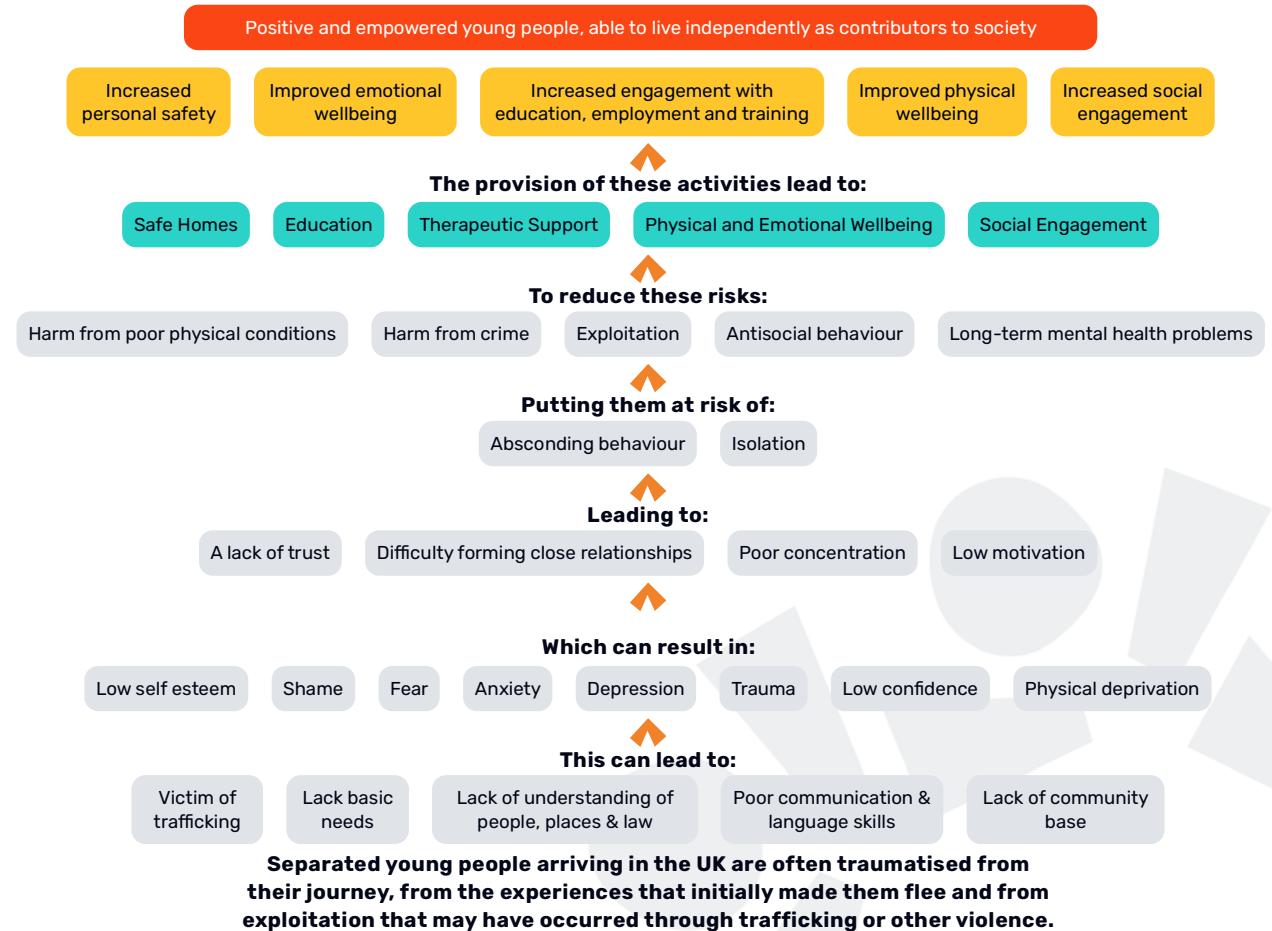


To be honest, the journey is like a suicide mission either you succeed or you die. Most of the people died. It's a fight. It wasn't like a journey for you. We had to fight for your life just to get across some countries in order to seek safety and a good life. It was difficult and a very terrible experience.

Raahim⁶

How we change young people's lives

Baca recognises the difficulties faced by young people seeking asylum in the UK. Our holistic approach to care and support ensures that child refugees have the best opportunities to heal and thrive in their new home.



Our progress

We're working to provide a safe place for child refugees to heal and have the freedom to build a better future. Read about the difference we've made to young people's lives in 2024-25

I would just like to say a **BIG THANK-YOU** to the Baca team, for the support Adam has had during his time with you. I first met Adam in May 2023 and seeing the difference in him now is amazing! Seeing how much he has matured emotionally; how much happier he is and how he has developed his independent living skills to be able to gain his own tenancy. This would not have been possible without the support he has received from the Art Therapist, education staff and consistency of support from his keyworkers each week.

Personal Advisor based at Leicestershire County Council

Safe Homes, Healing and Belonging

SPACE TO HEAL

Each year around 5,000 children arrive in the UK alone without their families, having fled their home country. Many of them have been trafficked and are traumatised.

Baca served 71 of these young refugees, each one having lost the only life they know in the past year. Their courage is inspiring but without support they are at extreme risk of harm and exploitation, unsure who they can trust or where they belong.

It has been our determination to serve more young people where possible. Since increasing our capacity with our housing in Cambridge last year, we have now been able to provide safe homes for 12 young people in the city. This has taken significant determination in very challenging housing market conditions.

In this past year, our focus has not only been in receiving young people to the houses but making them homes – safe spaces of belonging. This has meant that our approach to the setup and care of properties has moved

from beyond meeting the compliance requirements of safety of the bricks and mortar to how these spaces facilitate recovery from trauma, healing and safety. More work has been done in how spaces are furnished, maintained, repaired and restored. Wherever possible, cultural representations of the ethnicities of the young people have been pursued in their homes.



The house is big, the rooms are big. It has a nice garden and a nice living room. We have a timetable for cleaning. We clean one area each and then swap to a different area next week. We all do our bit and keep the house nice.

Mustafe

OUR PROGRESS

COME, EAT!

Food plays a big part in anyone's culture and identity, and the young people at Baca are no exception. At Baca, we are committed to young people expressing these traditions and parts of who they are. We do this by intentionally eating together regularly. It breaks down barriers, builds proximity of understanding and connection across cultures, languages and differences.

Young people put together a cookbook, called Come, Eat! It captures the young people's recipes, but more importantly the stories and people important to them behind each dish. It represents their home, families, cultures, memories and traditions.

The self-published book is now in every Baca house and all the libraries in Leicestershire. In addition to this, we have sold over 300 books to people in the community.

Through this book, the young people have invited all to participate in this journey of discovering belonging together.

BUY THE BOOK

Scan this QR code to go to our online shop:



10

**If we eat together
we cannot be
enemies.**

From the book *Come, Eat!*

In Afghanistan people are very hospitable. We don't stay in hotels or go to restaurants because we go to someone's house to stay and eat. This dish is very special to us because it is our country's national dish. At home, we ate it with our families and with our friends at their homes. We would eat it regularly, maybe more than once a week because we would eat the leftovers the next day. It was also the first meal that would be served to visitors. On the next day we would serve soup.

Samiullah

Through My Eyes: Reflection on the 2024 Riots

KINDNESS IN THE FACE OF HATE: THE 2024 RIOTS SIX MONTHS ON: A CONVERSATION WITH KARIM

Baca young person Karim who moved onto independence in December 2024 came back to share his thoughts on the riots in summer 2024. In the conversation he reveals his story, his feelings and what he believes can be done to bring communities together to create a better understanding of people seeking safety.

When you first heard about the riots, what were your initial thoughts and feelings?

The feeling was mixed. I was disappointed because I believed that I arrived in a safe and secure country after making a long way to get here.


But, I also thought first-hand about those who help us in teaching us about life here, whether in college or outside it, starting from Baca employees to Loughborough citizens who try to help us and integrate us with them in

our new life like the people who just let us play football with their children. I have said within myself that there is something else. These people are not like those who welcomed us and love us and help people.

I remember when I had just arrived here, they let us play in for example, in a local football club for football, study at Baca College but then also to bigger local colleges. The teachers there know us, they know me. English is not my first language, and they try to help me to explain more, let us ask a lot of questions and these people try and they help me a lot. Then I thought no, that's not the people who I know who I saw online. There is something wrong.

I think the other feeling which is very strong is there's no English people who have lived with people like me for three years and that know us who would do this so this helped calm me a little and I thought okay it would be fine. But, it was a very, very dangerous feeling at first when you just thought about these things.





This made me believe that they would not accept these problems in the country, and this is what reassured me.

How do you think these riots have affected your sense of belonging in your community? Have these events have changed your perspective on living in the UK?

I was concerned about myself because I was afraid that I would not find safety here and that I am in the only country in Europe where I feel safe if it happens that I face a problem here I do not have the opportunity to leave because it is the only hope I have and the last.

Because from the first day of my time in Loughborough and in the United Kingdom I only felt welcome from the community and their assistance through living, studying, and football activities with their children. This made me to believe that they would not accept these problems in the country, and this is what reassured me.

I think I was just so afraid that I would not be safe because things were not safe with the riots in some communities in the UK. However, I've got experience and have been throughout lots of communities, and I know that these people do not represent this community I know and live in. As I have already said in the community here, everyone is open and always people they just try to help us, accept us, they

volunteer to help us and by remembering this, that made me feel more like it will be fine.

How do you think people in the community can come together to support one another after such events?

This is through seminars and cultural lectures. Yes, it is possible that there is a part of society that does not know us that has the right to ask and know that we are also people with different cultures and different languages trying to live and integrate into English society to be a large, diverse and united society.

I think that the people who were rioting, they have done the wrong thing and it is a problem. But the only thing that I believe is they have the right to know who we are. That's absolutely fine. And, I think it would be a good thing to be safe for the people who were rioting to know us. It would be good for them and good for refugees and people like us as well. People can come all together in a safe place anywhere like a church, for example. Everyone in the community can come there and we can all talk about our cultures. By talking, these people can know us: we have culture, we have

OUR PROGRESS

language, we are part of tribes, we have different food. I hope this would help them realise we are just people you know. They will understand us. Mix everyone together and we will be bigger and beautiful, and we will be safe. It's something special to mix and to be a big and nice community. The people who rioted, they don't know us, they don't know who refugees like us are. There are people though who know us, who love us, like people at Baca. There is love over here. Every day they help us by helping us learn the language, the rules of this country, they teach us how to do this. I think this would be the best thing, just to allow all people: rioters and refugees to come in one place and explain and meet each other.

Also, I think something the rioters need to understand is refugees bring skills. We have skills. For me, for example, I will try to be a journalist in the future and I will help the community here by bringing the news from here, helping share the problems and supporting people. And there are other ones like my friend he wants to be a doctor and that's where we can help other people. Everyone has skills, they bring skills. We think carefully about our lives and what we want to do but we need a chance to do this.

And this is very good, it will help my mind. I feel good, happy and relaxed, being with community takes more deep pressure out for me. It is good for me. That's why always I try to come to Baca to see people, to go to play football – these people they make me feel very happy and relaxed. I think that's what life is about, isn't it? The goal is to feel at peace and happy and safe. That is all people need.

What emotions do you feel when you engage with a new, welcoming community in the UK?

To me, I feel like there's freedom. There is freedom being part of a new community. There is safety because when someone tells you come and join us, I then try to understand the different community a different group and they understand me.



Mix everyone together and we will be bigger and beautiful, and we will be safe. It's something special to mix and to be a big and nice community.





It can be difficult for me because I come from a country where there's only one or two groups of people. In the UK, there are a big mix of people who are part of different groups, they may follow different religions, have different nationalities but when you are part of the community everyone, they tell you welcome which makes you like the people here and feel like you are living in peace. People are free. People are welcome. I try to understand and be more knowledgeable to understand different groups to make sure there's not any option for misunderstanding in the future. Misunderstanding effects everything that happened with the riots. So, with welcome and getting to know each other that makes me feel very like safe, happy and free and like there's a lot of good in the world and that makes me happy.

So I have taken part in activities like football with a local football club, activities at college and other things in the community. This makes me very happy because for me when I am alone, I think too much but when we are together, we can do anything. Whether we study together, do sport together or other activities that build community and new friends, all the new friends feel like family to me.

What does it mean to you when volunteers spend time supporting you at Baca?

It makes me feel very happy. When I saw these problems happen with the riots, I just remembered the volunteer who comes and helps me. That's who the English people I know are. They come and they help me and they accept me. It makes me feel very happy and safe. They make me feel even more safe because I feel like I am part of the community. We are all together in a healthy way and that's very important and very good for me and for other people as well. It's amazing.

Education, skills and purpose

PURSUIT OF KNOWLEDGE AND SKILLS

Our education work supports the educational development of the young people at Baca through direct teaching at Baca College, as well as support for their continuing education at Further Education (FE) Colleges, namely Loughborough College, Wyggeston and Queen Elisabeth College (WQE) and Leicester College.

It is our goal to equip the young people with the knowledge and skills necessary to pursue their chosen careers once they leave Baca, alongside strengthening their resilience.

Throughout their education journey, the young people are faced with abundant challenges. For the majority, the most significant challenges are overcoming their own significant trauma, adapting to classroom learning in the UK and making sense of the need or desire to work. Additional challenges are adapting to UK culture, understanding the education system, having a

knowledge of the different types of jobs they could aspire to and the amount of study it may require. Furthermore, young people arriving at Baca with mainly pre-entry level abilities in English and at post-enrolment windows of the year, have a limited amount of time to learn English before they move on to a FE college in September.

Within this context, at Baca 62 young people were supported with education and skills development. Of these 53 were present for the academic year and have been able to achieve both Entry Level 2 and Entry Level 3 qualification, thereby shortening that education journey.

92% of the young people at Baca were engaged in education and or work. 85% of young people have seen an increase in their level of engagement with education, employment and training, above our target of 80%.

22 young people were eligible to sit exams in 2024, in comparison to 20 young in 2023.



92%

of the young people at Baca were engaged in education and or work

85%

of young people have seen an increase in their level of engagement with education, employment and training

OUR PROGRESS

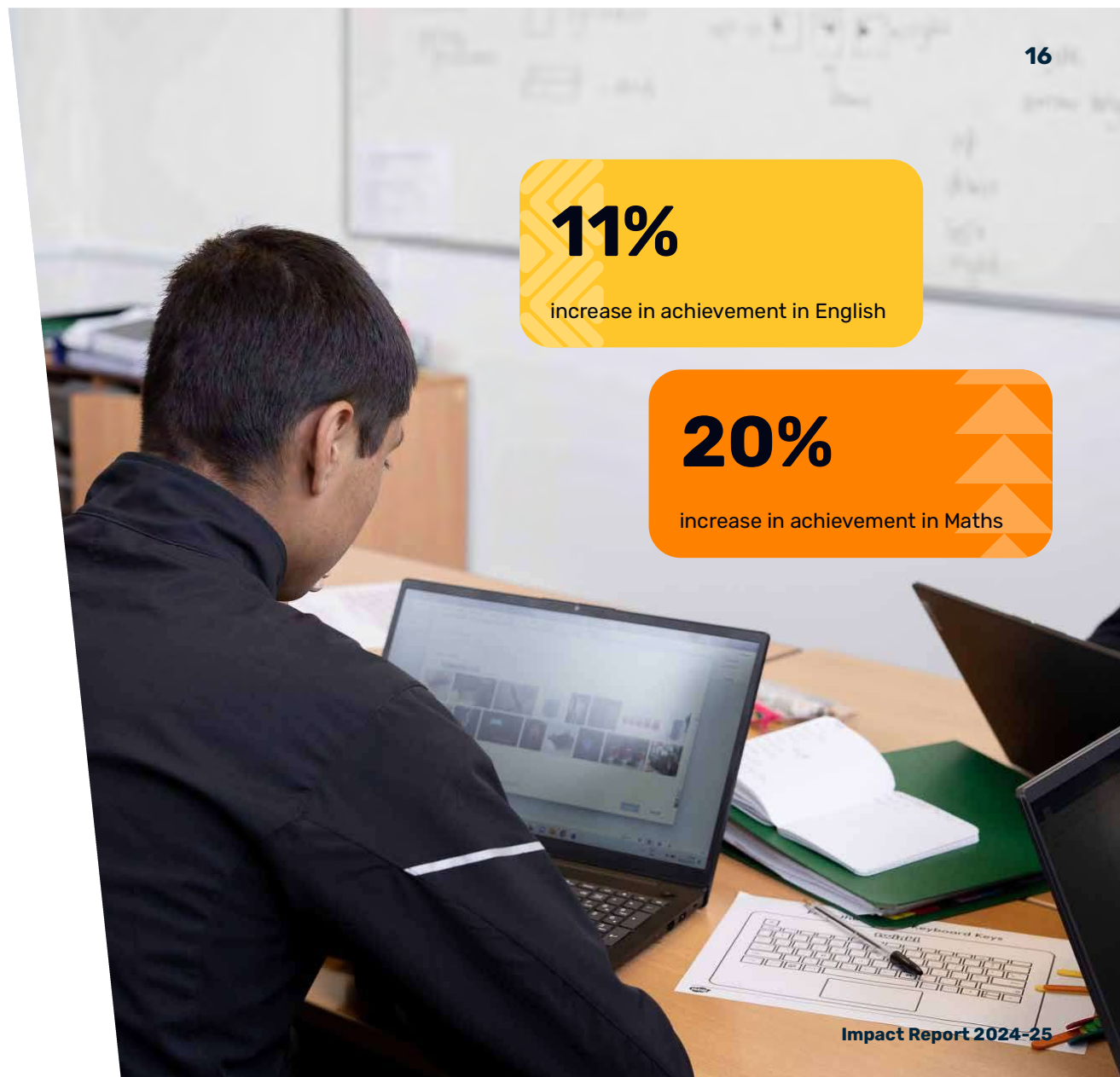
"I took three young people to the careers fair. All three found it helpful, and they engaged well with some of the stalls. Kazim gained a better understanding of his likely pathway towards higher education, while Nazir was interested in various courses available after Level 1 at Loughborough College. Sonny was interested in some placement programmes for care leavers at Leicester Hospital. All three did well talking to people they didn't know in a busy environment. They seemed to be encouraged by the visit and were talking about it in the car home."

Support Worker, Baca

In English, 25% of all in Loughborough had achieved Entry Level 3 (E3) in comparison to 14% in 2023. 22.5% of all the Young People in Loughborough had achieved Entry Level 2 (E2) in comparison to 12% in 2023.

In Maths, 45% of learners achieved E3/L1 in 2024 in comparison to 25% in 2023.

The students at WQE have stayed the whole academic year and completed their courses. One of the key factors for this increased engagement is WQE's more supportive student experience, as well as being able to pass two Entry levels in one year.



OUR PROGRESS

WHAT HAVE WE LEARNT

1. A young person requires several years of study of English and Maths exclusively to start studying for a career of their interest. GCSE in English and one GCSE in Maths is the minimum requirement needed to start a vocational course or go on to further GCSEs (one year) and 'A' Levels. Most young people find completing these qualifications, a significant challenge. Many young people do not withstand such a long education journey as they need or want to earn money and find it increasingly irrelevant to study a narrow curriculum of English and Maths (at Entry Levels and Level 1) without any apparent connection to what they want to do in the future. If they do not continue with further education, their communicative ability – particularly their reading and writing skills – is insufficient to support the independent skills necessary for them to become independent and fulfil their potential.
2. The lack of a 'general education' in the curriculum covering subjects such as sciences, history, geography, arts etc, reduces the broad learning and the possible new discoveries of interests and aspirations is a barrier to new doors being opened for the young people.

3. Young people are resilient and have an incredible desire to work hard and carry responsibilities and expectations normally not done so by young people their age.

NEXT STEPS

1. Reduce the time it could take for young people to get more proficient in English and Maths by increasing our education support to at least achieve Level 1 to accelerate their educational journey to prepare for work, further and or higher education.
2. Increase preparedness for entering work by integrating work-career guidance and basic knowledge of other subjects in the curriculum of education support delivered by Baca.
3. Increase opportunities for young people to experience a broader range of career choices that utilises their talents and skills.



One of our young people received the We Are CRC award for demonstrating Cambridge Regional College's (CRC) values so strongly with his determination, kindness and progress at college this year. This young person had not attended school until he started at CRC in September, so this is a huge testimony to his efforts. When asked after the ceremony he said he was very happy and proud and had the biggest smile.

OUR PROGRESS

Case Study: A conversation

RAAHIM'S STORY

"Life in my country was nice, actually. But, as I was growing up, life got difficult. Because of the new government by the Taliban. Some political stuff was going on with our family. So, because of those things, I wasn't safe, actually, so I had to leave my country.

I was roughly 15 when I left. When I reached the UK I was about 17. It took me one and a half years to make the journey. To be honest, the journey is like a suicide mission either you succeed or you die. Most of the people died, to be honest. It's a fight. You had to fight for your life just to get across of some countries to seek safety and a good life. It was difficult and a very terrible experience.

When I came to the UK, I claimed asylum and after that they gave us shelter. I spent a month in a hotel. Being in the hotel we still faced a lot of unfair stereotypes. Also, because you're new to the country, you were just thinking about lots of things like new place, new language and new traditions. Everything was different. I didn't find it very good in the hotel. It was uncomfortable because you are not stable,

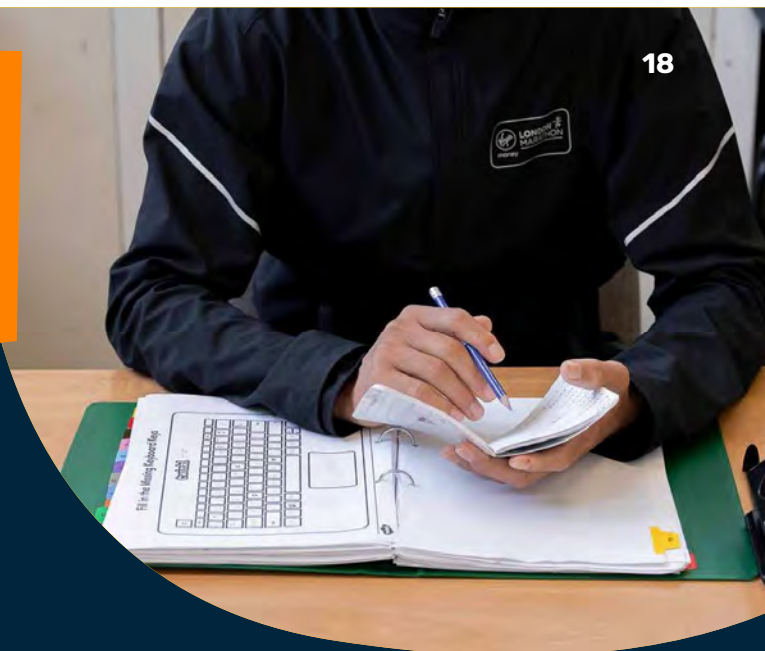
I'm quite optimistic about my life. I'm very positive about my future because I'm doing the best I can and I'm working hard. So, I know that I'm going to achieve what I want.

My only goal was just to go somewhere, start education and do my studies.

After a month, they took me here to Baca and then I started a new life. I was happy because I came to Baca college for a few months because at the time I came here, I couldn't get into a local college because the admission window was over. So, I came to Baca College every day. I did separate revision because I had previous experience learning English, so I was revising by myself with special support from the teachers. This was the thing I was very happy about because there was no education in the hotel. When I came here, I started my studies, got to know new people, and I started talking to people. So, it was good. I enjoyed it. Our support workers helped us with many things because when I came here, I could speak like a little bit of English, but not that much. Baca found us a club, a cricket club, so we joined and then we were playing there in the club. It's good to be involved with a community because it's a kind of help for you because if you're learning things, talking to new people, then it can help you in the future.

I didn't even spend two years here with Baca before I moved out. It was a bit difficult at first, but now I'm getting independent and I'm doing it myself. I recognise there were lots of things I didn't even have to worry about at Baca to be honest. Now I must do it myself, so I know the importance of Baca's support!

Right now, I'm doing GCSEs. I'm looking at what my future will be like. Right now, I just want to study - that's the goal and that's the aim of my life. I'm quite optimistic about my life. I'm very positive about my future because I'm doing the best I can and I'm working hard. So, I know that I'm going to achieve what I want."



18

Emotional and physical wellbeing

YOUNG MINDS MATTER

Being in a safe home and supportive community is an essential starting point for the recovery and healing necessary for young people to thrive again. Whilst the young people at Baca are welcomed into this safe space and community, it is not the panacea to the challenges they face for their emotional wellbeing. They live with the unknown of their asylum claims. They are exposed to discrimination, suspicion and viewed as a threat by society.

They could be struggling to process their new surroundings or missing the comfort of their own culture and family. All of this in addition to the trauma of their past experiences.

Providing in-house therapeutic support, therefore, is key in supporting the young people's emotional wellbeing.

Exercise and sport, meanwhile, are not only good for the body – but the brain and emotions too.

45

young people have attended at least one therapy group or one-to-one session



OUR PROGRESS

OUR KIND OF THERAPY

We use art, drama and dance to build on the innate creativity of the young people at Baca, overcoming the language, accessibility and cultural barriers often posed by traditional counselling techniques. Dance is so important in many of our young people's cultures.

As well as sessions in-house in Loughborough and Cambridge, one of our art therapists runs regular therapy sessions at WQE College, Leicester, for young people who are studying and unable to get to Baca after college. Since September 2024, the same has been initiated for young people studying at Cambridge Regional College.

Through 2024, we have delivered 560 therapy sessions, at an average of 51 sessions per month, serving an average of 56 young people every month. This is 80% of all young people at Baca. 91% of them have seen an improvement in their wellbeing.



WHAT OUR YOUNG PEOPLE THINK

'I would tell them that it's okay to feel things and not keep everything inside. In my culture, people don't always talk about feelings, but that doesn't mean we don't have them. Art therapy is a safe space to let things out without feeling judged.'

'That I can express myself in different ways, not just with words. And that my feelings matter, even if I don't always know how to talk about them.'

'It takes time to trust, a long time. I would never have talked in front of a translator or if someone had made me rush.'

'If I have stress I learned breathing exercises and that I can communicate my feelings and because I have learned that for myself I think that I can help others as well and it makes me want to do that.'

THEMES ARISING IN THERAPY

Themes arising in therapy are consistent. Although it is not often articulated, trust and safety are key factors in engagement with therapy and of course with every aspect of Baca support.

Grief, loss, and culture shock/change are overwhelming in the impact they have on young people and on their behaviour during the weeks and months after arrival – to a greater or lesser extent.

Underlying all of these things is the experience they have endured prior to and during their journey, this often isn't what they are focussed on processing on arrival just because they are not ready to trust or even to begin to think about these things, or they are made to talk about them when not ready and so they become unable to process in a safe way.

Therapeutic support needs to find the balance between creating the conditions that enables young people to access therapeutic support but are not ready on the one hand, whilst being responsive to those who are ready to engage on the other.

Case Study

DANCING WITH OUR FRIENDS

Many of our young people love to dance so they were overjoyed when our friends Dan and Mel from Infusion Physical Theatre ran a unique dance workshop for them.

Through movement and dance, they enthusiastically engaged exploring concepts of emotional regulation, from adrenaline and fight and flight to soothing calm, connection and balance through partner work. Afterwards, Babak shared, *"it was amazing and good not just for your body but also for your mind."* And, Dan told us, *"The guys are so warm and daring and it was super fun to dance with them!"*

Partnerships with Infusion give young people exciting opportunities to try something new with skilled professionals. We're grateful for their upcoming workshops and can't wait to dance with them again!

I did not believe that talking to someone like you about my feelings and personal things would help me but then I realised that it did! In my culture, especially men, we don't usually tell anyone about our feelings that is why many Kurdish men kill themselves. It is that serious and can make that much difference.

Nazim

OUR PROGRESS

MIND, BRAIN, AND BODY

While football remains the most popular sport among our young people, we provide a wide range of options to ensure as many as possible. This includes gymnastics, boxing, swimming, running and cricket.

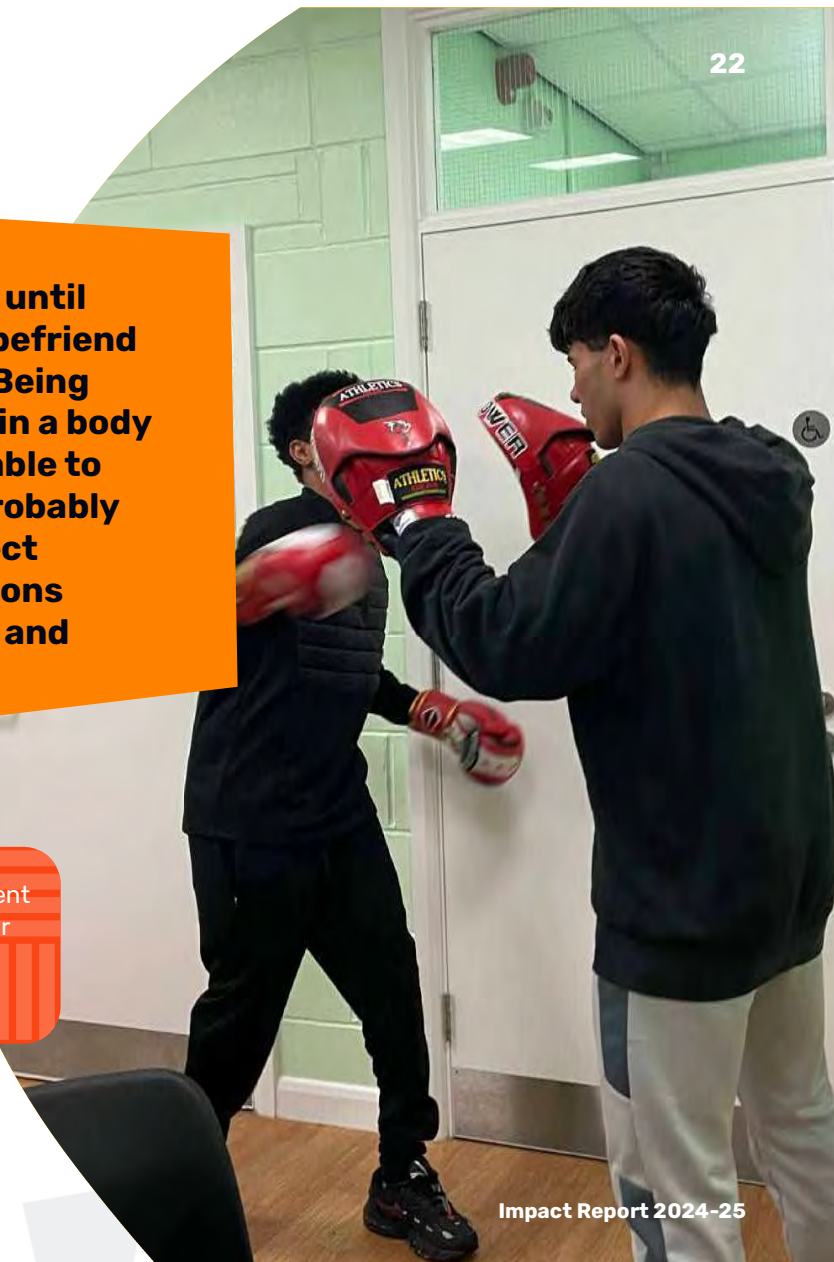
As well as organising sports in-house, we have also connected more young people with a range of local clubs. One of our young people within weeks of arriving in the UK was determined to play cricket. The team supported him to join Histon Cricket Club. He has quickly risen through the teams and now is regularly playing with their adults' 1st team. He absolutely loves cricket, is committed to training and has a dream of playing for the county as soon as he can. His talent is quickly being recognised: a few of his teammates have donated money for kit and a cricket bat to support him. He is a fast bowler and has his sights fixed on a bright future.

As well as the benefits of keeping fit these activities facilitate recovery from trauma, meet people outside Baca and helps our young people make a deeper connection to the community where they live.

Trauma victims cannot recover until they become familiar with and befriend the sensations in their bodies. Being frightened means that you live in a body that is always on guard. Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives.⁷

35

The number of different sporting activities our young people have taken part in



OUR PROGRESS

Community enables belonging

SAFE CONNECTIONS

*"Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives."*⁸

We believe in community – a community of people who are willing to learn, support, share and encourage each other in the highs and the lows. A community who are willing to discover what it means to belong together across all our differences. This community is not just the team at Baca but also the supportive people from the towns the young people live in. Many of them volunteer even in quite challenging external circumstances.

We actively pursue opportunities that connect young people's interests with the shared interests of supporters in the community. These opportunities not

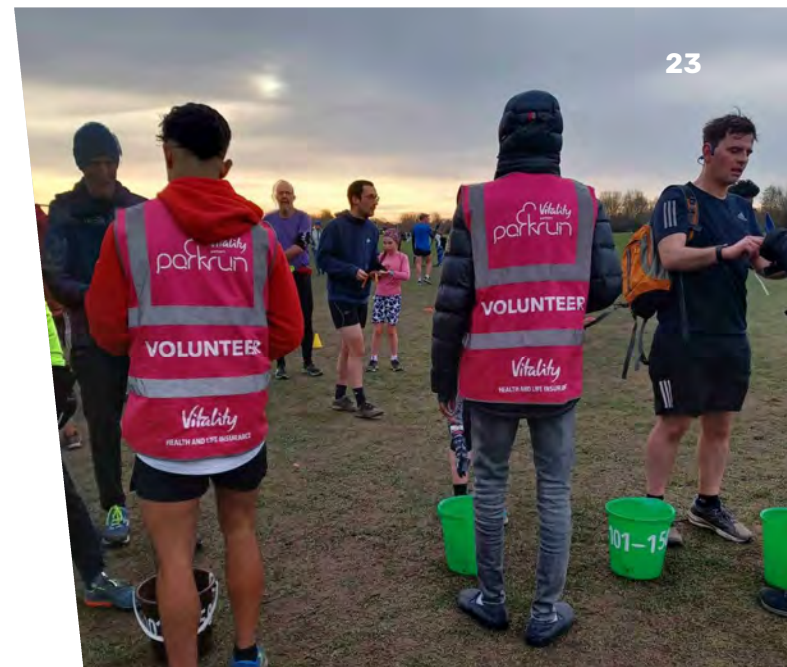
only facilitate the creation of belonging and safety, but also the development of language, skills, interests and aspirations for the future.

Strong community connections locally and beyond are also crucial for nurturing a more inclusive attitude towards the young people in our care.

Therefore, as we look ahead, we are committed to building and extending this community so that it includes decision makers and experts who influence policy and practice affecting young people.

35

members of the local community have taken part in Baca volunteering events



23



Impact Report 2024-25

⁸ Bessel A. van der Kolk, The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma

OUR PROGRESS

RUN. VOLUNTEER. RUN

Last year, one of the young people we served tragically died due to a heart defect. Ibrahim was a 17 year old teenager who loved taking part in the park run. His death deeply impacted everyone at Baca, but his legacy lives on. Now every Saturday morning, three to four young people have regularly taken part in the park run. They turn up, volunteer with the others to set it up, run and then volunteer after. They encourage and cheer the other runners from the sidelines. The young people talk about their time with enthusiasm and pride.

One of our quieter young people has been volunteering with the Papworth Trust at OWLs bike shop to build his skills and English. On Friday he attended an awards ceremony and was presented with two certificates for his work, and he has been using his skills to help fix bikes.

One of our volunteers said, *"I was inspired by the young people I met at Parkrun. Hearing their stories and how Baca was supporting them, motivated me to give."*



MORE THAN JUST CRICKET

"I received a call from Hassan's cricket coach while we were both out together. He told me how integral Hassan is not only to the first team but the club as well. He said that Hassan has so many people at the club that want to see him do well. I relayed this to Hassan, his face lit up. Hassan then showed me some videos of the match at the weekend where he took three wickets. He was so proud, and so was I."

"Hassan then showed me a message that his volleyball coach had sent him where his coach was asking if he was going to continue playing for the team next season. Hassan had responded saying yes, to which the coach had replied 'You've made my year'. He then went on to say how important Hassan is to the team and thanked him for everything he does for the team. I said to Hassan that this is all down to who he is as a person and all the hard work he has put into his studies and himself. I said he is a big part of the community! He said 'it is also the help of Baca. I love being here.' This is a huge celebration, and it is amazing to see how people outside of Baca see the same person that we do."

Support Worker at Baca

OUR PROGRESS

MY JEWELLERY, MY STORY

People have loved wearing jewellery for thousands of years. Occasionally it's useful, sometimes it's for decoration and often it holds special memories.⁹

Baca's young people have been involved in curating a case for the 'My Jewellery My Story' exhibition at Charnwood Museum. Every young person who has been part of the Baca case arrived in the UK alone, having lost their families and loved ones. Though they have endured immense loss, their passion and stories have come together in a powerful and moving exhibition that shares their identities with the local community.

Here's a snapshot of one of the stories shared by an Eritrean young lady at Baca.

"This cross was given to me by the Priest when I was baptised in the Christian Orthodox Church at 80 days old. After this, I kept it on all the time, it came all the way with me on my journey from Eritrea. In Libya, many Orthodox Christians are killed for their faith because they will not take off their cross. It is very bad. Wearing a cross is so special for me, it is like my heart beating." Noor

"Much of our valuable things are lost or broken because we have left everything behind when we left our families and our countries, but we still remember the stories. Now we are making new stories for our future." Nadhim

⁹ <https://www.cultureleicestershire.co.uk/projects/my-jewellery-my-story/>



INFLUENCING DECISION MAKERS

Part of the role of Baca is to be advocates for the young people we serve. Drawing on their stories, achievements and challenges, we want to:

- raise awareness of the strengths and challenges facing child refugees
- raise standards of response in the care of child refugees

This year we started working with the local catholic secondary school who were keen to introduce to the students the idea of seeing work as vocation representing the outworking of one's values. We joined in with the Year 9 'Vocation Retreat Day' and end-of-term 'Celebrations of the Word'. Through these opportunities, we were able to introduce to the students the real experiences faced by young people similarly aged to them. We were able to share stories of their generosity, kindness, resilience and determination, whilst also sensitively sharing their grief, loss and challenges. We were able to speak about our work and how as a team we work to create an environment that inspires hope, strengthens resilience, discovers their talents and celebrates their dignity.

"Your visit truly opened the eyes and hearts of our young people. It was inspiring for them to hear first-hand how they can be part of a world that offers hope, dignity, and care to those who need it most. We deeply appreciate the way you connected with them and shared your mission so passionately."

Chaplain, Secondary School

This year, we also made inroads into influencing those in authority. We were invited by Cambridgeshire County Council to deliver a seminar on "Working Together to Support UASCs" at the 2025 Supported Accommodation Conference. The primary audience of the conference were commissioners of local authorities, service deliverers and Ofsted. Four young people joined us in delivering the seminar. We shared young people's views on what support made a difference to them and enabled them to thrive. We also shared the key ingredients that make our service to the young people impactful in the long term.

A representative of the local authority gave us the following feedback:

"Thank you everyone for bringing the young people and delivering the workshop. I was struck just by how busy the workshop was and how engaged the audience was. Real highlight of the day - Thank you!"

Another said,

"The lads were amazing and the room was packed with commissioners and providers. They did so well and should be proud of themselves."



Financial matters

Here is a summary of the state of our finances, our approach to fundraising and a nod to some of the generous individuals and organisations that have joined us in our mission.

FINANCIAL MATTERS

FOCUS ON FUNDING

Baca's funding primarily comes from contracts with partner local authorities. We would like to particularly acknowledge our partnership with Leicestershire County Council and Cambridgeshire County Council. Even in the midst of the challenging economic environment, the councils have partnered with us to deliver the best possible service for the young people we serve.

Baca would not be able to deliver our holistic support services without the support of various grant funding bodies and foundations (see page 30). We thank them for their generosity and commitment to our work.

Amid the challenges of rising costs, challenging financial situation faced by local authorities and challenges faced by families in meeting their own expenditures - we have been humbled by the long-term commitment of our supporters and local communities. The unwavering support from individual fundraisers, churches, schools, universities and various community members has been critical in the pursuit of our mission. We do not take the sacrificial generosity of our supporters for granted.

We continue to strengthen our existing connections and develop new ones as we focus on sharing the stories of hope and resilience of our young people, whilst standing in solidarity with them in the most challenging moments.

Baca subscribes to the Code of Fundraising Practice in all its fundraising activities. The code is implemented through our human resources and fundraising processes. Every person involved in fundraising for Baca is trained and inducted on the expectations set out in the code of practice.

It is also reflected in our fundraising pack, and we comply with all the GDPR legal requirements regarding donors' or fundraisers' personal data.

No third-party organisations or consultants were used for raising funds for Baca. And there have been no breaches or complaints received with the application of this code and GDPR regulations in the reporting period.



FUNDRAISING AND SUPPORT IN KIND

Thank you to everyone who has campaigned for us, made donations (both financial and in-kind), volunteered their valuable time and skills, and supported us financially.

These donations have enabled us to enable young people to learn, explore and discover new experiences, skills and insights to help them establish life in the UK. We have been able to take young people away on trips to London (visiting London Eye, Big Ben, National Gallery, Westminster Abbey and the Houses of Parliament), Warwick Castle, participate in a football tournament.

Thanks to your generosity we've been able to provide a safe place for child refugees to heal and the freedom to build a better future.

Here are some of the highlights,

- Regular donors have continued to support us with their generosity, giving £7850 through 24-25.
- One of our trustees achieved the incredible feat of running a full 24-hours in 24-hour equinox race, raising £1276.

- An ardent supporter of our work championed Baca and the RNLI, through his 'Wet around the fringes' fundraising walk across Wales, raising £2100 for Art Therapy.
- Other individual supporters ran 10k races and half marathons to raise awareness and £1000 for our work.
- 'Young Support' – a brave and kind daughter of one of the individuals in the Cambridge community, having heard about Baca's young people chose to sell hot chocolate to show her support for our mission. She raised £114.
- Local faith groups like churches continued to support our work through donations of day-to-day essentials and raising £2300 through the year.
- Baca continued to be connected to the local schools and were invited to raise awareness through assemblies and information evenings.

- The Loughborough Students Union Action society and RAG group supported us through volunteering and raising money through their regular fundraising activities.
- Church Pharmacy, Praise Along and Gallaghers insurance all supported our mission this year through both donations of their time and with money.



FINANCIAL MATTERS

THANK YOU TO OUR FUNDERS

Special thanks to our funders:

- Leicestershire County Council
- Rutland County Council
- Cambridgeshire County Council
- Leicester City Council
- Peterborough Council
- The National Lottery Community Fund
- Samworth Foundation
- The Henry Smith Charity
- CHK Foundation
- Paul Hamlyn Foundation
- BBC Children in Need
- Society of the Holy Child Jesus
- Magnify Foundation
- The Simon Gibson Charitable Trust
- The Balcombe Charitable Trust
- The Swire Charitable Trust
- The Cambridge Build Society Community Fund
- Cambridgeshire Community Reach Fund
- The Police and Crime Commissioner for Leicestershire
- Next PLC
- The Evelyn TrustOutlook Fund
- John Lewis Partnership Foundation
- The National Lottery Community Fund (Awards For All)
- The Austin and Hope Pilkington Trust
- Cambridgeshire County Council Cultivate Cambs Grant

Thank you



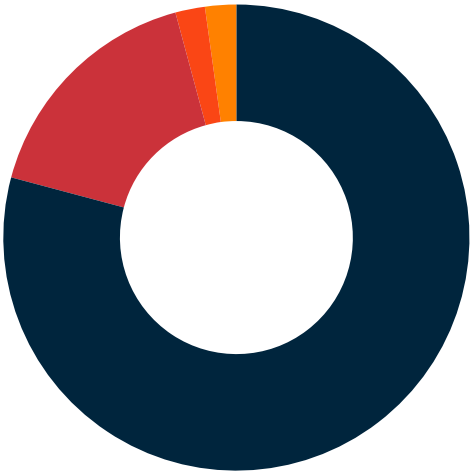
FINANCES AT A GLANCE

INCOME

Accommodation and support	£1,759,426	79.2%
Grants and trusts	£369,620	16.6%
Donations and legacies	£46,029	2.1%
Investments	£47,801	2.1%

Total income £2,222,876

Our total income for the year decreased by £258,395, or 1.18% on the previous year.

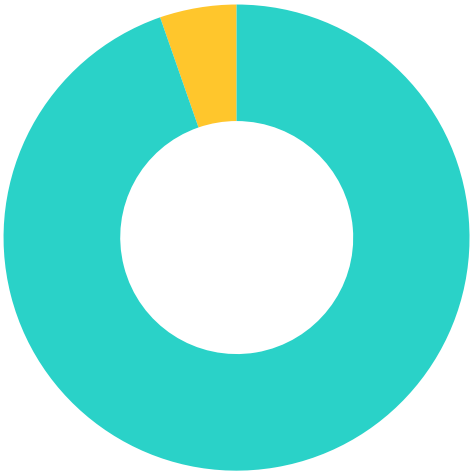


EXPENDITURE

Accommodation and support	£2,108,743	95%
Fundraising	£105,317	5%

Total expenditure £2,214,060

Our total expenditure for the year increased by £411,014, or 22.8% on the previous year. £2,108,743 or 95% of our income was spent on charitable activities.



Future plans

You've read about what we've achieved this year. See overleaf for a summary of our priorities for the year ahead

People who pass through the valley of Baca, dig deep to find a pleasant pool where others find only pain. As they go through it, they grow from strength to strength, and the early rain covers it with blessings.

FUTURE PLANS

Dig deep to go from strength to strength

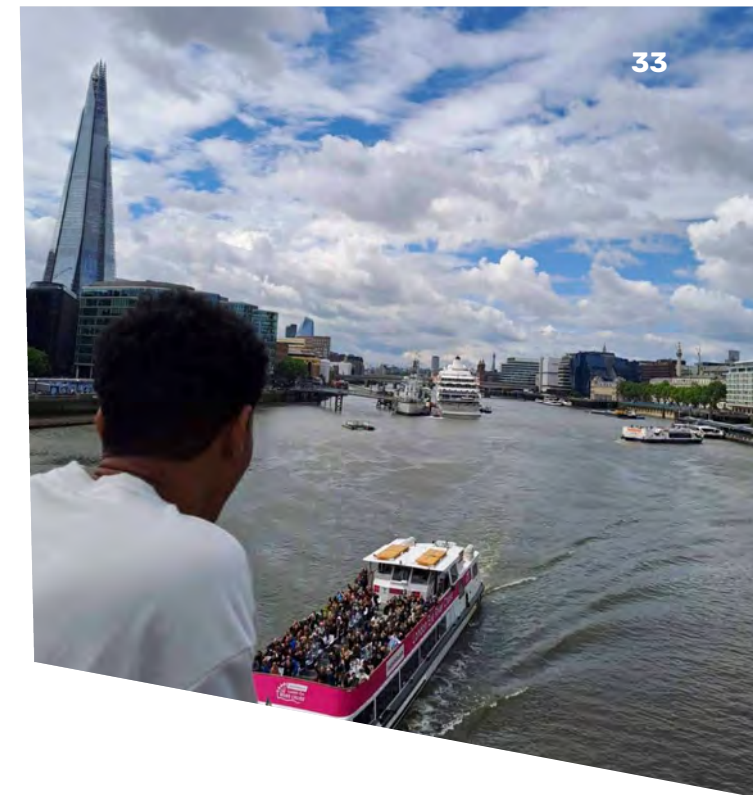
STRATEGIC GOALS

We have come to the end of the previous strategic period. We have conducted a review involving all of team and the young people to learn from the past 5 years. The following conclusions have been reached following our review,

- We are making an impact, but we want to get better for the sake of the young people.
- The difference we make is attracting those around us to help them and to raise the standards. But our response needs to be more effective to create greater influence.
- The external environment (socially, politically, economically and legally) is challenging and is expected to become even more challenging.
- In response we need to double down our single priority – see young people thrive. Furthermore, we need to step up to influence the community and those in authority to create an environment that welcomes child refugees, be safe, heal and inspired with hope to thrive again.

STRENGTHEN OUTCOMES FOR GREATER IMPACT

We have developed a service over 17 years that seeks to understand and respond to the needs of unaccompanied young people seeking refuge in the UK. Our review has shown us that 92% of young people transitioning out of Baca are prepared to live independently. However, our review has also shown us that young people need more support to better manage the challenges of society right now. This also includes their desire to be productive members of the community, ideally working with their skills, gifts and talents in purposeful and sustainable employment. Strengthening our current foundations and building new ones for this end-goal is a priority for us over the next strategic period.



33

SAFE HOMES AND COMMUNITY SPACES

People and places are inter-connected with each other. Safe spaces enable people to come together to heal, rest, recover, learn, dream and discover together. We will be focusing on our homes and spaces we use to deliver our services to be even more safe, culturally representative of the young people we serve, stable for the long-term and sustainable to operate.

FUTURE PLANS

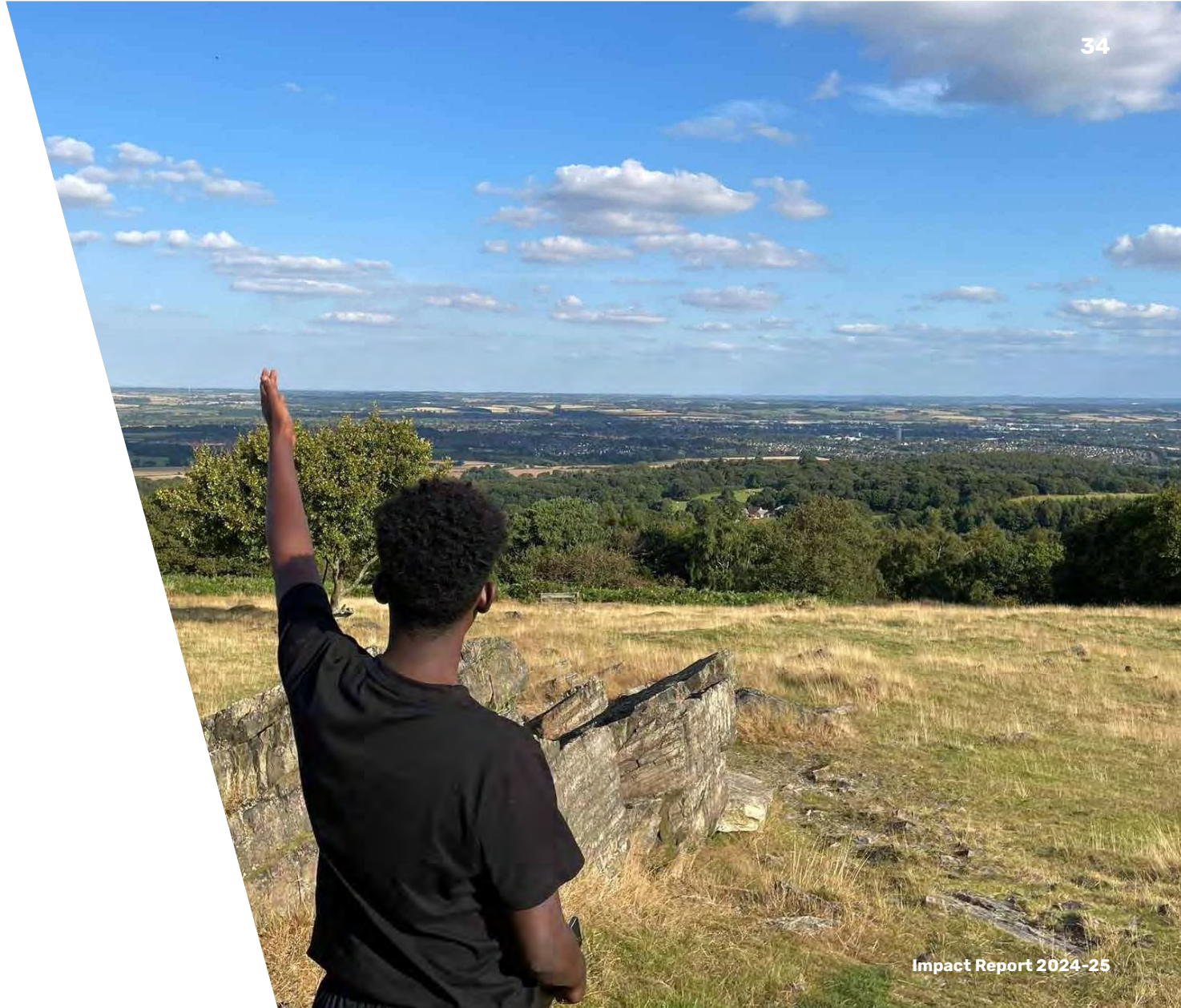
SPREAD THE WORD

“Our lives begin to end the day we become silent about things that matter,” said Martin Luther King Jr. Our young people want the confidence to share their story. It is a key part of them taking ownership of their healing journey and dignity. Through mentoring and advocacy in the wider world, we’ll continue to equip young people to tell their stories and have their voices heard, particularly when it comes to decisions that affect their futures.

AMPLIFY IMPACT

We will be working hard to influence those in authority to raise the standards of welcome, service and outcomes for unaccompanied young people seeking refuge in the UK.

Having increased our capacity to serve more young people in Cambridge, we will be aiming to grow our capacity even further due to large number of young people that do not have a better option and are not being served by us due to our limited spaces.



Trustees' report

The Trustees, who are also the Directors, present their report together with the financial statements for the year ended 31 March 2025

From the Baca Chair

FROM STRENGTH TO STRENGTH

Once more Baca has demonstrated throughout a very challenging year both the highest quality of holistic care and a constant ambition to invest in improving to even better serve the vulnerable young people we work with. In the face of an increasingly noisy and negative public discourse around asylum seekers, deep financial constraints facing councils and ongoing rises in cost-of-living challenges, Baca has remained true to our vision and values and continued to deliver first class care to increasing numbers of young people.

Our supporters, partners, staff and volunteers remain united in a resolve to deliver our mission and rebuild lives. This values-based approach fed into the process for delivering our new 5 year strategy, which recognises the strengths we are building on but identifies where we want to further invest for even greater impact. We build in time for constant learning and reflection as part of this.

This report highlights the specialist nature of our provision. Our houses are not just secure houses – they are safe homes. Our provision goes above and beyond the basics to provision of therapeutic, young people

centred care. We are more than a safety net and we continue to strive to be a launch pad for our young people to rebuild their lives and go from strength to strength when they leave us.

This report also highlights the commitment to enabling young people to share their own stories, views and experiences. In sharing their stories, they have courageously invited us to get to know. As we do, we celebrate their courage, kindness, generosity and determination to rebuild their lives.

Whilst pursuing this excellence, Baca has maintained uncompromising focus on safeguarding. The risks and vulnerabilities facing young people continue to be on the rise. In this past year, the team have navigated some challenging circumstances. Our response has been to continuously learn and adapt our service whilst enabling young people to take positive risks that enable their development and transition to independence. This approach means we are not just protecting from unsafe influences and situations but also equipping young people to stay themselves as they prepare for adulthood.

We could not do all that we do without the incredible efforts of our staff and volunteers. I want to thank each one of them as they continue to sacrificially serve Baca. I also want to thank the local authorities who, despite facing their own challenges, have continued to support us through the ongoing external changes and challenges.

Mark Vyner
Chair of Trustees
Baca



Objectives and activities

VISION

A world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives for a better future.

MISSION

It is our mission to serve young people who have been forced to flee their home country – offering safe homes, education, therapeutic care and support in every area of their lives.

We believe each young person, many of whom are victims of human trafficking, has a dignity worth celebrating, talents worth discovering and a life to live to its fullest potential, no matter their past experiences nor present circumstances.

We are committed to providing an inspiring environment that raises hope and strengthens resilience.

VALUES

Our values underpin all we do and how we behave as an organisation and as individuals. The staff team, volunteer team and the Trustees seek to demonstrate these values and behaviours to those we work with, those we seek to influence, and wider society.



Respect

Treating everyone with dignity in all circumstances.



Integrity

Unexaggerated truth, expressed with humility, purity of motive and sincerity of intention, in both our words and deeds.



Passion

Embracing risk for the sake of the mission, with courage to take bold risks and to innovate despite adversity.



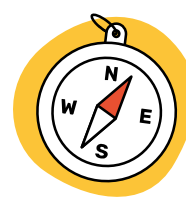
Grace

Costly additional opportunity for everyone, to enable us to be our best by taking responsibility and being perpetual learners.



Compassion

Serving sacrificially, rooted in an unwavering zeal to seek the best for those we serve and not self.



Wisdom

Finding a way through a challenge by listening, learning, perceiving what is at stake, applying insight and considering diverse options.

Leadership, structure and governance

Baca is a company limited by guarantee not having share capital. The governing documents are the Company's Memorandum and Articles of Association. The Company obtained registered charitable status on 18th June 2008.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

- M Vyner
- J Fyleman
- S Short
- L Lloyd-Jarvis
- A Brackett
- P Clark

In addition to the Trustees, the members of the Management Committee (Leadership Team) during the period were:

- J Zachariah
- T Yakub
- M Banister
- I Lowings
- Á Oliver

APPOINTMENT OF TRUSTEES

Trustees are appointed by the Board. The recruitment process is undertaken in line with the charity's policy and procedure. In considering potential Trustees, account is taken of their alignment with the charity's objectives, values and any specific skills or relevant expertise, through a skills audit, with which they will enhance the Board's ability to carry out its responsibilities.

Vacancies are advertised through networks and recruitment sites or through direct contacts by current members of the Board of Trustees. Applicants are shortlisted and invited to an interview with the members of the Staff and Young People Sub-Committee and the CEO. Recommendations are then made to the full Board.

Recommended candidates are invited to a Trustee Board meeting to establish their suitability and to gain a wider understanding of the governance function carried out by the Board. The final decision to appoint lies with the full Board and is made after this meeting. If necessary, a second invitation to observe the Board will be made to the relevant candidate. All Board members must agree. Where an affirmative decision is made, the necessary legal process of appointment is commenced. Trustees are recruited to serve on the Board of Trustees for a five-year period, at the end of which they may be re-elected for a second term.

TRUSTEES' INDUCTION AND TRAINING

New Trustees' induction consists of a briefing of their legal obligations under charity law, the committee and decision-making processes, together with the budgets and recent financial performance of the charity.

During this process they meet key employees and other Trustees. New Trustees are invited to attend a series of short induction sessions to familiarise themselves with the charity and the external context. Trustees are also encouraged to attend appropriate training events where these will facilitate the undertaking of their role. In addition, they complete online training in safeguarding, health and safety, and equality and diversity.

ORGANISATIONAL STRUCTURE

Baca is organised so that Trustee Board meetings are held quarterly. The Board is also divided into two subgroups:

- Finance and Fundraising
- Staff and Young People.

These groups meet quarterly. Between such meetings there are email exchanges as necessary.

The Finance subgroup takes the lead on all aspects of Baca's financial resourcing and report its recommendations to the Board. The Staff and Young People subgroup takes the lead on all aspects of the workforce, safeguarding, and service delivery oversight, and makes recommendations to the full Board. The Memorandum of Articles enforces that there must be a minimum of three Trustees appointed for the Trustees to be able to exercise the powers conferred upon them under company law. There are no restrictions on the Trustees' power in respect of the charity's investments. The Trustees may invest and apply all of the charity's monies in all respects as if they were absolutely and beneficially entitled thereto.

A scheme of delegation is in place, delegating responsibility of running the charity to the Chief Executive along with the Leadership Team. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Leadership Team is responsible for the day-to-day operational management of the charity, ensuring that the team continue to develop their skills and working practices are in line with good practice.

REMUNERATION POLICY

The aim of our remuneration policy, which applies to all employees, is to offer salaries that are fair and appropriate for the roles they perform and the responsibilities they undertake to deliver our charitable aims and meet the cost of living as closely as possible.

In setting remuneration for all staff, including senior staff, a number of criteria are used including consideration of the nature and responsibilities of specific roles, local and national sector averages and other market factors. The Trustees consider the key management personnel of the charity as the members of the Leadership Team, comprising the Chief Executive (CEO), Finance Director, Service Director, Operations Director, and Head of Fundraising and Communications.

The remuneration of the Leadership Team is determined by the Trustees upon recommendations made by the Staff and Young People subgroup. In agreeing the remuneration, the subgroup considers indicators in the wider economy and the stewardship of resources for the long term.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

In order to best serve child refugees, the charity is committed to working in partnership with a range of organisations from the public, private and charity sectors.

The charity works in formal partnership with local authorities to deliver services. We also work with a range of charities who are specialists in working with vulnerable young people in areas including mental health, trafficking and child sexual exploitation. This can include referrals and sharing best practice. None of the Trustees received remuneration or other benefit during the reporting year.

VOLUNTEERS

Baca's work relies on the support of volunteers from the local community; without them we wouldn't be able to deliver a holistic service. These volunteers provide a range of activities including one-to-one reading lessons, help with writing CVs and mentoring sessions.

Volunteers also work one-to-one with the young people so they can practise hobbies such as cooking or sewing or develop new interests. This enables them to build positive relationships with volunteers and creates an informal setting to practise their English.

We also have residential volunteers who stay overnight to cover for our Support Team.

In the past year, there have been 35 of these regular volunteers.

Baca also provides one-off events for companies to come and volunteer. This has included activities such as painting and gardening.

A big thank you to all our volunteers for their support.

SAFEGUARDING

Baca continuously strives to prioritise the safeguarding of the young people placed with us. The Leadership Team continues to provide direct oversight of our safeguarding structure, with a member of the Leadership Team being our Designated Safeguarding Officer (DSO).

The Leadership Team consistently ensures that safeguarding practices and behaviours are embedded in the culture of the organisation. The DSO works closely with the service delivery teams, conducting weekly safeguarding reviews. They ensure the robust escalation system, as described in our safeguarding policy, is followed, which is reviewed annually.

We follow safe recruitment practices which involves all recruits going through an enhanced DBS check and two references. Serious incidents of safeguarding concerns are reported initially to the Trustees. These are also reviewed in detail by the Staff and Young People subgroup which includes the designated lead Trustee on safeguarding. Monthly reports to the Trustees include safeguarding as a standing item.

Baca works very closely with the local authority social work teams to ensure we are complying with government guidance. Baca continues to strengthen the processes across the organisation to ensure safeguarding considerations are a core part of all decision making. Risks to young people are reviewed in weekly team meetings. All staff and volunteers have clear information on how to report any concerns within the charity. This information is reviewed and refreshed annually through training and induction.

By the very nature of the vulnerabilities faced by the young people supported by Baca, safeguarding is an area of consistent change and challenge. There are ongoing low-level instances of safety concerns which are regularly monitored and resolved.

In the past year, we have had two young people were involved in separate safeguarding incidents that posed safety risks to two individuals in the community. Baca followed procedures as per policy alongside following advice and guidance from the Local Authority Designated Officer and took necessary action. Timely reports were produced and sent to all relevant authorities.

We also worked very closely with all other statutory and front-line services including the police where necessary.

A full review was conducted to establish learning. It was concluded that personal choices from the young people involved were the primary reasons led to these incidents. This was despite every effort being made to ensure these young people were trained to understand and practice personal safety. The review also established the importance of team being able to be firm in boundaries with the young people. This led to further training and development activities to contextualise safeguarding and in developing confidence in boundary setting.

PUBLIC BENEFIT

Baca's objects, as set out in its Articles of Association, are the advancement of education and the relief of poverty among forced migrants in the United Kingdom and abroad, and the promotion of racial harmony and mutual respect and diversity.

Each year, the Trustees review the charity's objectives and activities to ensure they continue to reflect Baca's aims. In carrying out this review, the Trustees have complied with their duty in section 17 of the Charities Act 2011, to have paid due regard to the Charity Commission's guidance on public benefit in deciding which activities the charity should undertake.

The Trustees consider that Baca's activities provide benefit both to the child refugees who use the charity's services, and to the wider community.

RISK MANAGEMENT

The Trustees have reviewed the major risks to which the charity is exposed, and systems have been established to mitigate those risks. A full risk assessment is carried out as part of the strategy and business planning process.

Risks are presented at each quarterly Trustees meeting. In these meetings, significant external risks to income and reserves are reviewed to ensure that sufficient funds are in place. Internal risks are reviewed and minimised by the Trustees and Leadership Team by the implementation of appropriate procedures. The core risks to the charity are as follows (see next page):

RISK SUMMARY	MITIGATIONS	
<p>Safeguarding young people</p> <p>Baca works with highly vulnerable young people, some of who have been victims of exploitation and trafficking. The risks to safety are also intensified due to the challenges posed by poor emotional wellbeing, lack of trust, limited knowledge of English and unknown immigration status. In addition, the young people are facing increased vulnerability due to the impact of the Safety of Rwanda Act, and the Illegal Migration Act. The uncertainty these Acts cause can increase the young people's vulnerability to exploitation by organised criminal groups.</p>	<ul style="list-style-type: none"> • Weekly review of risks to personal safety across the organisation. • Holistic support service, providing a detailed picture of the vulnerabilities, needs and positive progress made by the young people. • Risks highlighted in monthly Trustee reports. Critical incidents discussed at quarterly Trustee meetings with clear action plans agreed. 	<ul style="list-style-type: none"> • The therapy project has been supported by a placement student who was studying for an MA in Drama Therapy. Following the success of this approach, in December we recruited a new placement student. She has settled in well and is making a positive impact. • This year, we have been implementing the Trauma Recovery Model into our work. The model is a road map to help professionals care for and guide troubled people towards recovery. • To further support the wellbeing of our young people, all our frontline staff are now accredited mental health first aiders.
<p>Occupancy levels</p> <p>Uncertainty over our occupancy levels continues to be the key challenge we face as a charity. Unfortunately, it is not possible to plan when young people might arrive (driven by several external factors outside of our control). This makes it difficult to budget and plan for any significant period. Pressure on local authority finances is also starting to reduce the average time a young person is placed with Baca. On a wider level, the Illegal Migration Act and the Safety of Rwanda Act could affect the numbers of young people that are placed with us.</p>	<ul style="list-style-type: none"> • Baca has contracts with multiple local authorities thereby reducing reliance on any single authority/contract. • In Cambridge, we can accommodate up to eight young people at any one time. A third house has recently been purchased. Once it is ready to take on referrals, our capacity will increase to 12 young people. • While we have purchased additional housing in Loughborough, we have retained some rented property. This creates the option of reducing space if required. 	<ul style="list-style-type: none"> • We are seeking to build partnerships with more local authorities who have a need for safely supporting child refugees. • We are focused on ensuring our service delivery is of the highest quality while maintaining excellent cost effectiveness. • Baca continues to work closely with various advocacy groups to positively influence the government's proposals.

RISK SUMMARY	MITIGATIONS	
<p>Volatility of income and rising costs</p> <p>Baca's income is primarily from contracts with local authorities, most of whom are now under increased pressure to reduce their expenditure. Within each contract, income is only guaranteed at the point of placement of a young person with Baca. Budgeting for variable income remains a challenge, as we cannot predict how many young asylum seekers will be placed with us, and the level of funding we will receive per placement. While we have started to develop our donor support and good progress has been made, it will take time to grow this income source.</p>	<ul style="list-style-type: none"> • We are working to limit the impact of fluctuations in the numbers of young people and the level of income we receive by increasing the proportion of income we generate from alternative sources, such as donors and corporates. • Baca is also engaging with local authorities to understand their needs and provide realistic solutions for delivering a service that is high quality, affordable and sustainable. 	<ul style="list-style-type: none"> • Baca has rigorous processes for budgeting, management reporting and monitoring of financial performance through the Trustees and the Leadership Team. This has meant that we have been able to build up the six months' liquid reserves needed to meet operational expenditure in line with our loan covenant with Social and Sustainable Capital (SASC). In addition to this, we are currently building funds to repay the loan in six years (2030).
<p>External environment</p> <p>The past year has seen extremes of opinion and behaviours towards individuals seeking refuge in the UK. The 'stop the boats' messaging and use of unsuitable accommodation such as hotels, has only compounded this issue. This poses a risk to the young people in Baca's care and the overall support received by the charity from the local community.</p>	<ul style="list-style-type: none"> • Baca's vision encourages us to seek positive solutions to this challenging situation. Baca works with young people to ensure they know their rights, responsibilities and how they can seek help in an unfriendly situation. • Baca has launched a new logo and website. This improves our ability to engage externally. We have also engaged with academics and researchers to change the narrative and evidence the impact of our service. 	<ul style="list-style-type: none"> • We are also committed to sharing stories of hope, highlighting the positives of everyone's life and how that contributes to the wider community to ensure barriers and myths are broken down. To help achieve this aim, Baca has increased our community engagement this year. We have also completed our brand book; this document frames all our communication.

ACHIEVEMENTS AND PERFORMANCE

It has been another year of growth at Baca, and we have been able to increase the number of young people in our care. We aim to improve the lives of the young people we work with by supporting their:

- Basic needs, such as providing a safe home
- Education and life skills
- Emotional and physical needs
- Social and community engagement.

Our objective is that is that the boys and girls in our care feel positive and empowered, and able to live independently as contributors to society.

Basic needs

This year Baca provided supported accommodation for 51 boys and girls in Loughborough and Cambridge.

Education and life skills

We ensure all our young people have access to education, either in-house with Baca's own teachers, or at a local college. We provide one-to-one mentoring, too.

We also recognise that the traditional route through education is not necessarily the best for some people, so are developing more non-mainstream training options and support for our young people that need it.

In 2024, 51 young people were in education, and 85% of our young people engaged in education, training or employment.

Emotional and physical needs

Providing in-house therapeutic support is key for our young people's emotional wellbeing. Exercise and sport are not only good for the body, but the mind as well. This year, 45 people have attended at least one therapy group or one-to-one session, which includes drama, art and dance. Thirty-five young people joined in at least one sports session and 91% of the young people we work with report an improvement in their wellbeing each year.

Social and community engagement

We encourage connections between our young people, the staff and the wider community. We do this through such things as organising social occasions and trips, encouraging communal activities such as cooking together, supporting volunteers to work with our young

people, and enabling Baca's boys and girls to volunteer and play sport in the community.

This year's highlights include a residential trip to the Peak District, presentations to MPs and schools about the asylum system, and some of our young people taking part in high-profile art exhibitions. Thirty regular volunteers supported our young people with such things as careers advice and teaching, while 35 community members took part in volunteering at Baca in 2023.

For more on Baca's impact this year, see pages 6 to 34.

FINANCIAL REVIEW

The following narrative provides a review of income and expenditure for the year ended 31 March 2025.

Income

Total income for the year amounted to £2,223k (£2,249k in 2024) of which £2,177k (£2,211k in 2024) was generated from charitable activities and £46k (£38k in 2024) was from donations and gifts.

Income from direct delivery of service was £1,759k (£1,750k in 2024) which was £9k higher than 2024, despite Baca having been unable to secure the expected price increases.

Income from non-contract income further decreased during the year to £370k (£425k in 2024). This decrease reflects the increasing challenges faced raising grant income. The competition for funding remains high throughout the sector. Income from gifts from individuals and corporates continues to be a small but growing proportion of the total income, £46k (£37k in 2024). We are very grateful for the incredible generosity of Baca's many supporters.

Expenditure

Total expenditure for the year 2025 was £2,214k (£1,803k in 2024) including a £78k depreciation charge (£59k in 2024). The main reason for the increase in costs was due to an increase in staff costs which were £1,118k during the year (£909k in 2024). This was driven by pay rises in line with cost-of-living increases.

Net assets and mission related investment

The Charity's consolidated net assets on 31 March 2025 were £2,413k (2024: £2,404k). The net assets comprise fixed assets of £3,620k (2024: £3,640k), net current assets of £1,152k (2024: £1,163k) and long-term liabilities of £2,360k (mortgage and SASC housing loan) (2024: £2,399k). All debtors are deemed recoverable and there are no material amounts that needs to be written off.

Access to housing options in Loughborough is extremely competitive both in choice of houses and in their affordability. To minimise the annual disruption caused by one-year rental contracts and to afford better quality housing in the long term, in 2019 the Charity decided to move towards a model of owning properties. This was deemed necessary to secure the best possible accommodation provision for our young people.

Raising capital for deposits repeatedly prior to securing mortgages is a significant challenge for small charities. Therefore, we have utilised the social investment loan for a maximum amount of £1.71 million for a period of 10 years, from Social and Sustainable Capital (SASC). The loan has facilitated the purchase of a total of 6 properties to provide high quality supported accommodation, with 4 of the 6 properties replacing rented houses. The properties will be maintained at good standard, in accordance with the charitable objectives of the Charity.

Regular financial reports, including a quarterly reserves assessment and a designated cash reserves statement, are produced for the Trustees, giving the Board clear and regular oversight of the loan repayment strategy. This is part of the long-term strategy to ensure that Baca can pay back the loan from SASC in 2030. There are future plans to further invest our cash reserves in properties in areas of need.

Reserves Review

The Trustees have examined the requirement for reserves, to ensure that the Charity can meet all its obligations. The business plan is regularly reviewed to ensure the Charity's funds are not in deficit. As part of the social investment loan from SASC, a covenant is in place that Baca need to have more than 5 months operating costs in unrestricted

assets. In light of this covenant and other considerations, the Trustees have decided that the Charity must have or be working towards at least 5-months of operational costs as reserves this includes cash and other unrestricted reserves. This amounts to £1m at end of March 2025.

The purpose of such reserves in common with best practice for charities is:

- To ensure Baca can continue to meet its obligations to our young people, staff, funders and creditors and to ensure that Baca has sufficient funds to meet all of its outstanding commitments in the unlikely event the charity is forced to close.
- To enable Baca to explore alternative options to ensure that service delivery can continue, should the Charity face sudden unforeseen challenges to its future viability
- To cover periods of low occupancy driven by complex factors such as unknown impact of immigration controls, new immigration policy and Brexit, on spontaneous arrivals of young people.
- To cover risks associated with financial constraints faced by local authorities translating into lower amounts paid for placements.
- Finally, to cover risks associated with the unpredictability of raising income through donations and gifts.

The current level of total reserves for Baca, including both cash reserves and fixed assets (including properties used for service delivery), is £2,413k.

Furthermore, the Trustees have also designated £700k of unrestricted reserves to the “Baca Property Fund”. These are designated for future spends on property including a £50k maintenance fund for out of budget major spends on properties. The terms of the SASC loan require repayment at the end of the 10-year term based on market value at the date of repayment of the properties acquired using the loan. We currently have two mortgages for houses in Cambridge and no mortgaged properties in Loughborough. This designated reserve, along with houses owned by the Charity, is designed to ensure sufficient funds are held to secure mortgages on all properties bought through the loan as it is anticipated mortgages will be required to be secured against the properties to repay the loan.

The Trustees have decided to consolidate funds of at least £800k in the Property Fund over the 10-year period, to enable Baca to raise mortgages and repay the SASC loan. The designated fund will be reviewed each year by the Trustees with a view to maximising the amount in it and minimising mortgages required to be raised.

Following this review, the Trustees are satisfied that the current reserves give the assurance that Baca can meet all its obligations and commitments for the reserves period.

Reference and Administrative Information

Charity number	1124569
Company number	06510559
Principal address and registered office	Hawsons Jubilee House, 32 Duncan Close Moulton Park Northampton NN3 6WL
Independent auditors	Hawsons Jubilee House 32 Duncan Close Moulton Park Northampton NN3 6WL
Banker	The Co-Operative Bank PO Box 250 Delf House Southway Skelmersdale WN8 6WT

Financial statements

Here is our financial position in 2024-25, including income, expenditure, reserves and our auditor's report

Statement of Trustees' responsibilities

The Trustees (who are also directors of The Baca Charity for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the Trustees must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable

and prudent.

- State whether applicable accounting standards have been followed.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

Insofar as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.
- The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.
- Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Baca Trustees

Mark Vyner

Mark Vyner

Chair

Baca

26 September 2025

Independent auditor's report to the members of the Baca charity

Opinion

We have audited the financial statements of The Baca Charity for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, The Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard 102 (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 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 our 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 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 48, 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:

The charity is subject to laws and regulations that directly and indirectly affect the financial statements. Based on our understanding of the charity and the environment it operates within, we determined that the laws and regulations that were most significant included FRS 102, Charities Act 2011, Children's Act 1989, Modern Slavery Act 2015, Immigration Act 2016, Nationality and Borders Act 2022, Illegal Migration Bill, ISA 9001:025 and Health and Safety regulations. We considered the extent to which non-compliance with these laws and regulations might have a material effect on the financial statements, including how fraud might occur. We evaluated management's incentives and opportunities

for fraudulent manipulation of the financial statements (including the risk of override on controls), and determined that the principal risks were related to the posting of inappropriate accounting entries to improve the charity's results for the period, and management bias in key accounting estimates. In addition to this, we have also identified the following principal risk areas:

- Income recognition – there are two components to this risk, being income completeness and income cut-off;
- Allocation of funds – there is a risk that income and expenditure has not been used for its designated purpose;
- SASC funding valuation – there is a risk of the valuation of the funding liability being misstated as amounts disclosed are based on management's estimate;
- Breach of laws and regulations – noted as a specific risk as the charity is subject to a number of laws and regulations where a breach could have a material impact on the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and those responsible for legal compliance procedures within the charity to

obtain an understanding of the legal and regulatory framework applicable to the charity and how the charity complies with that framework, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;

- Reviewing minutes of Trustees' meetings;
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud and non-compliance with laws and regulations;
- Reviewing a sample of income received close to the period-end to gain assurance that income is included in the period to which it relates;
- Reviewing management's assessment of the SASC liability and assessing it for reasonableness.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves

intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Hawsons

Will Amos **Senior Statutory Auditor**

for and on behalf of:

Hawsons Chartered Accountants, Statutory Auditor
Jubilee House
32 Duncan Close
Moulton Park
Northampton
NN3 6WL

29/09/2025

The Baca Charity statement of financial activities

FOR THE YEAR ENDED 31 MARCH
2025

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Incoming resources						
Donations and legacies	2	46,029	-	-	46,029	36,674
Charitable activities						
Grants and trusts income	5	145,000	-	224,620	369,620	424,799
Accommodation and support income	3	1,749,635	-	9,791	1,759,426	1,750,315
Investment income	4	47,801	-	-	47,801	37,630
TOTAL INCOME		1,988,465	-	234,411	2,222,876	2,249,418
Expenditure						
Expenditure on raising funds	6	50,844	-	54,473	105,317	95,994
Expenditure on charitable activities						
Accommodation and support work	7	1,914,892		193,851	2,108,743	1,707,052
Other		-	-	-	-	-
TOTAL EXPENDITURE		1,965,736	-	248,324	2,214,060	1,803,046
Net income/(expenditure)		22,729	-	(13,913)	8,816	446,372
Transfer between funds		(150,000)	150,000	-	-	-
Net movement in funds		(127,271)	150,000	(13,913)	8,816	446,372
Reconciliation of funds						
Total funds brought forward		1,808,320	550,000	45,938	2,404,258	1,957,886
TOTAL FUNDS CARRIED FORWARD		1,681,049	700,000	32,025	2,413,074	2,404,258

The Baca Charity statement of financial position AS AT 31 MARCH 2025

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

The financial statements were approved by the Board of Trustees and authorised for issue. They were signed on the Board's behalf by:

Mark Vyner

V M Vyner - Trustee

26/09/2025



	Note	Unrestricted funds £	Designated funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS						
Intangible assets	15	5,661	-	-	5,661	9,124
Tangible assets	16	3,614,562	-	-	3,614,562	3,631,198
Total fixed assets		3,620,223	-	-	3,620,223	3,640,322
CURRENT ASSETS						
Debtors	17	312,619	-	-	312,619	273,807
Cash at bank	18	417,468	700,000	130,358	1,247,826	1,191,254
Total current assets		730,087	700,000	130,358	1,560,445	1,465,061
CURRENT LIABILITIES						
Amounts falling due within one year	19	(309,648)	-	(98,333)	(407,981)	(302,032)
NET CURRENT ASSETS		420,439	700,000	32,025	1,152,464	1,163,029
TOTAL ASSETS LESS CURRENT LIABILITIES		4,040,662	700,000	32,025	4,772,687	4,803,351
NON CURRENT LIABILITIES						
Amounts falling due after one year	20	(2,359,613)	-	-	(2,359,613)	(2,399,093)
NET ASSETS		1,681,049	700,000	32,025	2,413,074	2,404,258
FUNDS						
Unrestricted funds	25	-	-	-	1,681,049	1,808,320
Designated funds	25	-	-	-	700,000	550,000
Restricted funds	25	-	-	-	32,025	45,938
TOTAL FUNDS CARRIED FORWARD					2,413,074	2,404,258

The Baca Charity statement of cash flows

FOR THE YEAR ENDED 31 MARCH
2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	27	161,263	477,065
Net cash provided by operating activities		161,263	477,065
Cash flows from investing activities			
Purchase of intangible fixed assets	15	(4,200)	(8,591)
Purchase of tangible fixed assets	16	(61,154)	(507,642)
Interest received	4	25,241	20,292
Net cash used in investing activities		(40,113)	(495,941)
Cash flows from financing activities			
Interest paid	13	(54,693)	(36,461)
New loans issued in the year	21	-	329,000
Loan repayments in the year	21	(9,885)	(218,486)
Net cash provided by/(used in) financing activities		(64,578)	74,053
Change in cash and cash equivalents in the year		56,572	55,177
Cash and cash equivalents at the beginning of the year	18	1,191,254	1,136,077
Cash and cash equivalents at the end of the year	18	1,247,826	1,191,254

The Baca Charity notes to the financial statements for the year ended 31 March 2025

1. ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material to the charitable company's affairs.

Statutory information

The Baca Charity is a Private Charitable Company Limited by Guarantee, registered in England and Wales. The charity's registered number is 1124569 and the Company registration number is 06510559. The address of its registered office is: Hawsons Chartered Accountants, Jubilee House 32 Duncan Close, Moulton Park Industrial Estate, Northampton, England, NN3 6WL.

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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

Basis of preparation

The Baca Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern nor any significant areas of

uncertainty that affect the carrying value of assets held by the charitable company.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The charity receives grants in respect of the charitable activities it carries out as detailed in the trustees' report. Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

For donations to be recognised the charity will have been notified of the amounts and settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met, or the fulfilment of those

conditions is wholly within the control of the charitable company and it is probable that these conditions will be fulfilled in the reporting period.

Income from trading activities includes income earned from the provision of accommodation and support work and the provision of education as detailed in the trustees’ report. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs of raising funds are those costs incurred in attracting voluntary income.

Charitable activities include expenditure directly associated with individual projects and support costs relating to those activities.

Support costs are those incurred in connection with the management of the Charity and its assets, organisation, administration and compliance with constitutional and statutory requirements.

Support costs include central function and have been allocated to activity cost categories on a basis consistent with their use of resource.

Rentals paid under operating leases are charged against income and on a straight line basis over the term of the lease.

Intangible assets

Intangible assets are stated initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and accumulated impairment losses.

The bespoke computer software is being amortised evenly over its estimated useful life of three years.

Tangible assets

Tangible fixed assets are stated at cost less accumulated depreciation and impairment. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33.33% straight line
Fixtures, fittings and equipment	25% straight line
Freehold property	100 year straight line
Long leasehold property	Depreciated on a straight line basis over the remaining life of the lease.
Leasehold improvements	33.33% straight line

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

Taxation

The charitable company is exempt from corporation tax on its charitable activities.

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted income funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are set up at the discretion of the Trustees.

Pensions and other post-retirement obligations

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Loans and borrowings

Bank loans and borrowings are initially recognised at the transaction price included transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

The SASC funding agreement is treated as described in Note 20 of the accounts.

Value added tax

The charitable company is not required to register for VAT. All income and expenses included VAT where applicable.

Trade receivables and payables

Trade receivables and payables 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.

Significant accounting judgements and estimation uncertainty

Drawing up the financial statements in accordance with FRS102 required management to make necessary estimates and assessments. Estimates are based on past experience and other reasonable assessment criteria. The estimates are reviewed on an ongoing basis. Revisions to the accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that and the prior periods, or in the period of the revision and future period if the revision affects both current and future periods.

Given the judgemental nature of such estimates, actual results could be different from the assumptions used. The critical accounting judgements and estimates are set out below:

- Valuation of SASC funding liability (see Note 21);
- Impairment of freehold property (see Note 16).

2. DONATIONS AND LEGACIES

	2025 £	2024 £
Donations	42,505	34,548
Gift aid	3,524	2,126
	46,029	36,674

3. ACCOMMODATION AND SUPPORT WORK

	2025 £	2024 £
Accommodation and support work	1,747,022	1,728,285
ESOL teaching	12,404	22,030
	1,759,426	1,750,315

4. INVESTMENT INCOME

	2025 £	2024 £
Rents received	22,560	17,338
Deposit account interest	25,241	20,292
	47,801	37,630

5. INCOME FROM CHARITABLE ACTIVITIES

	2025 £	2024 £
Grants and trusts income	369,620	424,799
	369,620	424,799

Included within grants above are the following amounts, which are government grants as defined by the SORP:

- Big Lottery – Core £58,899 (2024: £69,080)
- Commissioners Safety Fund £8,334 (2024: £1,666)
- BBC Children In Need £24,578 (2024: £32,522)
- Community Reach Fund – Cambridge Sports £272 (2024: £672)
- Community Reach Fund – Cambridge Cookery £Nil (2024: £462)
- Awards for All £1,838 (2024: £5,514)
- Cambridgeshire County Council Cultivate Cambs Grant £Nil (2024: £14,567)
- Lottery 25 Core £12,398 (2025: £Nil)

6. RAISING FUNDS, RAISING DONATIONS AND LEGACIES

	2025 £	2024 £
Staff costs	99,377	88,314
Administration costs	5,940	7,680
	105,317	95,994

7. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Support costs (see note 8) £	2025 Totals £	2024 Totals £
Accommodation and support work	1,937,109	171,634	2,108,743	1,707,052

8. SUPPORT COSTS

	Other £	Governance costs £	2025 Totals £	2024 Totals £
Accommodation and support work	154,308	17,326	171,634	129,618

6. RAISING FUNDS, RAISING DONATIONS AND LEGACIES

Support costs included in the above are as follows:

Other	2025 £	2024 £
Trustee's expenses	613	397
Wages	-	-
Social security	-	-
Pensions	-	-
Finance charges	4,183	4,335
Legal and professional fees	-	6,465
Support costs – office	-	-
Depreciation	85,454	66,990
Consultancy	12,459	4,317
HR consultancy	6,411	4,252
DBS checks	1,910	1,279
Recruitment	25,244	10,720
Insurance	18,034	9,863
	154,308	108,618

9. NET INCOME/(EXPENDITURE)

	2025 £	2024 £
Depreciation – owned assets	77,790	59,060
Computer software amortisation	7,663	7,930
Auditors' remuneration	17,326	21,000
Operating lease rentals	108,081	109,479

10. AUDITOR'S REMUNERATION

	2025 £	2024 £
Audit of the financial statements	17,326	21,000

The auditor's remuneration of £17,326 (2024: £21,000) which is included within governance costs includes costs for the preparation of the accounts and other advice and assistance provided throughout the year.

11. TRUSTEES' REMUNERATION AND BENEFITS

	2025 £	2024 £
Trustees' expenses		
Travel and Subsistence	613	397

12. STAFF COSTS

	2025 £	2024 £
Wages and salaries	991,070	815,038
Social security costs	79,655	56,106
Other pension costs	47,752	37,832
	1,118,477	908,976

The total employment benefits of the key management personnel of the charity were £218,407 (2024: £157,893).

The average monthly number of employees during the year was as follows:

	2025	2024
Management and admin	5	9
Charitable activities	32	30
Directors	6	7
	43	46

No employees received emoluments in excess of £60,000 in the current or prior year.

13. BANK INTEREST PAYABLE AND SIMILAR EXPENSES

	2025 £	2024 £
Bank interest payable	54,693	36,461

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	2024 Total funds £
Incoming resources				
Donations and legacies	34,109	-	2,565	36,674
Charitable activities				
Grants and trusts income	122,000	-	302,799	424,799
Accommodation and support income	1,740,452	-	9,863	1,750,315
Investment income	37,630	-	-	37,630
TOTAL INCOME	1,934,191	-	315,227	2,249,418
Expenditure				
Expenditure on raising funds	73,446	-	22,548	95,994
Expenditure on charitable activities				
Accommodation and support work	1,410,808	-	296,244	1,707,052
Other	-	-	-	-
TOTAL EXPENDITURE	1,484,254	-	318,792	1,803,046
Net income/(expenditure)	449,937	-	(3,565)	446,372
Transfer between funds	(304,000)	304,000	-	-
Net movement in funds	145,937	304,000	(3,565)	446,372
Reconciliation of funds				
Total funds brought forward	1,662,383	246,000	49,503	1,957,886
TOTAL FUNDS CARRIED FORWARD	1,808,320	550,000	45,938	2,404,258

15. INTANGIBLE FIXED ASSETS

	Computer software £
Cost	
At 1 April 2024	57,890
Additions	4,200
Disposals	-
At 31 March 2025	62,090
Amortisation	
At 1 April 2024	48,766
Charge for the year	7,663
Disposals	-
At 31 March 2025	56,429
Net book value	
At 31 March 2025	5,661
At 31 March 2024	9,124

16. TANGIBLE FIXED ASSETS

	Freehold property £	Long leasehold £	Leasehold Improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 April 2024	3,555,362	92,254	35,562	124,960	6,521	3,814,659
Additions	-	-	-	57,844	3,310	61,154
Disposals	-	-	-	-	-	-
At 31 March 2025	3,555,362	92,254	35,562	182,804	9,831	3,875,813
Depreciation						
At 1 April 2024	67,087	2,193	20,684	87,743	5,754	183,461
Charge for the year	26,665	1,025	14,878	33,351	1,871	77,790
Disposals	-	-	-	-	-	-
At 31 March 2025	93,752	3,218	35,562	121,094	7,625	261,251
Net book value						
At 31 March 2025	3,461,610	89,036	-	61,710	2,206	3,614,562
At 31 March 2024	3,488,275	90,061	14,878	37,217	767	3,631,198

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	253,944	231,446
Other debtors	27,535	1,799
Prepayments and accrued income	31,140	40,562
	312,619	273,807

18. CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash at bank and in hand	1,247,826	1,191,254

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Bank loans and overdrafts (see note 21)	66,224	36,629
Trade creditors	27,108	31,172
Social security and other taxes	21,696	13,575
Other creditors	10,182	7,025
Accruals and deferred income	282,771	213,631
	407,981	302,032

Deferred income	2025 £	2024 £
Deferred income is included within:		
Creditors due within one year	191,068	139,485
Movement in the year was as follows:		
Grants received:		
Total deferred income at 1 April 2024	139,485	157,937
Amounts received in the year	421,203	406,343
Amounts credited to the Statement of Financial Activities	(369,620)	(424,795)
Grants – deferred income at 31 March 2025	191,068	139,485

FINANCIAL STATEMENTS

65

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR (CONTINUED)

Deferred income	2025 £	2024 £
Rent for use of the community hub:		
Total deferred income at 1 April 2024	500	905
Amounts received in the year	22,310	16,933
Amounts credited to the Statement of Financial Activities	(22,560)	(17,338)
Rent – deferred income at 31 March 2025	250	500

Income has been deferred in relation to grant income when performance conditions have not been met.

20. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £	2024 £
Other loans (see note 21)	1,711,069	1,711,069
Bank loans and overdrafts (see note 21)	648,544	688,024
	2,359,613	2,399,093

21. LOANS

An analysis of the maturity of loans is given below:

	2025 £	2024 £
Amounts falling due within one year:		
Bank loans	66,224	36,629
	2025 £	2024 £
Amounts falling due between two and five years:		
Bank loans	438,385	329,072
	2025 £	2024 £
Amounts falling due in more than five years:		
Bank loans	210,159	358,952
Other loans	1,711,069	1,711,069

In March 2020 The Baca Charity entered into an agreement with Social and Sustainable Capital LLP (SASC).

21. LOANS (CONTINUED)

This is a secured loan facility, secured over the assets of the charity whereby SASC has set aside up to £1.75m for The Baca Charity to purchase eligible properties which they can use to further their charitable objectives.

The Baca Charity will pay back the equivalent of 85% of the market value of all properties purchased via this facility on 20th June 2030. The Trustees have designated the Baca Housing Fund and intend to set aside excess reserves over the next 10 years into this fund in order to repay this.

At the balance sheet date, a total of £1,711,069 had been drawn down on this agreement. Please see note 31 for further detail.

The amounts drawn down on the SASC agreement are secured with fixed charges over the properties purchased using these monies and there is a floating charge in place over the balance of the SASC bank account.

22. SECURED DEBTS

	2025 £	2024 £
Bank loans	714,768	724,653
Other loans	1,711,069	1,711,069

The bank loans are secured with fixed charges over the properties they were used to purchase.

The other loan is the SASC funding agreement as described in Note 21 of the accounts.



23. OTHER FINANCIAL COMMITMENTS

The charitable company has commitments due as follows:

	2025 £	2024 £
Due in one year	116,887	108,081
Due in two–five years	30,599	71,484
	147,486	179,565

The amount of non-cancellable operating lease payments recognised as an expense during the year was £108,081 (2024: £109,479).

24. OTHER FINANCIAL INSTRUMENTS – SASC FUNDING

The carrying amount of the charity’s financial instruments are as follows:

	2025 £	2024 £
Amounts falling due in more than five years:	1,711,069	1,711,069

There were no net gains or losses or changes in fair value through the Statement of Financial Activities.

25. MOVEMENT IN FUNDS

	At 01.04.24 £	Net movement in funds £	Transfer between funds £	At 31.03.25 £
Unrestricted funds				
General fund	1,808,320	22,729	(150,000)	1,681,049
Designated funds				
Baca Housing Fund	550,000	-	100,000	650,000
Baca Emergency Maintenance Fund	-	-	50,000	50,000
	2,358,320	22,729	-	2,381,049
Restricted funds				
BBC Children in Need	1,809	(1,000)	-	809
Big Lottery - Core	(1,726)	2,498	-	772
CAF Main Grant	5,593	(2,500)	-	3,093
CHK Foundation Grant	12,704	(5,000)	-	7,704
CHK Leaving Care	158	(155)	-	3
Cultivate Cambridge	1,393	(1,150)	-	243
The Henry Smith Charity	14,117	-	-	14,117
Leslie Aldridge House Fund Setup	-	(5,222)	-	(5,222)
Lottery 25 - Core	-	(597)	-	(597)
Other Restricted Funds	11,890	9,146	-	21,036
Paul Hamlyn	-	-	-	-
Paul Hamlyn 2024	-	(9,933)	-	(9,933)
SHCJ 2024	-	-	-	-
The Swire Charitable Trust	-	-	-	-
	45,938	(13,913)	-	32,025
TOTAL FUNDS	2,404,258	8,816	-	2,413,074

Net movement in funds included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,843,465	(1,820,736)	22,729
The Henry Smith Charity	45,000	(45,000)	-
Samworth Foundation	80,000	(80,000)	-
Magnify	20,000	(20,000)	-
	1,988,465	(1,965,736)	22,729
Restricted funds			
BBC Children in Need	24,758	(25,758)	(1,000)
Big Lottery - Core	58,899	(56,401)	2,498
CAF Main Grant	-	(2,500)	(2,500)
CHK Foundation Grant	-	(5,000)	(5,000)
CHK Leaving Care	22,919	(23,074)	(155)
Cultivate Cambridge	-	(1,150)	(1,150)
Leslie Aldridge House Fund Setup	-	(5,222)	(5,222)
Lottery 25 - Core	12,398	(12,995)	(597)
Other Restricted Funds	55,854	(46,708)	9,146
Paul Hamlyn	17,500	(17,500)	-
Paul Hamlyn 2024	20,835	(30,768)	(9,933)
SHCJ 2024	8,750	(8,750)	-
The Swire Charitable Trust	12,498	(12,498)	-
	234,411	(248,324)	(13,913)
TOTAL FUNDS	2,222,876	(2,214,060)	8,816

25. MOVEMENT IN FUNDS (CONTINUED)

Comparatives for movement in funds (As restated)

	At 01.04.24 £	Net movement in funds £	Transfer between funds £	At 31.03.25 £
Unrestricted funds				
General fund	1,662,383	449,937	(304,000)	1,808,320
Designated funds				
Baca Housing Fund	246,000	-	304,000	550,000
	1,908,383	449,937	-	2,358,320
Restricted funds				
BBC Children in Need	2,490	(681)	-	1,809
Big Lottery - Core	(684)	(1,042)	-	(1,726)
CAF Main Grant	17,015	(11,422)	-	5,593
CHK Foundation Grant	12,664	40	-	12,704
CHK Leaving Care	-	158	-	158
Cultivate Cambridge	-	1,393	-	1,393
Leslie Aldridge House Fund Setup	14,117	-	-	14,117
Other Restricted Funds	2,309	9,581	-	11,890
Paul Hamlyn Covid Grant	3,325	(3,325)	-	-
Paul Hamlyn Foundation	(850)	850	-	-
SHCJ	-	-	-	-
The Swire Charitable Trust – Volunteer Project	(883)	883	-	-
	49,503	(3,565)	-	45,938
TOTAL FUNDS	1,957,886	446,372	-	2,404,258

Comparative net movement in funds included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,812,191	(1,362,254)	449,937
The Henry Smith Charity	20,000	(20,000)	-
Samworth Foundation	80,000	(80,000)	-
Magnify	20,000	(20,000)	-
The Blue Thread	2,000	(2,000)	-
	1,934,191	(1,484,254)	449,937
Restricted funds			
BBC Children in Need	32,522	(33,203)	(681)
Big Lottery - Core	69,080	(70,122)	(1,042)
CAF Main Grant	-	(11,422)	(11,422)
CHK Foundation Grant	68,352	(68,312)	40
CHK Leaving Care	32,081	(31,923)	158
Cultivate Cambridge	14,567	(13,174)	1,393
Other Restricted Funds	36,875	(27,294)	9,581
Paul Hamlyn Covid Grant	-	(3,325)	(3,325)
Paul Hamlyn Foundation	33,000	(32,150)	850
SHCJ	15,000	(15,000)	-
The Swire Charitable Trust – Volunteer Project	13,750	(12,867)	883
	315,227	(318,792)	(3,565)
TOTAL FUNDS	2,249,418	(1,803,046)	446,372

25. MOVEMENT IN FUNDS (CONTINUED)

COMPLETED GRANTS

Paul Hamlyn Foundation - November 2021 to October 2024

The Foundation awarded Baca a three-year grant through their Youth Fund. This grant ended in October. The grant supported Baca's project in Cambridge. On 5th December 2022 we received an additional £6,000 uplift grant from the Foundation. This was in recognition of the rising cost of living. This took our total grant to £96,000.

The Balcombe Charitable Trust - June 2021 to May 2024

This grant from The Balcombe Charitable Trust, contributed towards the cost of delivering our volunteer project. The volunteer project is vital as it enables the young people to have additional 1:1 support.

The National Lottery Community Fund - February 2022 to January 2025

We have finished the final year of our three-year grant from the Community Fund. The grant contributed towards the cost of delivering part of our rebuild project. This funding enabled Baca to deliver our therapy, trips and sports sessions.

Children in Need - February 2022 to January 2025

This three-year grant from Children in Need ended this year. The grant contributed towards the cost of providing in-house education lessons, which we deliver in partnership with the Wyggeston & Queen Elizabeth College, Leicester. The grant also enabled our teachers to provide additional support to the young people who are now attending local colleges. On 21st October 2022, we received an additional £500 from

Children in Need, in recognition of the rising cost of living. Our total grant was therefore £97,865.

Cambridgeshire Community Reach Fund - March 2023 to August 2024

This grant from Cambridgeshire County Council ended in August. The funding covered the cost of delivering our sports project in Cambridge.

Cambridgeshire County Council Cultivate Cambs Grant - April 2023 to March 2024

This grant covered the cost of delivering our therapy support in Cambridge. The grant was extended to the end of April 2024.

The Simon Gibson Charitable Trust - July 2023 to June 2024

We are grateful that the Trust recognised the value of our work. This grant contributed towards the delivery of our volunteer project in Cambridge.

The National Lottery Community Fund (Awards For All) - July 2023 to June 2024

This grant covered the cost of both the day trips and residential trip in Cambridge.

CHK Foundation - September 2023 to August 2024

We were delighted that the CHK Foundation were able to fund our work supporting the young people into meaningful employment, training and education, along with the provision of safe accommodation. This grant ended in August.

25. MOVEMENT IN FUNDS (CONTINUED)

The Cambridge Building Society Community Fund – September 2023 to August 2024

We are grateful that the Cambridge Building Society have been able to fund our work in the city. The grant has contributed towards staff costs.

The Police and Crime Commissioner for Leicestershire – February 2024 to January 2025

We are pleased to have worked with the PCC for Leicestershire. This one-year grant contributed towards the cost of delivering our volunteer project in Loughborough.

NEXT PLC – February 2024 to January 2025

NEXT PLC, who have their headquarters in Leicestershire, agreed to contribute towards the cost of delivering our education project in Loughborough.

The Austin and Hope Pilkington Trust – April 2024 to March 2025

This grant contributed towards the cost of delivering our volunteer project in Loughborough.

ONGOING GRANTS

The Samworth Foundation – December 2022 to November 2027

We are delighted that the Samworth Foundation have made such a long-term commitment to supporting Baca's work. We are now in the third year of our five-year grant.

Magnify Foundation – April 2023 to March 2026

We are now in the second year of our three-year grant from the Foundation. This funding contributes towards our core costs.

The Henry Smith Charity – October 2023 to September 2026

We are delighted that The Henry Smith Charity have agreed to fund Baca's work for another three years. This is our third grant from the Charity. The grant contributes towards our core costs.

The Evelyn Trust – May 2024 to April 2025

We are grateful that this local Trust have recognised the value of our work in Cambridge. They are contributing towards the cost of delivering our therapy project..

The National Lottery Community Fund – February 2025 to January 2028

This new three-year grant contributes towards the cost of delivering our rebuild project. The funding enables Baca to provide therapy, trips and sports sessions in Loughborough.

The Society of the Holy Child Jesus – September 2024 to August 2025

We were delighted that the Society awarded Baca a second year of funding. This grant contributes towards the cost of delivering volunteer support in Cambridge.

25. MOVEMENT IN FUNDS (CONTINUED)

Outlook Fund – August 2024 to July 2025

This grant which is administered by the Cambridgeshire Community Foundation, contributes towards the cost of delivering our therapy project in Cambridge.

Paul Hamlyn Foundation – November 2024 to October 2026

We are delighted that the Foundation have agreed to fund Baca for an additional two years. This grant will allow Baca to grow our impact.

The Swire Charitable Trust – October 2024 to September 2027

This grant contributes towards the cost of delivering our leaving care project in Loughborough. This project recognises that leaving care can feel like a cliff face for the young people.

CHK Foundation – April 2025 to March 2026

The CHK Foundation have kindly funded Baca's work for an additional year. This grant contributes towards the cost of delivering our education project in Loughborough.

John Lewis Partnership Foundation – May 2025 to April 2026

The Foundation have kindly agreed to fund Baca's volunteer project in Loughborough. This grant will help Baca to deliver the additional 1:1 support the young people need.

SECURED GRANTS FOR THE NEXT FINANCIAL YEAR

Children in Need – April 2025 to March 2028

We are delighted that Children in Need are funding our work for another three years. This new grant contributes towards the cost of providing in-house education lessons. The grant also enables our teachers to provide additional support to the young people who are now attending local colleges.

26. ANALYSIS OF FUNDS

Fund balances at 31 March 2025 are represented by:

	Unrestricted fund £	Designated fund £	Restricted fund £	Total fund £
Intangible fixed assets	5,661	-	-	5,661
Tangible fixed assets	3,614,562	-	-	3,614,562
Net current assets/(liabilities)	420,439	700,000	32,025	1,152,464
Non-current liabilities	(2,359,613)	-	-	(2,359,613)
TOTAL NET ASSETS	1,681,049	700,000	32,025	2,413,074

27. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net movement in funds	8,816	446,372
Adjustments for:		
Depreciation and amortisation charges	85,453	66,990
Interest received	(25,241)	(20,292)
Interest paid	54,693	36,461
Increase in debtors	(38,812)	(53,450)
Increase/(decrease) in creditors	76,354	984
Net cash provided by operations	161,263	477,065

28. ANALYSIS OF NET DEBT

	At 1 April 2024 £	Cashflows £	New debt £	At 31 March 2025 £
Net cash				
Cash on hand and at bank	1,191,254	56,572	-	1,247,826
	1,191,254	56,572	-	1,247,826
Net debt				
Bank loans	(724,653)	9,885	-	(714,768)
Other loans	(1,711,069)	-	-	(1,711,069)
Total	(2,435,722)	9,885	-	(2,425,837)

25. RELATED PARTY TRANSACTIONS

During the year rent of £20,618 (2024: £18,867) was paid to A Dando, a ex-member of the management committee (resigned 24th September 2024), for use of the current office. £10,074 (2024: £10,074) is included within prepayments and £10,074 (2024: £10,074) is included within trade creditors at the balance sheet date.

30. LIMITED BY GUARANTEE

The charitable company is a private limited company limited by guarantee and consequently does not have share capital. Each member is liable to contribute an amount not exceeding £1 towards the assets of the company in event of liquidation.

31. CONTINGENT LIABILITY

As detailed in Note 21, in March 2020 The Baca Charity entered into an agreement with Social and Sustainable Capital LLP (SASC), under which it is required to repay, on 20 June 2030, an amount equivalent to 85% of the market value at that time of the properties acquired using this facility. While the obligation to repay exists, the final repayment amount cannot currently be measured reliably, as it depends on the future market value of multiple properties and would require costly external valuations. As a result, only the drawn-down amount of £1,711,069 has been recognised as a liability. The remaining component is disclosed as a contingent liability, in accordance with Section 21 of FRS 102.



Safe to heal, free to thrive

Get involved

PARTNER WITH US

If you are a school, university, business, group, network or foundation, ready to champion our mission to serve young people who have been forced to flee their home country, please get in touch. Email: fundraising@bacacharity.org.uk

FUNDRAISE FOR US

Whether you're up for a marathon, craft sale or yoga class, when you raise funds for Baca, you become a champion for young people seeking asylum and refugees. For ideas and more details, go to: bacacharity.org.uk/fundraising



bacacharity.org.uk

DONATE TO US

Support our vision to create a world where all child refugees are welcomed, safe and inspired with hope to rebuild their lives for a better future. To donate, scan the QR code below or go to our website.



Design: Kerf Ltd - kerf.co
Photography: homespunprojects.com

© 2025 Baca Charity. Registered Charity: 1124569. Company No: 6510559

