

Refugee Education UK

England & Wales · Charity number 1132509

Details

Other names	REFUGEE SUPPORT NETWORK, RSN
Status	Registered
Legal form	Charitable company
Company number	06879651
Registered	2009-11-06
Register	View on the Charity Commission register

Contact

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Activities

Objects: THE CHARITY'S OBJECTS, WHICH ARE CARRIED OUT IN THE CONTEXT OF THE CHARITY'S CHRISTIAN FOUNDATION AND HISTORY, ARE AS FOLLOWS:1) TO PROMOTE THE BENEFIT OF REFUGEES, ASYLUM SEEKERS, INTERNALLY DISPLACED PEOPLES, THOSE AFFECTED BY CONFLICT OR ANY OTHER VULNERABLE PERSONS IN THE UNITED KINGDOM OR ABROAD, BY: A) THE ADVANCEMENT OF EDUCATION BY WAY OF AN EDUCATIONAL MENTORING SCHEME AND OTHER EDUCATIONAL SERVICES, B) THE RELIEF OF POVERTY, SICKNESS AND DISTRESS THROUGH THE PROVISION OF HOLISTIC SUPPORT AND THE DISSEMINATION AND PROVISION OF ADVICE AND SUPPORT ON ISSUES THAT DIRECTLY AFFECT THE BENEFICIARY GROUP.2) FOR ANY SUCH OTHER PURPOSES DEEMED CHARITABLE BY THE LAW OF ENGLAND AND WALES AS THE TRUSTEES SHALL FROM TIME TO TIME

Activities: Refugee Education UK (formerly Refugee Support Network) enables young refugees and asylum seekers to have better access to education, get better outcomes from education (both academic and wellbeing), and have opportunities to use their education. We aim to achieve this through a combination of direct education support programmes, capacity building and research for structural and system changes.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** THE UNITED KINGDOM OR ABROAD.
- Birmingham City
- Cambridgeshire
- Oxfordshire
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,631,785	£1,558,287	£1,284,960	35
2024-03-31	£1,244,511	£2,418,825	£1,211,462	36
2023-03-31	£2,900,701	£1,711,890	£2,385,775	30
2022-03-31	£1,663,735	£1,635,417	£1,196,964	27
2021-03-31	£1,423,508	£807,007	£1,168,646	23

Trustees

Name	Role	Appointed
Emily Anne Ribeiro	Chair	2024-07-16
David Hollow		
Hiruy Gossaye Teka		2019-08-21
Mark Alister Harland		2021-07-27
Mark Scott Nash		2020-04-17
Oyindasola Deborah Bello		2025-01-21

Accounts



Refugee Education UK

Report of the Trustees and Financial Statements

for the Year Ended 31 March 2025

Auditors

Brewers Chartered Accountants
Unit 3, Birtley Courtyard
Bramley
Surrey
GU5 0LA

Contents of the Financial Statements for the year ended 31 March 2025

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Report of the trustees

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Aims and objectives

The Charity's Objects, as set out in the Governing Document and which are carried out in the context of the Charity's Christian foundation and history, are as follows:

1. To promote the benefit of refugees, asylum seekers, internally displaced peoples, those affected by conflict or any other vulnerable persons in the United Kingdom or abroad by:
 - a. The advancement of education by way of an educational mentoring scheme and other educational services;
 - b. The relief of poverty, sickness and distress through the provision of holistic support and the dissemination and provision of advice and support on issues that directly affect the beneficiary group.
2. For any such other purposes deemed charitable by the law of England and Wales as the trustees shall from time to time see fit.

In all activities undertaken, the board of trustees has had regard to the guidance issued by the Charity Commission on public benefit.

Public benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

About Refugee Education UK

At Refugee Education UK (REUK) we are working towards a world where all refugee and asylum-seeking children and young people can access education, thrive in education, and use that education to create a hopeful, brighter future.

War and dangerous journeys to safety force children and young people out of education. In host countries like the UK they then face long waits, barriers to admission, and poorer outcomes - making it almost impossible for them to build better futures and become fully involved in society.

We don't think this should be the case, and our aim is that, as a result of our work:

- **Education Access:** young refugees will be better able to access education, from primary school to university;
- **Education Thriving:** young refugees will achieve better academic and psychosocial outcomes;
- **Education Change:** education systems will be environments where young refugees are welcomed and enabled to thrive.

"This past year has not been without its challenges. We've had to devote significant time and effort to safeguarding in the light of Far Right protests, targeted threats and online abuse against refugee organisations, all of which have had significant negative impacts on the safety and mental health of young refugees and our wider team. And this has taken place in a precarious and disheartening financial climate, with funders consistently telling us that they are experiencing unprecedented demand on their finite resources.

"Positively, however, in both these areas, we see glimmers of hope where, for example, reduced grant income has led to individual supporters stepping up to make our work possible, and negative public discourse has led to others proactively taking steps to welcome refugees, including by participating in our training and volunteering opportunities.

"In reflecting on the past year and writing this report on our work and impact, I have been struck by the fact that in darker times the light shines brighter.

*"In spite of the challenges, we've seen the resilience and optimism of young refugees as they have overcome barriers to accessing and thriving in education, and been at the forefront of trying to bring about positive systems change for others. I hope you are encouraged to read our report on the past year and that you are reminded once again, as I have been, that **by promoting and supporting education for refugee children and young people, we send a clear message of hope: that there is a future worth investing in and preparing for.**"*

Mark Harland, Interim Chair of Trustees

2024-25: our work and impact

In March 2024, we launched a new strategy which streamlined our existing frontline education services into **two new pillars - Education Access and Education Thriving**. Our research and training were brought into a **new third pillar - Education Change** - which has also introduced more proactive policy and influencing work, and **centres young people with lived experience in its development, delivery and leadership**.

This report is just a small snapshot of our work and its impact in 2024-25.

For more details, stories, and to find out how to get involved with REUK, please visit reuk.org and get in touch.

Pillar 1: Education Access

Refugee children and young people wait up to a year to restart their education after arriving in the UK. This year, our Education Access work has enabled over 2,000 young refugees to better understand and navigate the UK education system, over 300 to enrol in education in the UK, and over 1,100 education practitioners and institutions to take actions to welcome refugee children

Education Advice Service

This is the **only national service** for young asylum seekers and refugees seeking expert advice about accessing and progressing in education in the UK. This year we responded to 1,195 enquiries from young people, 111 from their parents/caregivers, and 156 from other practitioners.

This young refugee explains how **accurate and timely advice unlocks the door to education**:

“My education dreams and career have been nightmares until I heard about this organisation that rekindled my hopes again and made me feel more inspired and motivated. REUK gives the opportunity to most refugees and asylum seekers to have a chance at meaningful life and happiness. Especially with the very professional, sensitive and patient advice line; the sky's the limit for young people who are lovers of knowledge and sound education.”

Access to Schools Project

This year our Education Welcome Project (established in response to large and rapid resettlement programmes in 2020) started transitioning into an **Access to Schools Project, supporting newly-arrived refugee children** who can wait up to a year for a school place. Highlights include:

- delivering 24 **workshops about getting into school**, which increased the knowledge and confidence of 840 refugee children and 551 parents;
- enabling 41 children to enrol in school through **1:1 advocacy** in complex appeals processes.

Access to Schools: an illustration of impact

"Unfortunately we had no understanding of how to support our children as the education systems in the UK and Ukraine are completely different. We were under so much stress as we waited for school places. Our eldest was supposed to begin her final year at school and we knew this was important but had no idea how to help her. We felt completely lost and didn't know where to seek support."

"We met the REUK team at a parents' event and were pleasantly surprised at how quickly they took us in to advise and support our children. They arranged for the children to start tutoring while they were waiting for a school place. They supported us during all the applications and appeals process. We also received a lot of information and advice about GCSE exams. We are still going through this process but we are incredibly grateful that we are not alone on this journey and that we have Natali [REUK's Ukrainian-speaking Access to Schools Project Officer]'s support."

Newly-arrived refugee parents from Ukraine

Access to Further Education (FE) Project

Our Access to FE team in London and the West Midlands enables young people to **understand their options and entitlements, and to navigate and overcome the many complex barriers to getting into college**. This year's highlights include:

- providing **1:1 sessions and ongoing support** to 185 young people, equipping them with bespoke education plans;
- delivering **engaging and interactive workshops** to 300 young people, increasing their knowledge and confidence to understand and access the UK education system;
- providing 50 advice sessions through our in-person **education advice drop-in clinic**, launched in our new building in September 2024;
- supporting 16 individuals through a **specialist stream of casework** to support young people aiming to progress to medical-related courses at university, of whom

eight have already received offers to study a healthcare related course, including five offers for medicine or dentistry.

Access to Further Education: an illustration of impact

Enrolment can be a particularly challenging time for young refugees and asylum seekers who are regularly turned away by colleges, and wrongly deemed ineligible for funded courses based on complex guidance related to age, immigration status and previous levels of study.

This year, in addition to providing vital in-person advocacy and support which enabled 146 young people to successfully enrol in college, including some who had been turned away several times, our Further Education and Research teams documented the barriers to enrolment and produced a report, *Make or Break: learnings from FE enrolment*.

Published in January 2025, this report is a valuable contribution to a very small evidence base, and contains practical guidance for colleges on how to improve their processes and equip their staff to welcome and enrol refugee learners. It was disseminated to over 800 educational professionals, followed up by an in-depth interactive peer learning session on the topic for members of our Education Professionals Network, and this year we are continuing to share our learning more widely at both policy and practice levels with a view to reducing the barriers to college enrolment later this year.

Access to Higher Education (HE) Project

Just 7% of refugees worldwide make it to university. This year's project highlights include:

- continuing to partner with the Schwab & Westheimer Trust in the delivery and development of their **suite of university scholarships** for asylum seekers; processing over 200 applications and working closely with 16 scholarship recipients through a range of pastoral and practical challenges;
- working with key partner organisations to launch the second phase of the **Displaced Students' Opportunities Portal**, which now includes searching, filtering and translation capabilities as well as a resource library for providers. In the past year this website has had 99,000 unique views and was shortlisted for the Ockenden Prize;
- **celebrating with 29 young people from across the programme who started at university this academic year.**

Access to Higher Education Project highlight: education as a safe and legal route to the UK

This year we launched our Displaced Students Initiative, an international pilot project designed to offer refugee students in long term displacement contexts - such as

refugee camps or neighbouring countries to those in conflict - the opportunity to pursue undergraduate education at a British university.

Working in partnership with the University of Exeter and Elimisha, an NGO in Kenya, we have facilitated the process of enabling the project's first participant - a South Sudanese student who has grown up in a large refugee camp and had no access to university - to take up an undergraduate scholarship in psychology.

"It has been a privilege to partner with REUK on the Displaced Students' Initiative scholarship programme over the past two years, and to witness our first Elimisha Kakuma student thrive at the University of Exeter. The pathways to higher education that REUK is creating for students in Kakuma Refugee Camp remain a powerful source of hope - for the students themselves, their families and the wider Kakuma Community." - Anika Brennan, Elimisha Programme Manager

We have also been working with the Universities of Exeter, Edinburgh and Winchester to enable five more students to take up similar opportunities in autumn 2025, and are continuing to work with other relevant stakeholders towards the establishment of an education-based safe and legal route to the UK.

Pillar 2: Education Thriving

Getting through the door of a school, college or university is just the first step: once there, years of lost learning, language barriers and mental health challenges make it hard for young refugees to flourish and reach their potential. This year our Education Thriving work has improved academic outcomes for 299 children and young people, and boosted social and emotional wellbeing for 237.

Early Skills Project

38 newly arrived refugee children attended REUK's **intensive four week Education Orientation Programme**. All programme participants improved their English and understanding of the UK while waiting for school places, and then successfully transitioned to mainstream education.

Academic Learning Project: educational mentoring and study groups

209 young refugees participated in **weekly 1:1 educational mentoring** with a trained community volunteer, and 76 participated in English, Maths and other GCSE **study groups and conversation classes**. As a result,

- 78% improved their English language and numeracy skills;
- 77% met key academic goals;
- 100% benefitted from the supportive 1:1 relationship with a trusted adult.

“Over the past three years, I’ve witnessed the remarkable progress of young people, from their growing confidence in speaking English, to their increasing smiles and eagerness to share their stories. These moments inspire me and reinforce my passion for supporting newcomers. As a migrant myself, I hope my presence in class shows them they’re not alone in navigating language barriers and cultural differences. I’ve learned to be more relaxed, embrace mistakes, and share openly. Thank you to my colleagues, fellow volunteers, and the young people for enriching my world through communication and education.”

- Conversation class volunteer

“I’ve been meeting regularly with my young person for a year now and during our time together he’s had major life changes including transitioning from children’s care to independent living. It’s been really impressive to watch his level of English and his confidence develop across this period.”

- Volunteer educational mentor

Educational Wellbeing Project

143 refugee children and young people received **1:1 and group-based wellbeing, aspiration-raising, and social and emotional learning (SEL) support** to address complex, education-impacting challenges including homelessness, the impact of trauma, and poor mental health. As a result:

- 87% better understand and manage their own social and emotional wellbeing;
- 89% reported improved social and emotional wellbeing.

Project highlight: “Against the odds”

This year we were approached by over 20 schools, colleges and local authorities to support refugee teenage boys who, for complex and intersecting reasons including trauma, cultural barriers, and a lack of positive role models, are disengaging from education, struggling with behavioural and integration challenges, and at risk of school exclusion.

We responded to this need by piloting a project, combining group work and 1:1 sessions, for 79 children, led by a member of our team with lived experience of forced

migration who drew on and shared his own experiences and educational journey, and sought to enable participants to see and draw on their own skills.

One head teacher told us: *“I have seen positive change I had previously thought impossible with every single child referred to this pilot - and against the odds they are all still in education and making positive choices”.*

Pillar 3: Education Change

Young people are at the heart of this new pillar of work which seeks to bring about systems change at both practice and policy levels. The developments highlighted below reflect growing political recognition of our youth advocacy group’s work, and mark important progress in shaping national conversations and policy responses to the needs of refugee learners.

Practice level change

Over the past year, REUK’s 15 youth advocates have contributed directly to improving educational practice for other refugee children. Drawing on their own lived experience of both forced migration and the UK education system, they **supported the development and delivery of training and resources for education professionals across the UK** (including in person or live-facilitated online sessions on Supporting Refugee Children in Schools, Access to FE and Access to HE; an eight module asynchronous self-study online programme for educators in partnership with the University of Nottingham, and numerous bespoke in-person and online sessions for particular institutions), and by participating in our new thought leadership “Lighthouse Lates” events.

Through our training sessions and new Education Professionals Network (launched half-way through the year in September 2024), **752 education practitioners reported increased knowledge** of the challenges faced by refugee and asylum-seeking students, as well as practical solutions. Of these, at the point of follow up, **723 education professionals reported taking specific actions in their schools and colleges to better welcome and support refugee learners** - from adapting admissions and induction processes, to rolling out trauma-informed training, to adapting learning materials, to creating buddy schemes, to creating more inclusive classroom environments.

Policy level change

Over the past year, REUK’s youth advocates have led efforts to influence education policy for refugee and asylum-seeking young people, focusing particularly on access to school and college for those arriving ‘late’ in the system - at Key Stage 4 in secondary school or 16-19 provision. Supported by REUK staff, they **co-developed research and advocacy strategies**, worked as **peer researchers** and **engaged with decision-makers, through meetings and webinars** - all grounded in lived experience. **All 15 developed research and evidence-building skills** through training provided by REUK (we have developed a 4-module research skills for refugee peer researchers programme, accredited by a US university).

In turn, they enabled **85 additional young refugees** to contribute to this work, **24 of whom also developed evidence building skills** through participating in research steering groups and setting advocacy priorities.

We have also seen the following outcomes as a result of this work this year:

- civil servants at the **Department of Education** were sent our research, and proactively contacted us to meet and ensure that the experiences of young refugees were considered as part of the **Curriculum and Assessment Review**;
- following the publication of our late arrivals research - which included a youth **feature in the Guardian** - the **Education Policy Institute** produced a technical briefing in collaboration with REUK to **further advance the specific policy recommendations**. The briefing includes a foreword from the youth advocates and will form the basis of a **political roundtable** at the EPI offices in May;
- as a result of the evidence and data produced by our recent work documenting the challenges young refugees face **enrolling in further education**, we have been asked to work with the **Association of Colleges** and the Colleges of Sanctuary movement to ensure colleges across the country receive clear guidance on how to improve;
- the youth advocates also impressed a key **MP on the Education Select Committee**, who has agreed to sponsor a **roundtable on the intersection of SEND, trauma, and English language acquisition** for refugee learners in May, and to host a **parliamentary evening reception** in June, where the **advocates will present their Vision for Refugee Education in the UK**.

Project highlight: equipping young leaders with lived experience

This year, for the first time since 2021 and in response to demand from young people, we ran our 8-week values-based leadership course for young refugees.

13 young people completed the course this year, with participants describing it as 'life changing' and 'the best thing I have ever done'. One explained:

"Before I was thinking that a leader is someone in front who people are following, but I never thought of a leader as someone who is helping others and making the world a better place, physically or emotionally. I also learned that to be a leader you have to know yourself, what your values are, being aware of positive and negative values. It's important to know who you are and what you believe to be a good leader. I view leadership differently now."

We were then commissioned by a charity working with young refugees in Leeds City College to run the leadership course for 20 students in July 2025, and are excited about exploring further opportunities to partner with other organisations and education institutions in this way.

Challenges and opportunities

The past year has been **full of challenges and opportunities** for REUK, and we are continually seeking to **outwork our mission in line with our strategy and ethos, mitigate the many risks we face, and build strong relationships** across our community. Here's a snapshot:

People and culture

- As our team grows and diversifies we've sought to **embed our values** - a foundation of hope, valuing the individual, changing the landscape - even more deeply, including through discussions in team meetings and improved internal communications.
- We have launched an **EDI action plan** and continue to outwork our **anti-racism agenda**, focussing on making REUK an increasingly open and learning anti-racist environment, and increasing the diversity of our team. At the end of this year, 32% of our staff were from global majority contexts and 19% had lived experience of forced migration.
- We have introduced **two new 'wellbeing days'** per staff member, per year, in addition to annual leave and **regular clinical supervision**, as one of our ways of **prioritising staff care** in the face of vicarious trauma, negative public rhetoric and high workloads.
- We have launched a **new Advisory Board**, a group of people who are generously sharing their strategic advice and technical expertise with REUK, and advocating for us in wider relevant communities.

Operations with heart

- Our direct work with young people and our systems change work are enabled and empowered by the core functions - HR, finance, IT, facilities, data management and communications - that support our work. Following a season of rapid growth, **we want our core functions to catch up** and become a strong trellis that enables our work to grow healthily and strong.
- This commitment is challenging in the context of most funding being restricted to frontline work. This year we have been grateful for restricted funding from a corporate partner to invest in a **new CRM** which is already starting to have positive impacts on our data management and impact measurement. **We would love to find more partners to invest in the vital functions which make our work possible.**
- As well as the day to day running of REUK, our small operations team is the driving force behind vital conversations and decisions about how we operate well in an ever-shifting world, including developing policies and embedding responsible practices in relation to **climate, environment, sustainability and our engagement with AI.**

Location and reach

- Following a difficult and protracted purchase and refurbishment process, our **new building in London, 'The Lighthouse', has come to life** and we are enjoying seeing young people, volunteers, supporters and staff use the new space for study clubs, education drop-in sessions, events, meetings and community activities.
- Our small teams in **the West Midlands and Oxfordshire** continue to deliver a range of contextualised, in person, educational services, including a contract from Oxfordshire County Council, and various local partnership projects which support the educational access and thriving of refugee children and young people in those contexts.
- Our place-based approaches are complemented by a **growing national reach**, facilitated by online work which reaches those who would otherwise be unable to access relevant services, and by new emerging partnerships across all four nations.
- We continue to strive to be **rooted in local communities** through face-to-face work and relationships, while also growing our reach to **positively impact systems as well as individuals**.

Strategy and impact

- Our new strategy, underpinned by an organisation-wide theory of change, has brought **greater clarity, structure and focus** to the way that each of our activities contributes to our objectives.
- Together we have sought to improve our **monitoring and evaluation processes**, grappling with the challenges and opportunities of transitioning to a new organisation-wide log frame and rolling out our CRM.
- We are continuing to **refine and develop our impact measurement** in the face of multiple challenges, including the lack of national baseline data, the wide-ranging backgrounds and starting points of programme participants, and the complexity and variety of the educational interventions we provide.

Safeguarding

- This year, we logged eleven low-level safeguarding incidents, primarily related to **suicidal ideation and homelessness**.
- The riots in summer 2024 led to **direct threats of harm to refugee organisations**, leading us to close our building to ensure that staff and young people were protected, and put in place additional safeguarding measures.
- Since then, we have witnessed **increased anti-refugee rhetoric online**, and we are aware of the negative impact of this on young people and staff, especially those with lived experience of forced migration or experiencing racism.

- In this context, we have also been grateful for the **solidarity and support of the wider REUK community**, and all those across the UK who have sought to make refugees welcome. We believe that we have a role to play in **changing the narrative** - including by showcasing the achievements of young refugees and promoting their stories - but want to do this in a way that keeps everyone safe.

Fundraising

- Having crossed the £1.5m turnover threshold we have **become ineligible for some trusts and foundations**, including those with which we have had longstanding, positive relationships.
- It is proving more challenging than anticipated to find and build relationships with new trusts and foundations and - like many other organisations in our sector - our **grant application success rates** have dropped in the light of increased demand for the available funds.
- We continue to **proactively seek trusts, foundations, corporates and philanthropists with an interest in supporting growth-stage organisations** like REUK.
- Our fundraising strategy has sought to keep **diversifying our income**, including through donations from individuals, corporates, and earned income (from research and training). It has been encouraging to build more **relationships with individual supporters**, including through the establishment of our Hope Collective Giving Circle and more regular in-person touch points with supporters.

Financial position

Last year, our accounts showed net expenditure of £1.17m, reflecting the major refurbishment of our new home, **The Lighthouse**. This was a planned investment, made possible by generous funding raised in previous years, and has transformed the space into a welcoming, accessible, and inspiring environment for young people, staff, volunteers and other community groups and building users.

This year, we are pleased to report a return to **net income of £73,498**, allowing us to begin rebuilding our reserves after this period of capital investment. This marks an important step towards greater financial stability, ensuring we can continue to plan confidently for the future, and respond to the needs of young refugees with flexibility and care.

Our reserves policy is a key element of good governance, ensuring that REUK remains financially resilient and able to plan for the future with confidence. The policy requires the charity to hold at least **three months of operating costs** in reserves - around £357,000 over the reporting period (excluding the capital project). As at 31 March, reserves stood at approximately £500,000, or just over **four months of operating costs**, reflecting prudent management, and providing a strong foundation for the coming year.

Looking ahead, we are mindful of the need to ensure that our staff salaries remain fair and competitive within the sector. As the cost of living and sector benchmarks continue to rise, we want to make sure we retain and attract the committed and talented colleagues who make our work possible. In the coming year, we will be seeking support to help us meet this challenge - strengthening our ability to sustain a passionate, skilled team and continue offering life-changing support to young refugees across the UK.

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are appointed by the resolution of the other directors. The board of trustees represents members with experience in financial management and charity governance, and experience in the fields of refugee support, international development, and education.

Organisational structure

REUK currently has a board of trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the board of trustees has seven members from a variety of professional backgrounds relevant to the work of the charity. The Chief Executive also attends all trustee meetings but has no voting rights.

The day-to-day responsibility for the provision of services is delegated to the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met, and also has responsibility for the day-to-day operational management and the individual supervision and development of the staff.

The Chief Executive is supported by a Senior Leadership Team comprising Chief Programmes Officer, Chief Operating Officer, Head of Culture and Ethos, Head of Education Access, and Head of Education Thriving.

The charity's wider team includes a further 25 paid staff, though no full-time fundraising staff, and very limited operational capacity. Our work is also supported by approximately 200 volunteers.

Induction and training of new trustees

Trustees are familiar with the practical work of the charity. New trustees are encouraged to familiarise themselves with the charity and the issues with which the charity engages. They are also encouraged to attend any training courses that they feel would benefit them in their role, including courses run by REUK. Each trustee is issued with the Charity Commission's guides "the Essential Trustee" and "Charity Governance Code" along with the Memorandum and Articles and the latest financial statements. All trustees must complete internal safeguarding training as part of their induction.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Reference and administrative details

Registered company: 06879651 (England and Wales)

Registered charity: 1132509 (England and Wales)

Registered office

International House
101 King's Cross Road
London
WC1X 9LP

Trustees

MA Harland, Interim Chair since 31 July 2024
OD Bello (appointed on 21 January 2025)
DM Hollow
JE Johnston, Chair (resigned on 31 July 2024)
KM Martin (resigned on 31 July 2024)
MS Nash, Treasurer
SL Oleszczuk
BJ Perriman (resigned on 16 April 2024)
EA Ribeiro (appointed on 16 July 2024)
HG Teka

Senior Management Team

Mrs C Gladwell, Chief Executive
Ms E Bowerman, Chief Programmes Officer
Mr A Moore, Chief Operating Officer
Mrs K Barringer, Head of Education Access (on parental leave from March 2024)
Mr A Cooper, Head of Education Thriving
Mrs H Elwyn, Head of Ethos and Culture

Senior Statutory Auditor

Mr A Skilton

Auditors

Brewers Chartered Accountants
Statutory Auditor
Unit 3, Birtley Courtyard
Bramley
Surrey
GU5 0LA

Statement of trustees' responsibilities

The trustees (who are also the directors of Refugee Education UK Ltd for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

Auditors

The auditors, Brewers Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 8 December 2025, and signed on the board's behalf by:



Mr M Harland, Trustee

Report of the independent auditors

Opinion

We have audited the financial statements of Refugee Education UK Ltd (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our discussions with the charity's management and the Trustees, we identified that the following laws and regulations are significant to the entity:

Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law.

Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect on the financial statements include compliance with the charitable objectives, public benefit, safeguarding and health and safety legislation. These matters were discussed amongst the engagement team at the planning stage and the team remained alert to non-compliance throughout the audit.

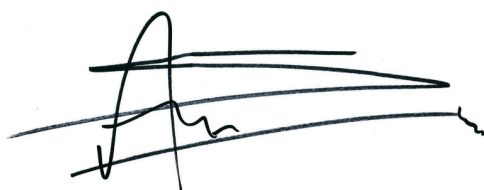
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of Trustee meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities from error. As explained above there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

Use of our report

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

A handwritten signature in black ink, appearing to be 'A Skilton', written over several horizontal lines.**Andrew Skilton (ACA), Senior Statutory Auditor**

for and on behalf of Brewers Chartered Accountants
Unit 3, Birtley Courtyard
Bramley
Surrey
GU5 0LA

Date: 8 December 2025

Statement of financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2025 Total Funds £	31 Mar 2024 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	471,586	926,090	1,397,676	1,021,788
Other trading activities	3	230,918	400	231,318	204,184
Other income		2,791	-	2,791	18,539
Total		705,295	926,490	1,631,785	1,244,511

EXPENDITURE ON					
Raising funds	4	61,169	706	61,875	49,903
Charitable activities	5				
Education Access		115,867	322,308	438,175	239,152
Education Thriving		62,508	293,812	356,320	492,959
Education Change		129,129	38,217	167,346	170,490
Core		260,201	146,551	406,752	512,132
Capital project		8,269	119,550	127,819	954,189
Total		637,143	921,144	1,558,287	2,418,825

As part of our new strategy, Educational Progression became **Education Access**, Educational Mentoring and Educational Wellbeing were merged into **Education Thriving**, and Research + Advocacy became **Education Change**.

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2025 Total Funds £	31 Mar 2024 Total Funds £
NET INCOME/(EXPENDITURE)		68,152	5,346	73,498	(1,174,314)
Transfers between funds	16	226,241	(226,241)	-	-
Net movement in funds		294,393	(220,895)	73,498	(1,174,314)

RECONCILIATION OF FUNDS					
Total funds brought forward		809,900	401,562	1,211,462	2,385,776
TOTAL FUNDS CARRIED FORWARD		1,104,293	180,667	1,284,960	1,211,462

Balance sheet

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2025 Total Funds £	31 Mar 2024 Total Funds £
FIXED ASSETS					
Tangible assets	11	1,573,776	10,173	1,583,949	1,645,542
CURRENT ASSETS					
Debtors	12	16,471	6,250	22,721	60,472
Cash at bank		602,362	165,153	767,515	543,304
		618,833	171,403	790,236	603,776
CREDITORS					
Amounts falling due within one year	13	(295,717)	(908)	(296,625)	(274,086)
NET CURRENT ASSETS		323,116	170,495	493,611	329,690
TOTAL ASSETS LESS CURRENT LIABILITIES		1,896,892	180,668	2,077,560	1,975,232
CREDITORS					
Amounts falling due after more than one year	14	(792,600)	-	(792,600)	(763,770)
NET ASSETS		1,104,292	180,668	1,284,960	1,211,462
FUNDS	16				
Unrestricted funds				1,104,292	809,900
Restricted funds				180,668	401,562
TOTAL FUNDS				1,284,960	1,211,462

The financial statements were approved by the board of trustees and authorised for issue on 8 December 2025 and were signed on its behalf by:



Mr M Nash, Trustee

Cash flow statement

	Notes	31 Mar 2025 £	31 Mar 2024 £
Cash flows from operating activities			
Cash generated from operations	1	341,412	(1,151,536)
Interest paid (on loans)		(58,051)	(52,297)
Revaluation impairment		-	886,147
Net cash provided by / (used in) operating activities		283,361	(317,686)
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(1,548,714)
Net cash provided by / (used in) investing activities		-	(1,548,714)
Cash flows from financing activities			
Loan repayments in year		(52,915)	(13,213)
Net cash provided by / (used in) investing activities		(52,915)	(13,213)
Change in cash and cash equivalents in the reporting period		230,445	(1,879,613)
Cash and cash equivalents at the beginning of the reporting period	2	537,069	2,416,682
Cash and cash equivalents at the end of the reporting period	2	767,514	537,069

Notes to the cash flow statement

1. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	31 Mar 2025 £	31 Mar 2024 £
Net income / (expenditure) for the reporting period as per the statement of financial activities	73,498	(1,174,314)
Adjustments for		
Depreciation charges	143,338	61,595
Interest paid	58,051	52,297
(Increase) / decrease in debtors	37,751	(56,152)
Increase / (decrease) in creditors	28,774	(34,962)
Net cash (used in) / provided by operations	341,412	(1,151,536)

2. Analysis of cash and cash equivalents

	31 Mar 2025 £	31 Mar 2024 £
Notice deposits (less than 3 months)	767,515	543,304
Overdrafts included in bank loans, and overdrafts falling due within one year	-	(6,235)
Total cash and cash equivalents	767,515	537,069

3. Analysis of changes in net funds / (debt)

	At 1 Apr 2024 £	Cash flow £	At 31 Mar 2025 £
Net cash			
Cash at bank	543,304	224,211	767,515
Bank overdraft	(6,235)	6,235	-
	537,069	230,446	767,515

Debt			
Debts falling due within 1 year	(12,759)	-	(12,759)
Debts falling due after 1 year	(763,770)	(28,830)	(792,600)
	(776,529)	(28,830)	(805,359)

Total	(239,460)	201,616	(37,844)
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Notes to the financial statements

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

Preparation of accounts on a going concern basis

Preparation of the accounts is on a going concern basis. The trustees are of the view that the level of reserves will support the charity going forward.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the income;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Gifts in kind

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the directors' annual report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Expenditure

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of the directors' meetings and cost of any legal advice to directors on governance or constitutional matters.

Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

There is a material amount of deferred income included in the accounts. Deferred income relates to income that is received prior to the grant period relating to that income officially commencing.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property: 2% on cost
- Fixtures and fittings: 25% on cost

Capitalisation of assets

The capitalisation policy of the charity is to only capitalise assets of which the cost exceeds £400.

Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

Taxation

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

Fund accounting

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

Restricted 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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.

2. Donations and legacies

	31 Mar 2025 £	31 Mar 2024 £
Donations	512,147	215,684
Trusts and foundations	851,119	771,936
Churches	20,100	13,000
Beneficiary grants	14,310	21,168
	1,397,676	1,021,788

3. Other trading activities

	31 Mar 2025 £	31 Mar 2024 £
Training	11,760	24,135
Research	90,276	172,049
Facilities revenue	75,632	8,000
Statutory	52,900	-
Consultancy	750	-
	231,318	204,184

4. Raising funds

	31 Mar 2025 £	31 Mar 2024 £
Raising donations and legacies		
Staff costs	56,425	43,939
Fundraising expenditure	2,516	3,368
Fundraising fees	2,934	2,596
	61,875	49,903
<i>REUK has no full-time fundraising staff and, as previous years, has not paid for any fundraising consultancy.</i>		

5. Charitable activities costs

	Direct costs	Support costs see note 6	Totals
Education Access	338,142	100,033	438,175
Education Thriving	319,647	36,673	356,320
Education Change	147,880	19,466	167,346
Core	218,645	188,107	406,752
	1,024,314	344,279	1,368,593

6. Support costs

	Management £	Finance £	Human Resources £	Other £	Refurbishment costs £	Governance costs £	Totals £
Education Access	2,021	138	3,556	94,318	-	-	100,033
Education Thriving	2,021	-	3,401	31,251	-	-	36,673
Education Change	2,021	8	165	16,902	92	278	19,466
Core	2,330	8,869	975	110,705	53,347	11,881	136,617
Other resources expended	697	49,036	-	-	69,041	-	118,774
	9,090	58,051	8,097	253,176	122,480	12,159	463,053

7. Net income / (expenditure)

Net income / (expenditure) is stated after charging / (crediting):

	31 Mar 2025 £	31 Mar 2024 £
Auditors' remuneration	11,412	9,840
Depreciation - owned assets	61,593	61,595

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025, and £115 for the year ended 31 March 2024.

9. Staff costs

	31 Mar 2025 £	31 Mar 2024 £
Wages and salaries	1,031,844	1,118,331
Other pension costs	41,048	42,623
	1,072,892	1,160,954

The key management personnel of the charity comprise the trustees and senior management team. The trustees are not remunerated. The total employee benefits (including employer national insurance and employer pension contributions) of the other key management personnel of the charity were £270,416 (2023-24: £224,458).

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

	31 Mar 2025	31 Mar 2024
Employees	35	36

No employees received emoluments in excess of £60,000.

10. Comparatives for the statement of financial activities (2023-24)

	Unrestricted Funds £	Restricted Funds £	Total Funds 31 Mar 2024 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	243,465	778,323	1,021,788
Other trading activities	34,160	170,024	204,184
Other income	18,539	-	18,539
Total	296,164	948,347	1,244,511

EXPENDITURE ON			
Raising funds	2,312	47,591	49,903
Charitable activities			
Educational Progression	47,474	191,678	239,152
Educational Mentoring	49,422	313,689	363,111
Educational Wellbeing	60,813	69,035	129,848
Research + Advocacy	378	170,112	170,490
Core	309,960	202,172	512,132
Other	744,335	209,854	954,189
Total	1,214,694	1,204,131	2,418,825

NET INCOME / (EXPENDITURE)	(918,530)	(255,784)	(1,174,314)
Transfers between funds	(25,342)	25,342	-
Net movement in funds	(943,872)	(230,442)	(1,174,314)

RECONCILIATION OF FUNDS			
Total funds brought forward	1,753,768	632,004	2,385,776
TOTAL FUNDS CARRIED FORWARD	809,900	401,562	1,211,462

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Total £
COST OR VALUATION			
At 1 April 2024 and 31 March 2025	1,741,384	36,176	1,777,560

DEPRECIATION			
At 1 April 2024	121,384	10,634	132,018
Charge for year	52,550	9,043	61,593
At 31 March 2025	173,934	19,677	193,611

NET BOOK VALUE			
At 31 March 2025	1,567,450	16,499	1,583,949
At 31 March 2024	1,620,000	25,542	1,645,542

Cost or valuation at 31 March 2025 is represented by:

	Freehold property £	Fixtures and fittings £	Total £
Valuation in 2025	1,741,384	36,176	1,777,560

If freehold property had not been revalued it would have been included at the following historical cost:

	31 Mar 2025 £	31 Mar 2024 £
Cost	2,627,530	2,627,530
Aggregate depreciation	121,384	121,384
Value of land in freehold land and buildings	2,506,146	2,506,146

12. Debtors: amounts falling due within one year

	31 Mar 2025 £	31 Mar 2024 £
Trade debtors	21,867	19,598
Other debtors	854	6,882
Accrued income	-	33,992
Total	22,721	60,472

13. Creditors: amounts falling due within one year

	31 Mar 2025 £	31 Mar 2024 £
Bank loans and overdrafts (see note 15)	12,759	18,994
Trade creditors	6,611	8,423
Social security and other taxes	1,765	21,208
Other creditors	5,293	9,178
Accruals and deferred income	270,197	191,375
Accrued expenses	-	24,908
	296,625	274,086

14. Creditors: amounts falling due after more than one year

	31 Mar 2025 £	31 Mar 2024 £
Bank loans (see note 15)	792,600	763,770

The charity took out a loan with Charity Bank in March 2020. The drawdown amount was £700,000. The loan is repayable over a period of 25 years, by monthly instalments of interest only for the first 30 months after first utilisation, followed by monthly instalments of capital and interest for the remainder of the term. Charity Bank holds a first fixed legal charge over the freehold interest in the property situated at 60 and 62 High Street, London NW10 4LL.

The charity entered a loan agreement with Community Church Harlesden (charity number 1121958) in February 2020 to assist with the purchase of the new premises. The amount borrowed was £100,000. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

15. Loans

An analysis of the maturity of loans is given below:

	31 Mar 2025 £	31 Mar 2024 £
Amounts falling due within one year on demand:		
Bank overdrafts	-	6,235
Bank loans	12,759	12,759
	12,759	18,994
Amounts falling due between one and two years:		
Bank loans: 1-2 years	13,089	13,089
Amounts falling due between two and five years:		
Bank loans: 2-5 years	45,879	45,879
Amounts falling due in more than five years:		
Bank loans more than five years by instalments	633,632	604,802
Loans more than five years by non-instalments	100,000	100,000

16. Movement in funds

	At 1 Apr 2024 £	Net movement in funds £	Transfers between funds £	At 31 Mar 2025 £
Unrestricted funds				
General fund	809,900	68,151	226,241	1,104,292
Restricted funds				
Educational Progression	100,831	-	(100,831)	-
Educational Mentoring	6,005	-	(6,005)	-
Educational Wellbeing	33,523	-	(33,523)	-
Educational Impact	1,029	-	(1,029)	-
Research + Advocacy	14,823	-	(14,823)	-
Core	3,740	(14,075)	15,370	5,035
Capital project	241,611	2,881	(241,611)	2,881
Education Access	-	(17,336)	100,831	83,495
Education Thriving	-	4,360	39,528	43,888
Education Change	-	21,642	15,852	37,494
Beneficiary grants	-	7,875	-	7,875
	401,562	5,347	(226,241)	180,668
TOTAL FUNDS	1,211,462	73,498	-	1,284,960

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	705,293	(637,144)	68,151
Restricted funds			
Education Access	305,361	(322,697)	(17,336)
Education Thriving	298,469	(294,109)	4,360
Education Change	60,014	(38,372)	21,642
Core	126,916	(140,991)	(14,075)
Capital project	121,670	(118,789)	2,881

Beneficiary grants	14,060	(6,185)	7,875
	926,490	(921,143)	5,347
TOTAL FUNDS	1,631,785	(1,558,287)	73,498

Comparatives for movement in funds

	At 1 Apr 2023 £	Net movement in funds £	Transfers between funds £	At 31 Mar 2024 £
Unrestricted funds				
General fund	1,753,772	(918,530)	(25,342)	809,900
Restricted funds				
Educational Progression	71,946	28,885	-	100,831
Educational Mentoring	51,182	(45,177)	-	6,005
Educational Wellbeing	45,352	(11,829)	-	33,523
Educational Impact	1,029	-	-	1,029
Research + Advocacy	12,114	2,709	-	14,823
Core	8,150	(29,752)	25,342	3,740
Capital project	442,231	(200,620)	-	241,611
	632,004	(255,784)	25,342	401,562
TOTAL FUNDS	2,385,776	(1,174,314)	-	1,211,462

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	296,164	(1,214,694)	(918,530)
Restricted funds			
Educational Progression	225,489	(196,604)	28,885
Educational Mentoring	273,875	(319,052)	(45,177)
Educational Wellbeing	57,206	(69,035)	(11,829)
Research + Advocacy	172,821	(170,112)	2,709
Core	187,921	(217,673)	(29,752)
Capital project	31,035	(231,655)	(200,620)

	948,347	(1,204,131)	(255,784)
TOTAL FUNDS	1,244,511	(2,418,825)	(1,174,314)

Transfers between funds

During the year ended 31 March 2025, following completion of the capital project, the charity released the surplus from an unrestricted grant (received in an earlier financial year and internally designated towards capital project costs) from the designated Capital Project fund, back into the General Fund as unrestricted, in accordance with the original donor intent.

17. Employee benefit obligations

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost in the SoFA represents the contributions payable by the company to the fund and amounted to £41,048 (2023-24: £42,623). There were no commitments at the balance sheet date in respect to future transactions.

18. Related party disclosures

No payments were made to directors or any persons connected with them during this financial year or the previous financial period. The trustees wish to disclose the following transactions which took place between the organisation and a trustee/director or any person connected with them.

During this financial year, Refugee Education UK received a donation of £10,000 from Community Church Harlesden (registered charity number 1121958) to further its charitable aims (2023-24: £9,000).

In February 2020 the charity also entered into a loan agreement with Community Church Harlesden, whereby the charity borrowed an amount of £100,000 to assist with the purchase of new premises. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

The trustees of Refugee Education UK disclose that one of their trustees (David Hollow) is a related party to Elizabeth Hollow (his spouse), who is a trustee of Community Church Harlesden, she is also a related party to Catherine Gladwell who is CEO of Refugee Education UK (sister-in-law). Paul Gladwell is a trustee of Community Church Harlesden

and a related party to Catherine Gladwell who is the CEO of Refugee Education UK (brother-in-law).

Jigsaw Education - of which David Hollow and Catherine Gladwell (siblings) are directors - are tenants of The Lighthouse, and they and Refugee Education UK previously shared temporary office space. Rent and other office related costs were charged to Jigsaw Education in the year of £49,056.05.

19. Grant income

We are grateful to the following organisations for their support of specific areas of our work (restricted funding):

The A B Charitable Trust: funding towards work responding to additional needs deriving from widespread violence across the UK in August 2024.

BBC Children in Need: funding towards an educational mentoring programme for young refugees and asylum seekers in London.

The Beatrice Laing Trust: funding towards the completion of REUK's capital project.

The Bell Foundation: funding towards REUK's 1:1 ESOL and integrated wellbeing support project.

Benefact Trust: funding towards Access to Schools project.

Charity Bank: funding for Cost of Living workstreams and associated costs.

The David Family Foundation: funding towards crisis interventions and wellbeing casework support within REUK's Education Thriving pillar.

The Dulverton Trust: funding for core costs.

Educational Opportunity Foundation: funding for a Further Education Coordinator for the West Midlands.

The Fidelity UK Foundation: funding for the implementation of a CRM system.

Garfield Weston Foundation: funding for core costs.

The Henry Smith Foundation (formerly The Henry Smith Charity): funding towards the running costs of REUK's Education Thriving project.

HSBC UK: funding for transforming a former HSBC branch into an education centre for young refugees.

John Lyon's Charity: funding towards a further education project (targeted at young people from the Beneficial Area of John Lyon's Charity).

Man Group plc Charitable Trust: funding towards projects which provide educational mentoring and educational progression support for young refugees.

The Monday Charitable Trust: funding to support REUK's Education Change programme.

The National Lottery Community Fund ("RC England Wide" programme): funding towards educational mentoring for young asylum seekers and refugees, and a project supporting refugees and asylum seekers into higher education.

Oxfordshire Community and Voluntary Action (OCVA) and Community First Oxfordshire (CFO): funding for Oxford mentoring and conversation club.

The Portal Trust: funding towards access to further education for young asylum seekers and refugees.

The Progress Foundation: funding towards our Education Thriving programme.

The Rayne Foundation: funding towards continued support for a specialist education and wellbeing support programme for young refugees and asylum seekers.

Salters' Charitable Foundation: funding for the Education Progression programme.

SmallWorld Foundation: funding towards the national advice line for refugees.

The Steel Charitable Trust: funding towards enabling disadvantaged refugee children in the UK to overcome multiple barriers to education.

We are also grateful for unrestricted support from the following organisations (and for the support of other individuals and grant-makers who prefer to remain anonymous):

- The Aurum Charitable Trust
- Baskin Family Foundation
- Betty Messenger Charitable Foundation
- The Brown Source Trust
- The Camilla Mountain Charitable Trust
- Christ Church London
- Community Church Harlesden
- The Considered Ask Foundation
- Esmée Fairbairn Foundation
- Persula Foundation
- Schwab & Westheimer Trust
- The Tuixen Foundation

Detailed statement of financial activities

	31 Mar 2025 £	31 Mar 2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	512,147	215,684
Trusts and foundations	851,119	771,936
Churches	20,100	13,000
Beneficiary grants	14,310	21,168
	1,397,676	1,021,788
Other trading activities		
Training	11,760	24,135
Research	90,276	172,049
Facilities revenue	75,632	8,000
Statutory	52,900	-
Consultancy	750	-
	231,318	204,184
Other income		
Bank interest received	2,791	18,539
Total incoming resources	1,631,785	1,244,511

EXPENDITURE		
Raising donations and legacies		
Wages	56,425	43,939
Fundraising expenditure	2,516	3,368
Fundraising fees	2,934	2,596
	61,875	49,903
Charitable activities		
Wages	975,419	1,074,392

Pensions	41,048	42,623
Beneficiary grants	7,847	17,670
	1,024,314	1,134,685
Other		
Depreciation of tangible fixed assets	9,045	9,044
Support costs		
Management		
Insurance	9,090	18,796
Light and heat	-	15,068
	9,090	33,864
Finance		
Bank interest	58,051	52,297
Human resources		
Sundries	8,097	12,340
Other		
Rates and water	17,532	34,770
Telephone	8,994	4,170
Postage and stationery	883	2,903
Training and subsistence	6	20,911
Staff and volunteer expenses	18,787	3,154
Computer costs	81,742	37,684
Freelance labour	49,497	30,339
Household and cleaning	-	247
Subscriptions	1,112	1,009
Travel	22,072	20,719
Depreciation of tangible fixed assets	52,551	52,551
	253,176	208,457
Refurbishment costs		
Building costs	122,480	6,447
Impairment	-	886,147
	122,480	892,594

Governance costs		
Auditor's remuneration	11,412	9,840
Accountancy and legal fees	747	15,801
	12,159	25,641
Total resources expended	1,558,287	2,418,825
NET (EXPENDITURE) / INCOME	73,498	(1,174,314)

Accounts



Refugee Education UK

Report of the Trustees and Financial Statements

for the Year Ended 31 March 2024

Contents of the Financial Statements for the year ended 31 March 2024

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Report of the trustees

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Aims and objectives

The Charity's Objects, as set out in the Governing Document and which are carried out in the context of the Charity's Christian foundation and history, are as follows:

1. To promote the benefit of refugees, asylum seekers, internally displaced peoples, those affected by conflict or any other vulnerable persons in the United Kingdom or abroad by:
 - a. The advancement of education by way of an educational mentoring scheme and other educational services;
 - b. The relief of poverty, sickness and distress through the provision of holistic support and the dissemination and provision of advice and support on issues that directly affect the beneficiary group.
2. For any such other purposes deemed charitable by the law of England and Wales as the trustees shall from time to time see fit.

In all activities undertaken, the board of trustees has had regard to the guidance issued by the Charity Commission on public benefit.

Public benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Strategic report

At Refugee Education UK (REUK), we have had the privilege of working alongside refugee and asylum-seeking children and young people for more than a decade, supporting them to access and thrive in education in the UK. We have grown again this year, and have been described multiple times as the leading refugee education charity in the UK (this still takes us by surprise!). Through our direct education support programmes for young people, our training programmes for educators and other practitioners, and our research and policy work, we are reminded, day-in day-out, that education is critical to the building of more hopeful futures.

This year has, as always, been full of both celebration and challenge, and has included a long-awaited moment! In early March 2020 we bought a derelict former high street bank in Harlesden, London, where we first began as a small, local volunteer-led project. Experts told us it would take nine months to refurbish. Four years on, following the roller coaster of Covid-19, lockdowns, cost of living increases and massive challenges within the construction industry, in January this year we finally opened the doors of 'The Lighthouse' - a beautiful education centre for young refugees, and home for our organisation. We are indebted to the previously unknown world of heritage and capital project funders, and generous individuals who have enabled us to create a place where, in the words of one of our youth

advocates, young refugees can “laugh, play, and feel like there is a place we are valued and belong”.

Throughout the refurbishment process, working from temporary locations and contending with the ongoing impacts of the pandemic on young people and staff alike, our frontline programmes supporting young refugees' education have continued to flourish and it's been a joy to see the growing impact of our work. .

In the second half of 2023-24, alongside our regular work, we've also spent time as a community of young refugees and staff team creating a new 3-year strategy. We've analysed the challenges, data and potential solutions to enabling refugee children and young people to access and thrive in education - as well as being honest about our organisational strengths, weaknesses, opportunities and threats.

As this year draws to a close, we're excited to build on all the work captured in this report, and start putting this strategy into practice - it represents our current best thinking about how we, as an organisation, can work towards a world where all refugee young people are able to access education, thrive in education, and use that education to create a hopeful, brighter future.

Catherine Gladwell, Chief Executive

Our work in the past year

We equip young refugees to build positive futures by thriving in education.

In 2023-24, we pursued this through our three frontline programmes - Educational Progression, Educational Mentoring and Educational Wellbeing - and through research and training which aimed to contribute to wider systemic change and improved practice.

Educational Progression

Key highlights from this programme's higher education, further education and education welcome projects include:

- Providing education information and guidance to 2,154 children, young people, families and other support workers via our pan-project advice service.
- Running 57 workshops and drop-in sessions which increased the knowledge and confidence of 1,160 children and young people to understand and navigate the UK education system.
- Equipping 124 young people with bespoke education plans through 1:1 sessions and ongoing casework.
- Providing practical, in person enrollment support to enable over 140 young people to overcome complex barriers to successfully starting relevant college courses.
- Developing a specialist stream of casework to support young people aiming to progress to medical-related courses at university.
- Providing practical and pastoral support to 37 university scholarship recipients through our long term partnership with the Schwab & Westheimer Trust.
- Celebrating with 24 young people from across the programme who started at university in September 2023.
- Launching our Displaced Students Initiative (DSI), a pilot project in partnership with two British universities which offers refugee students in long term displacement contexts the opportunity to pursue undergraduate studies in the UK and models a potential complementary educational pathway to safety in the UK.

Educational Mentoring

Key highlights include:

- Enabling 185 refugee children and young people to meet key educational goals and report improved wellbeing through weekly educational mentoring delivered by trained volunteers across London, Oxford, the West Midlands, Cambridge and Peterborough.
- Developing and delivering new training for volunteer mentors, leveraging their expertise as facilitators in key areas such as mentoring boundaries, study skills, ESOL, and mental health awareness.
- Producing - in partnership with the Bell Foundation - an ESOL (English for Speakers of Other Languages) framework and associated training to improve mentees' ESOL outcomes.
- Improving 51 young people's basic skills through conversation classes, maths and english study groups alongside their regular mentoring sessions.
- .Providing a 4 week intensive English language and life skills orientation programme (commissioned by Oxfordshire County Council) for 65 newly-arrived unaccompanied asylum seeking children waiting for mainstream school places.

Educational Wellbeing

Key highlights include:

- Providing 100 young refugees with information, specialist advice and signposting and social and emotional learning (SEL) support to address acute and timebound challenges to engaging and thriving in education, including homelessness, deterioration in mental health and poverty.
- Piloting SEL groups and 1:1 support for 79 unaccompanied asylum seeking boys in response to increasingly regular requests from schools and local authorities for support to address integration and behavioural challenges with upper secondary refugee pupils at risk of exclusion.

Research, training and youth advocacy

Key highlights include:

- Equipping over 2,000 practitioners to take actions to welcome and support refugee children and young people through our training, including through a collaboration with Colleges of Sanctuary and by developing new sessions on the impact of trauma on learning.
- Promoting the critical importance of refugee education among emerging education professionals, including by speaking to hundreds of PGCE students in multiple universities, and addressing around 2,000 education graduates and their families in the keynote address at the UCL Institute of Education graduation ceremony.
- Generating evidence which can influence decision makers and the refugee education ecosystem. This year, our research projects have included:
 - An examination of the educational challenges faced by the very youngest refugee children in our report on Early Childhood Education for Unicef UK;
 - A qualitative study on the integration and wellbeing of refugee children with the National Institute for Economic and Social Research for the Office of National Statistics;
 - An indepth exploration of promising practices in education for refugees across 14 different high income countries;
 - An entire suite of research and advocacy outputs following the completion of our three year longitudinal cohort study with UNHCR and Jigsaw Education, tracking the impact of post primary education for refugees.
- Centering the voices of refugee youth as peer researchers and launching our first Research Fellowship with Oxford University's Refugee Studies Centre (Refugee Led Research Hub).
- Ensuring that refugee children and young people are listened to by education system decision makers - speaking at conferences, co-creating resources and delivering training.
- Advocating for improved practice by authoring journal articles and presenting at conferences and events at multiple UK universities, in parliament, party conferences and internationally, including the Inter-Agency Network for Education in Emergencies Data Summit in Geneva, Institute of Government and Public Policy conference, regional Comparative and International Education Society (CIES) Western Regional Conference in Monterey and The Social Research Association Conference amongst others.

- Seeing our Chief Executive, Catherine Gladwell, become an Honorary Associate Professor of Refugee Education at the University of Nottingham - an encouragement that increasing value is being placed on education for young refugees, and a reminder that we have a lot to say (as well as do) in this space.

Our team and culture

The way we work is as important to us as the work we do, and is underpinned by our Christian ethos and three core values: a foundation of hope, valuing the individual and changing the landscape.

In the past year, as our team has grown in both number and diversity, we have sought to mitigate the risk of our ethos and values becoming historical, tokenistic or abstract through multiple opportunities for discussion, listening, learning and training. We have developed an articulation of our Christian ethos which enables it to be understood by staff, young people and other stakeholders from all faiths and none, we look for ways to put our values into action on a day-to-day basis, both corporately and individually, and we continue to invest in staff care and our anti-racism agenda.

Now with nearly 40 staff members in multiple locations, we are also trying to resource our operations team - conceptualised as a trellis which supports a plant to grow and flourish - to provide the finance, HR, IT, facilities and admin support needed for our new size and scale. Key highlights this year include conducting an IT review to identify risks and next steps for sustainable, secure and cost-effective information management and securing funding for a CRM which will improve our relationship management and impact measurements across programmes, income generation and supporter engagement.

Looking ahead

As we launch our new strategy, from April 2024, we will be structuring our work around three key pillars. The first of these will be Education Access, and will incorporate all of our existing and emerging frontline work supporting young refugees into education, from primary school all the way up to university. The second will be Education Thriving, and will focus on what happens once young refugees have got through the door of an education institution - focusing on closing the academic attainment gap and improving psychosocial wellbeing. Finally, our third pillar will bring a new and needed focus on systemic change: using our experience and expertise to bring about longer-term changes in the education system, so that all refugee and asylum seeking children and youth can thrive.

Financial position

After several years of navigating a complex capital project, through the cost of living crisis, the impact of COVID-19, Brexit and other external challenges for the construction industry, we are delighted to have transformed the derelict former high street bank we purchased in March 2020 into a valuable asset for REUK. The finances invested in this project are already yielding a positive social impact for REUK and the wider community and we have welcomed mission-aligned tenants who are starting to contribute to a long term and sustainable income stream.

The introduction of this multi-year capital project, alongside our programmes and core operations, has brought a level of complexity to our financial position. At the end of this financial year, this standalone capital project is very near completion and, going forward, our facilities income and expenditure will become a more integrated part of our wider finances. The significant reduction in funds from 31 March 2023 to 31 March 2024 is the result of planned expenditure of restricted and designated funds (secured in the previous year) on our capital project. Our balance of funds has now returned to a level reflecting our normal charitable activities.

We have been grateful for the ongoing support of trusts and foundations and other supporters who have enabled us to develop and grow our frontline services through generous grants to our programmes and core. Our non-capital costs ended the year with a slight deficit in response to a board-level decision to invest unrestricted income in a couple of groundbreaking new initiatives with significant potential for longer term systems change.

Following our transition from a small to medium sized charity (with a turnover of over £1m), it is taking longer than anticipated to build the new network of supporters we need to replace the grantmakers who have played a critical role in our development but whose remit we no longer fit. In response, we have increased our income from training, research and individuals and continue to proactively seek new corporate and trust and foundation partners to make strategic investments in REUK at this time of growing reach and impact.

Structure , governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are appointed by the resolution of the other directors. The board of trustees represents members with experience in financial management and charity governance, and experience in the fields of refugee support, international development, and education.

Organisational structure

REUK currently has a board of trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the board of trustees has eight members from a variety of professional backgrounds relevant to the work of the charity. The Chief Executive also attends all trustee meetings but has no voting rights.

The day-to-day responsibility for the provision of services is delegated to the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met, and also has responsibility for the day-to-day operational management and the individual supervision and development of the staff.

The Chief Executive is supported by a Senior Leadership Team comprising Chief Programmes Officer, Chief Operating Officer, Head of Culture and Ethos, Head of Education Access, and Head of Education Thriving.

The charity's wider team includes a further 24 paid staff, though no full-time fundraising staff, and very limited operational capacity. Our work is also supported by approximately 200 volunteers.

Induction and training of new trustees

Trustees are familiar with the practical work of the charity. New trustees are encouraged to familiarise themselves with the charity and the issues with which the charity engages. They are also encouraged to attend any training courses that they feel would benefit them in their role, including courses run by REUK. Each trustee is issued with the Charity Commission's guides "the Essential Trustee" and "Charity Governance Code" along with the Memorandum and Articles and the latest financial statements. All trustees must complete internal safeguarding training as part of their induction.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Reference and administrative details

Registered company: 06879651 (England and Wales)

Registered charity: 1132509 (England and Wales)

Registered office

International House
101 King's Cross Road
London
WC1X 9LP

Trustees

MA Harland, Interim Chair since 31 July 2024
DM Hollow
JE Johnston, Chair (resigned on 31 July 2024)
KM Martin (resigned on 31 July 2024)
MS Nash, Treasurer
SL Oleszczuk
BJ Perriman (resigned on 16 April 2024)
EA Ribeiro (appointed on 16 July 2024)
HG Teka

Senior Management Team

Mrs C Gladwell, Chief Executive
Ms E Bowerman, Chief Programmes Officer
Mr A Moore, Chief Operating Officer
Mrs K Barringer, Head of Education Access (on parental leave from March 2024)
Mr A Cooper, Head of Education Thriving
Mrs H Elwyn, Head of Ethos and Culture

Senior Statutory Auditor

Mr A Skilton

Auditors

Brewers Chartered Accountants
Statutory Auditor
Bourne House
Queen Street
Gomshall
Surrey
GU5 9LY

Statement of trustees' responsibilities

The trustees (who are also the directors of Refugee Education UK Ltd for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

Auditors

The auditors, Brewers Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 18 December 2024, and signed on the board's behalf by:



Mr M Harland, Trustee

Report of the independent auditors

Opinion

We have audited the financial statements of Refugee Education UK Ltd (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our discussions with the charity's management and the Trustees, we identified that the following laws and regulations are significant to the entity:

Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law.

Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect on the financial statements include compliance with the charitable objectives, public benefit, safeguarding and health and safety legislation. These matters were discussed amongst the engagement team at the planning stage and the team remained alert to non-compliance throughout the audit.

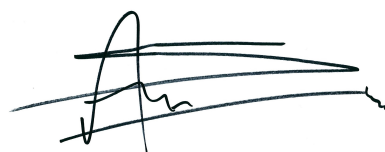
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of Trustee meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities from error. As explained above there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

Use of our report

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

**Andrew Skilton, Senior Statutory Auditor**

for and on behalf of Brewers Chartered Accountants (Statutory Auditor)
Bourne House
Queen Street
Gomshall
Surrey
GU5 9LY

Date: 18 December 2024

Statement of financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2024 Total Funds £	31 Mar 2023 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	243,465	778,323	1,021,788	2,791,470
Other trading activities	3	34,160	170,024	204,184	100,938
Other income		18,539	-	18,539	8,293
Total		296,164	948,347	1,244,511	2,900,701

EXPENDITURE ON					
Raising funds	4	2,312	47,591	49,903	3,060
Charitable activities	5				
Educational Progression		47,474	191,678	239,152	192,549
Educational Mentoring		49,422	313,689	363,111	207,911
Educational Wellbeing		60,813	69,035	129,848	110,805
Research + Advocacy		378	170,112	170,490	88,829
Core		309,960	202,172	512,132	184,262
Capital project		744,335	209,854	954,189	842,234
General		-	-	-	82,239
Total		1,214,694	1,204,131	2,418,825	1,711,889

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2024 Total Funds £	31 Mar 2023 Total Funds £
NET INCOME/(EXPENDITURE)		(918,530)	(255,784)	(1,174,314)	1,188,812
Transfers between funds	16	(25,342)	25,342	-	-
Net movement in funds		(943,872)	(230,442)	(1,174,314)	1,188,812

RECONCILIATION OF FUNDS					
Total funds brought forward		1,753,772	632,004	2,385,776	1,196,964
TOTAL FUNDS CARRIED FORWARD		809,900	401,562	1,211,462	2,385,776

Balance sheet

	Notes	Unrestricted Funds £	Restricted Funds £	31 Mar 2024 Total Funds £	31 Mar 2023 Total Funds £
FIXED ASSETS					
Tangible assets	11	1,634,595	10,947	1,645,542	1,044,570
CURRENT ASSETS					
Debtors	12	21,928	38,544	60,472	4,320
Cash at bank		169,931	373,373	543,304	2,416,682
		191,859	411,917	603,776	2,421,002
CREDITORS					
Amounts falling due within one year	13	(252,784)	(21,302)	(274,086)	(302,813)
NET CURRENT ASSETS		(60,925)	390,615	329,690	2,118,189
TOTAL ASSETS LESS CURRENT LIABILITIES		1,573,670	401,562	1,975,232	3,162,759
CREDITORS					
Amounts falling due after more than one year	14	(763,770)	-	(763,770)	(776,983)
NET ASSETS		809,900	401,562	1,211,462	2,385,776

FUNDS	16				
Unrestricted funds				809,900	1,753,772
Restricted funds				401,562	632,004
TOTAL FUNDS				1,211,462	2,385,776

The significant reduction in funds from 31 March 2023 to 31 March 2024 is as a result of planned expenditure of both restricted and designated funds on our capital project.

The financial statements were approved by the board of trustees and authorised for issue on 18 December 2024 and were signed on its behalf by:



Mr M Nash, Trustee

Cash flow statement

	Notes	31 Mar 2024 £	31 Mar 2023 £
Cash flows from operating activities			
Cash generated from operations	1	(1,151,536)	1,123,206
Interest paid (on loans)		(52,297)	(34,072)
Revaluation impairment		886,147	
Net cash provided by / (used in) operating activities		(317,686)	1,089,134
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,548,714)	(14,993)
Net cash provided by / (used in) investing activities		(1,548,714)	(14,993)
Cash flows from financing activities			
Loan repayments in year		(13,213)	(8,399)
Net cash provided by / (used in) investing activities		(13,213)	(8,399)
Change in cash and cash equivalents in the reporting period		(1,879,613)	1,065,742
Cash and cash equivalents at the beginning of the reporting period	2	2,416,682	1,350,940
Cash and cash equivalents at the end of the reporting period	2	537,069	2,416,682

Notes to the cash flow statement

1. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	31 Mar 2024 £	31 Mar 2023 £
Net income / (expenditure) for the reporting period as per the statement of financial activities	(1,174,314)	1,188,812
Adjustments for		
Depreciation charges	61,595	23,589
Interest paid	52,297	34,072
(Increase) / decrease in debtors	(56,152)	8,000
Increase / (decrease) in creditors	(34,962)	(131,267)
Net cash (used in) / provided by operations	(1,151,536)	1,123,206

2. Analysis of cash and cash equivalents

	31 Mar 2024 £	31 Mar 2023 £
Notice deposits (less than 3 months)	543,304	2,416,682
Overdrafts included in bank loans, and overdrafts falling due within one year	(6,235)	-
Total cash and cash equivalents	537,069	2,416,682

3. Analysis of changes in net funds / (debt)

	At 1 Apr 2023 £	Cash flow £	At 31 Mar 2024 £
Net cash			
Cash at bank	2,416,682	(1,873,378)	543,304
Bank overdraft	-	(6,235)	(6,235)
	2,416,682	(1,879,613)	537,069
Debt			
Debts falling due within 1 year	(12,759)	-	(12,759)
Debts falling due after 1 year	(776,983)	13,212	(763,770)
	(789,742)	13,212	(776,529)
Total	1,626,940	(1,866,400)	(239,460)

Notes to the financial statements

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Preparation of accounts on a going concern basis

Preparation of the accounts is on a going concern basis. The trustees are of the view that the level of reserves will support the charity going forward.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the income;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Gifts in kind

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the directors' annual report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Expenditure**Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of the directors' meetings and cost of any legal advice to directors on governance or constitutional matters.

Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

There is a material amount of deferred income included in the accounts. Deferred income relates to income that is received prior to the grant period relating to that income officially commencing.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property: 2% on cost
- Fixtures and fittings: 25% on cost

Capitalisation of assets

The capitalisation policy of the charity is to only capitalise assets of which the cost exceeds £400.

Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

Taxation

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

Fund accounting

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

Restricted 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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.

2. Donations and legacies

	31 Mar 2024 £	31 Mar 2023 £
Donations	215,684	339,003
Trusts and foundations	771,936	2,416,808
Churches	13,000	32,850
Beneficiary grants	21,168	2,809
	1,021,788	2,791,470

3. Other trading activities

	31 Mar 2024 £	31 Mar 2023 £
Training	24,135	10,310
Research	172,049	90,628
Facilities revenue	8,000	-
	204,184	100,938

4. Raising funds

	31 Mar 2024 £	31 Mar 2023 £
Raising donations and legacies		
Staff costs	43,939	-
Fundraising expenditure	3,368	
Fundraising fees	2,596	3,060
	49,903	3,060
<i>REUK has no full-time fundraising staff and, as previous years, has not paid for any fundraising consultancy.</i>		

5. Charitable activities costs

	Direct costs	Support costs see note 6	Totals
Educational Progression	211,467	27,685	239,152
Educational Mentoring	318,471	44,640	363,111
Educational Wellbeing	118,862	10,986	129,848
Research + Advocacy	132,624	37,866	170,490
Core	353,261	158,871	512,132
	1,134,685	280,048	1,414,733

6. Support costs

	Management £	Finance £	Human Resources £	Other £	Refurbishment costs £	Governance costs £	Totals £
Educational Progression	1,936	-	515	25,234	-	-	27,685
Educational Mentoring	1,936	-	3,327	39,377	-	-	44,640
Educational Wellbeing	1,936	-	1,237	7,813	-	-	10,986
Research + Advocacy	-	-	1,685	36,181	-	-	37,866
Core	28,056	52,297	5,576	47,301	-	25,641	158,871
Capital project	-	-	-	52,551	892,594	-	945,145
	33,864	52,297	12,340	208,457	892,594	25,641	1,225,193

7. Net income / (expenditure)

Net income / (expenditure) is stated after charging / (crediting):

	31 Mar 2024 £	31 Mar 2023 £
Auditors' remuneration	9,840	6,260
Depreciation - owned assets	61,595	1,590

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

	31 Mar 2024 £	31 Mar 2023 £
Trustee expenses	-	115

9. Staff costs

	31 Mar 2024 £	31 Mar 2023 £
Wages and salaries	1,118,331	813,186
Other pension costs	42,623	29,726
	1,160,954	842,912

The key management personnel of the charity comprise the trustees and senior management team. The trustees are not remunerated. The total employee benefits (including employer national insurance and employer pension contributions) of the other key management personnel of the charity were £273,195 (2022-23: £238,301).

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

	31 Mar 2024	31 Mar 2023
Employees	36	30

No employees received emoluments in excess of £60,000.

10. Comparatives for the statement of financial activities (2022-23)

	Unrestricted Funds £	Restricted Funds £	Total Funds 31 Mar 2023 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,244,306	1,547,164	2,791,470
Other trading activities	16,053	84,885	100,938
Other income	8,293	-	8,293
Total	1,268,652	1,632,049	2,900,701
EXPENDITURE ON			
Raising funds	1,142	1,918	3,060
Charitable activities			
Educational Progression	-	192,549	192,549
Educational Mentoring	-	207,911	207,911
Educational Wellbeing	-	110,805	110,805
Research + Advocacy	-	88,829	88,829
Core	-	184,262	184,262
General	(716,029)	798,268	82,239
Other	840,809	1,425	842,234
Total	125,922	1,585,967	1,711,889
NET INCOME / (EXPENDITURE)	1,142,730	46,082	1,188,812
RECONCILIATION OF FUNDS			
Total funds brought forward	611,038	585,926	1,196,964
TOTAL FUNDS CARRIED FORWARD	1,753,768	632,008	2,385,776

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Total £
COST OR VALUATION			
At 1 April 2023	1,100,000	14,993	1,114,993
Additions	1,527,531	21,183	1,548,714
Revaluations	(886,147)		(886,147)
At 31 March 2024	1,741,384	36,176	1,777,560

DEPRECIATION			
At 1 April 2023	68,833	1,590	70,423
Charge for year	52,551	9,044	61,595
At 31 March 2024	121,384	10,634	132,018

NET BOOK VALUE			
At 31 March 2024	1,620,000	25,542	1,645,542
At 31 March 2023	1,031,167	13,403	1,044,570

Cost or valuation at 31 March 2024 is represented by:

	Freehold property £	Fixtures and fittings £	Total £
Valuation in 2024	(886,147)	-	(886,147)
Cost	2,627,531	36,176	2,663,707
	1,741,384	36,176	1,777,560

If freehold property had not been revalued it would have been included at the following historical cost:

	31 Mar 2024 £	31 Mar 2023 £
Cost	2,627,530	-
Aggregate depreciation	121,384	-
Value of land in freehold land and buildings	2,506,146	-

12. Debtors: amounts falling due within one year

	31 Mar 2024 £	31 Mar 2023 £
Trade debtors	19,598	580
Other debtors	6,882	3,740
Accrued income	33,992	-
Total	60,472	4,320

13. Creditors: amounts falling due within one year

	31 Mar 2024 £	31 Mar 2023 £
Bank loans and overdrafts (see note 15)	18,994	12,759
Trade creditors	8,423	19,569
Social security and other taxes	21,208	18,250
Other creditors	9,178	4,925
Accruals and deferred income	191,375	240,710
Accrued expenses	24,908	6,600
	274,086	302,813

14. Creditors: amounts falling due after more than one year

	31 Mar 2024 £	31 Mar 2023 £
Bank loans (see note 15)	763,770	776,983

The charity took out a loan with Charity Bank in March 2020. The drawdown amount was £700,000. The loan is repayable over a period of 25 years, by monthly instalments of interest only for the first 30 months after first utilisation, followed by monthly instalments of capital and interest for the remainder of the term. Charity Bank holds a first fixed legal charge over the freehold interest in the property situated at 60 and 62 High Street, London NW10 4LL.

The charity entered a loan agreement with Community Church Harlesden (charity number 1121958) in February 2020 to assist with the purchase of the new premises. The amount borrowed was £100,000. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

15. Loans

An analysis of the maturity of loans is given below:

	31 Mar 2024 £	31 Mar 2023 £
Amounts falling due within one year on demand:		
Bank overdrafts	6,235	-
Bank loans	12,759	12,759
	18,994	12,759
Amounts falling due between one and two years:		
Bank loans: 1-2 years	13,089	13,089
Amounts falling due between two and five years:		
Bank loans: 2-5 years	45,879	45,879
Amounts falling due in more than five years:		
Bank loans more than five years by instalments	604,802	618,015
Loans more than five years by non-instalments	100,000	100,000

16. Movement in funds

	At 1 Apr 2023 £	Net movement in funds £	Transfers between funds £	At 31 Mar 2024 £
Unrestricted funds				
General fund	1,753,772	(918,530)	(25,342)	809,900
Restricted funds				
Educational Progression	71,946	28,885	-	100,831
Educational Mentoring	51,182	(45,177)	-	6,005
Educational Wellbeing	45,352	(11,829)	-	33,523
Educational Impact	1,029	-	-	1,029
Research + Advocacy	12,114	2,709	-	14,823
Core	8,150	(29,752)	25,342	3,740
Capital project	442,231	(200,620)	-	241,611
	632,004	(255,784)	25,342	401,562
TOTAL FUNDS	2,385,776	(1,174,314)	-	1,211,462

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	296,164	(1,214,694)	(918,530)
Restricted funds			
Educational Progression	225,489	(196,604)	28,885
Educational Mentoring	273,875	(319,052)	(45,177)
Educational Wellbeing	57,206	(69,035)	(11,829)
Research + Advocacy	172,821	(170,112)	2,709
Core	187,921	(217,673)	(29,752)
Capital project	31,035	(231,655)	(200,620)
	948,347	(1,204,131)	(255,784)
TOTAL FUNDS	1,244,511	(2,418,825)	(1,174,314)

Comparatives for movement in funds

	At 1 Apr 2022 £	Net movement in funds £	At 31 Mar 2023 £
Unrestricted funds			
General fund	611,038	1,142,734	1,753,772
Restricted funds			
Educational Progression	15,000	56,946	71,946
Educational Mentoring	41,285	9,897	51,182
Educational Wellbeing	84,952	(39,600)	45,352
Educational Impact	1,041	(12)	1,029
Research + Advocacy	11,860	254	12,114
Core	7,744	406	8,150
Capital project	418,178	24,053	442,231
Beneficiary grants	5,866	(5,866)	-
	585,926	46,078	632,004
TOTAL FUNDS	1,196,964	1,188,812	2,385,776

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,268,652	(125,918)	1,142,734
Restricted funds			
Educational Progression	324,643	(267,697)	56,946
Educational Mentoring	251,370	(241,473)	9,897
Educational Wellbeing	83,845	(123,445)	(39,600)
Educational Impact	750	(762)	(12)
Research + Advocacy	115,287	(115,033)	254
Core	233,790	(233,384)	406
Capital project	619,555	(595,502)	24,053
Beneficiary grants	2,809	(8,675)	(5,866)
	1,632,049	(1,585,971)	46,078
TOTAL FUNDS	2,900,701	(1,711,889)	1,188,812

17. Employee benefit obligations

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost in the SoFA represents the contributions payable by the company to the fund and amounted to £42,623 (2022-23: £29,726). There were no commitments at the balance sheet date in respect to future transactions.

18. Related party disclosures

No payments were made to directors or any persons connected with them during this financial year or the previous financial period. The trustees wish to disclose the following transactions which took place between the organisation and a trustee/director or any person connected with them.

During this financial year, Refugee Education UK received a donation of £9,000 from Community Church Harlesden (registered charity number 1121958) to further its charitable aims (2022-23: £9,070).

In February 2020 the charity also entered into a loan agreement with Community Church Harlesden, whereby the charity borrowed an amount of £100,000 to assist with the purchase of new premises. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

The trustees of Refugee Education UK disclose that one of their trustees (David Hollow) is a related party to Elizabeth Hollow (his spouse), who is a trustee of Community Church Harlesden, she is also a related party to Catherine Gladwell who is CEO of Refugee Education UK (sister-in-law). Paul Gladwell is a trustee of Community Church Harlesden and a related party to Catherine Gladwell who is the CEO of Refugee Education UK (brother-in-law).

Jigsaw Education - of which David Hollow and Catherine Gladwell (siblings) are directors - are tenants of The Lighthouse, and they and Refugee Education UK previously shared temporary office space. Rent and other office related costs were charged to Jigsaw Education in the year of £25,231.

19. Grant income

We are grateful to the following organisations for their support of specific areas of our work (restricted funding):

Anglo American Foundation: funding towards REUK's capital building project.

The Architectural Heritage Fund (AHF): funding towards REUK's capital building project.

BBC Children in Need: funding towards an educational mentoring programme for young refugees and asylum seekers in London.

The Bell Foundation: funding towards REUK's 1:1 ESOL and integrated wellbeing support project.

Betty Messenger Charitable Foundation: funding towards REUK's support of newly arrived refugees.

Clearwater International: funding for REUK's educational wellbeing programme.

The Considered Ask Foundation: funding towards REUK's Chief Operating Officer.

Croydon Relief in Need: funding towards educational mentoring in Croydon.

Educational Opportunity Foundation: funding for a Further Education Coordinator for the West Midlands.

The Eveson Trust: funding towards a further education project in the West Midlands.

The Fidelity UK Foundation: funding for the implementation of a CRM system.

The Henry Smith Charity: funding towards the running costs of a project providing mentoring support and educational services to young asylum seekers across England, and funding towards the running costs of a project providing support and educational services for young asylum seekers, impacted by the COVID-19 pandemic, across England.

John Lyon's Charity: funding towards a further education project (targeted at young people from the Beneficial Area of John Lyon's Charity).

London Borough of Brent (Neighbourhood CIL Fund): funding towards REUK's capital building project.

Man Group plc Charitable Trust: funding towards projects which provide educational mentoring and educational progression support for young refugees.

The National Lottery Community Fund ("RC England Wide" programme): funding towards educational mentoring for young asylum seekers and refugees, and a project supporting refugees and asylum seekers into higher education.

The Opencast Charitable Fund at the Community Foundation Tyne & Wear and Northumberland: funding for wellbeing and educational mentoring support projects for young refugees across the UK.

Oxford City Council: funding to support a conversation class for young refugees and asylum seekers in Oxford.

The Portal Trust: funding towards access to further education for young asylum seekers and refugees.

Programme for Afghan Refugee Community Support (PARCS): funding towards REUK's welcome project, helping to develop Afghan-led work with newly arrived Afghan refugees.

Salters' Charitable Foundation: funding for the education progression programme.

The Steel Charitable Trust: funding towards support for refugees and asylum-seekers aged 16-25 to access and thrive in education.

The University of Sussex: funding towards the production of access to higher education resources.

The William A. Cadbury Charitable Trust: funding towards the access to further education project in the West Midlands.

Wyn and Ken Lo Memorial Foundation: funding to support the educational wellbeing programme.

We are also grateful for unrestricted support from the following organisations (and for the support of other individuals and grant-makers who prefer to remain anonymous):

- The A B Charitable Trust
- Baskin Family Foundation
- Betty Messenger Charitable Foundation
- The Brown Source Trust
- Community Church Harlesden
- Schwab & Westheimer Trust
- Unbound Philanthropy
- The Violet Mauray Charitable Trust

Detailed statement of financial activities

	31 Mar 2024 £	31 Mar 2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	215,684	339,003
Trusts and foundations	771,936	2,416,808
Churches	13,000	32,850
Beneficiary grants	21,168	2,809
	1,021,788	2,791,470
Other trading activities		
Training	24,135	10,310
Research	172,049	90,628
Facilities revenue	8,000	-
	204,184	100,938
Other income		
Bank interest received	18,539	8,293
Total incoming resources	1,244,511	2,900,701

EXPENDITURE		
Raising donations and legacies		
Wages	43,939	-
Fundraising expenditure	3,368	-
Fundraising fees	2,596	3,060
	49,903	3,060
Charitable activities		
Wages	1,074,392	813,186
Pensions	42,623	29,726

Beneficiary grants	17,670	2,436
	1,134,685	845,348
Other		
Depreciation of tangible fixed assets	9,044	1,589
Support costs		
Management		
Insurance	18,796	21,771
Light and heat	15,068	4,352
Trustee expenses	-	115
	33,864	26,238
Finance		
Bank interest	52,297	34,072
Human resources		
Sundries	12,340	12,615
Other		
Rates and water	34,770	46,211
Telephone	4,170	5,387
Postage and stationery	2,903	946
Training and subsistence	20,911	9,748
Staff and volunteer expenses	3,154	11,526
Computer costs	37,684	17,810
Freelance labour	30,339	83,528
Household and cleaning	247	57
Subscriptions	1,009	736
Travel	20,719	22,922
Depreciation of tangible fixed assets	52,551	22,000
	208,457	220,871
Refurbishment costs		
Building costs	6,447	447,664
Impairment	886,147	-
	892,594	447,664

Governance costs		
Auditor's remuneration	9,840	6,260
Accountancy and legal fees	15,801	114,172
	25,641	120,432
Total resources expended	2,418,825	1,711,889
NET (EXPENDITURE) / INCOME	(1,174,314)	1,188,812

Accounts



Refugee Education UK

Report of the Trustees and Financial Statements

for the Year Ended 31 March 2023

Auditors:

JWR Audit Limited
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

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Report of the trustees

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

Aims and objectives

The Charity's Objects, as set out in the Governing Document and which are carried out in the context of the Charity's Christian foundation and history, are as follows:

1. To promote the benefit of refugees, asylum seekers, internally displaced peoples, those affected by conflict or any other vulnerable persons in the United Kingdom or abroad by:
 - a. The advancement of education by way of an educational mentoring scheme and other educational services;
 - b. The relief of poverty, sickness and distress through the provision of holistic support and the dissemination and provision of advice and support on issues that directly affect the beneficiary group.
2. For any such other purposes deemed charitable by the law of England and Wales as the trustees shall from time to time see fit.

In all activities undertaken, the board of trustees has had regard to the guidance issued by the Charity Commission on public benefit.

Public benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Strategic report

Our work in the past year

This year I have been reminded by so many young people that education is their primary vehicle for rebuilding their lives after being forced to flee conflict or persecution. Yet, we have also seen that the barriers and challenges to both getting into education - from primary up to university - and then thriving in education once there, are both complex and, at times, seemingly intractable.

The increasingly challenging and restrictive context of broader asylum and immigration policy only exacerbates this. In this context, hearing spontaneous feedback from young people that interactions with our frontline education teams have changed their lives; from teachers that completing one of our training programmes has changed their practice; and from policy makers that our research has challenged their thinking and provided new strategies for change, has strengthened our conviction and resolve that, however challenging the external context, education support for refugee young people remains absolutely critical.

I'm ending this year full of respect for young refugees who, every day, are determinedly carving out more hopeful futures for themselves and others, and full of gratitude to the Refugee Education UK team, our partners, and generous supporters who support these efforts.

Catherine Gladwell, Chief Executive

Our programmes

Educational Mentoring

This programme aims to improve young refugees' educational outcomes and wellbeing through weekly, 1:1 education-focussed support, provided by trained volunteers from local communities.

Operating across London, the West Midlands, the East of England and Oxford, in 2022-23 this programme matched 214 young refugees with trained volunteer mentors who, between them, provided some 5,205 hours of bespoke educational and wellbeing support. Of those young people participating in the programme:

- 71% stayed in education and made progress towards their educational goals;
- 74% exhibited increased confidence and improved communication skills which help them to thrive;
- 35% increased their participation in their local community through connections to youth groups and other relevant services and opportunities.

1:1 mentoring was complemented by add-on initiatives in response to identified needs, including a conversation class in Oxford, and an online maths group.

In 2022-23, we continued to provide regular upskilling and development to our volunteer mentors, including through training in topics such as boundaries, ESOL (English for Speakers of Other Languages), English GCSE, and further education.

'The hope of getting an education was the main thing that kept me going. You have helped me like no one else has helped me.'

Educational Mentoring programme participant

'The English language classes at his college are good but he has only one lesson a week and the teacher has often cancelled. There was a six week period towards the end of last year when there was no teacher available at all so he had no classes. Our mentoring sessions were his only access to English language teaching.'

Educational Mentoring programme mentor

Educational Wellbeing

This programme provides a vital service to young refugees who are facing practical or psychological challenges which risk derailing their participation, thriving, and progression in education.

In 2022-23, this programme provided support to 179 young people, of which,

- 30 were provided with consistent, holistic casework sessions to navigate and address complex needs, including challenges related to mental health, housing insecurity, and safeguarding situations. As a result, 75% maintained or improved their emotional resilience, and 83%

were able to keep progressing towards their educational goals;

- 149 received guidance, help, and signposting from the programme's advice service when facing particularly acute practical and psychosocial challenges. This included training for 75 individuals on providing wellbeing support to young refugees.

During this period, this programme increased its focus on building the confidence and agency of each young person to better address the challenges they face. This was achieved through providing regular wellbeing support sessions which enabled young people to set goals and build social and emotional skills, such as increased self awareness, improved behaviour management and healthier communication skills.

Approaches to increasing the reach and impact of the programme's expertise were also piloted, including upskilling other REUK staff to better support young people when experiencing distress, and creating opportunities for staff to share challenges, learning, and expertise in promoting young people's wellbeing and educational flourishing.

'It's the way I've been treated... I've been treated nicely, like I have value, like I've been important in people's eyes. I have so much support, I really feel loved and supported... there's still good people in the world! I feel that people care about me.'

Educational Wellbeing programme participant

Educational Progression

This programme seeks to make young refugees aware of their entitlements to education, and support them to access relevant opportunities. In 2022-23, through this programme's Further Education, Higher Education and Education Welcome projects,

- 890 young people, and the practitioners (such as teachers and social workers) who support them, received personalised information and guidance through our educational advice service (a 91% increase on the previous year);
- 149 young people received regular, bespoke casework or one-off guidance sessions to support them to move forward in their education. Of those receiving bespoke casework, 85% made tangible progress in their education;
- 15 recipients of scholarships funded through our partnership with the Schwab & Westheimer Trust received regular pastoral support and advocacy to overcome barriers to progressing in higher education;
- 587 young people grew in their knowledge and confidence through our interactive education workshops, including some delivered in Ukrainian and other mother-tongue languages.

During this period, our Further Education project expanded from London to the West Midlands in response to significant demand and, in the higher education sphere, we set up - in partnership with Student Action for Refugees, and Universities of Sanctuary - an award-winning, searchable online portal

for UK-based refugees and asylum seekers seeking educational opportunities, ranging from full scholarships, to English language support programmes. We are also leading a pilot initiative to recruit three female Afghan students, who are refugees in Pakistan, to study at two British universities.

Furthermore, the Educational Progression programme expanded to include a new Education Welcome project which built on our initial emergency response to the sudden arrivals from Afghanistan and Ukraine. This project continues to offer expert educational guidance and support to newly-arrived refugees and their families, and is delivered by two new team members with lived experience of forced migration, and the ability to deliver services in Ukrainian, Pashto and Dari.

'When I first arrived in this country as an asylum seeker, every college refused to help me study after countless tries. When I got in touch with [REUK's Further Education case worker], they became the light of my way and helped me navigate the complex path to education. I am right now on the course to study Adult Nursing at university with a scholarship, which is all thanks to the invaluable help I received from this wonderful organisation.'

Educational Progression programme participant

'Thank you again for everything, you've truly been a lifeline for me trying to navigate quite a challenging and complex situation with [the young person], and your support has made a world of difference. Thanks for all your kindness, effort, and energy.'

Practitioner receiving support and advice from the Educational Progression programme

Training

Seeking to dismantle some of the structural and practical barriers which make it hard for young refugees to access education, the Educational Progression team complemented its focus on individual young people with training for other professionals working with young refugees, including social workers, voluntary sector staff, and those working in schools, colleges and universities. In 2022-23, these training sessions increased the knowledge and confidence of over 650 training participants to understand and address the educational challenges faced by young refugees.

This year, we supported and prepared four young people to share their experiences, expertise, and advice within training sessions. This was a positive experience for young people and training participants alike. They told us:

'It was a good experience overall. Sometimes thinking back to stuff can make you a bit emotional - every time I talk about the Home Office I always tear up. But it's a good experience to talk about it, and the audience were amazing. They were all passionate as well as asking questions. I am so glad I could give back and inspire everyone. Every time I do this work I am proud of myself and everyone who was on that journey with me. I feel grateful. So overall it is a really good experience and I would do it again!'

Young person

'What a great session. The personal testimony from [the young person] was very inspiring, and a great example of how many partners and actors can support young people. A tenacious and irreplaceable young woman!'

Training participant

Research

Complementing our direct work with young refugees, REUK's research examines trends, issues and best practice, building evidence about what works in refugee education in the UK and globally. Our research aims to centre refugee young people in its design and implementation, and generates evidence to inform and improve policy and practice.

Key highlights from 2022-23 include:

- Carrying out research on the lived experience of displaced young people across England for the Office for National Statistics (ONS), in partnership with the National Institute for Economic and Social Research (NIESR), for which we recruited, trained and supported seven refugee youth peer researchers (from Ukraine, Palestine, Afghanistan, Pakistan and Sudan). One told us:

'I really learnt a lot from the project, I've never done interviews with shared experiences before. I liked getting to know [the refugee young people who were interviewed], and communicating with them. [...] The workshops at the start were really amazing [as well as those] that were online once or twice a week. [...] I'm expecting a lot from when things are done.'

Refugee youth peer researcher

- Designing and launching mixed methods research for The Bell Foundation, to explore practice across the UK for refugee young people who arrive in the UK at an upper secondary school age;
- Completing, in partnership with Jigsaw Consult and UNHCR, the three year Voices of Refugee Youth study on education transitions for refugee students in Pakistan and Rwanda, which included authoring two advocacy reports in collaboration with 30 youth researchers, and co-authoring the flagship research report;
- Launching InSPPiRE (Inclusive and Sustainable Promising Practices in Refugee Education in High-Income Contexts) and receiving over 25 promising practice case study submissions from projects and programmes across 13 high income countries;
- Developing (in partnership with Professor Joanna McIntyre from the University of Nottingham) a training programme for teachers engaging with refugee students, and creating policy recommendations for promoting the inclusion of refugee children in secondary schools.
- Beginning research for UNICEF UK into refugee and asylum-seeking children's access to and experiences of early childhood education and care in England;

Youth engagement and leadership

In line with our commitment to increasing young people's participation and visibility as experts by experience, we have dedicated greater staff capacity to coordinating and supporting youth engagement across the organisation and externally. In 2022-23, key highlights included:

Ensuring that young people's voices and perspectives are heard across REUK;

- 8 young people served on our Youth Advisory Board which meets regularly to offer strategic advice and lived experience perspectives to REUK's work and direction. In the past year they have advised the organisation about a range of topics, from our approach to external communications, to the way we facilitate lived experience and leadership opportunities. A member told us:

'Being a member of the Youth Advisory Board at REUK has helped me delve deeper into doing what I love: being a voice for others and contributing to a more positive society, especially for those who, just like me, are disadvantaged by their immigration status.'

- Two young people joined interview panels for new staff members, two others provided 1:1 peer support to other young people facing similar situations to ones they had previously experienced, and one young person actively participated in REUK's Anti-Racism Accountability group.
- Four young people reviewed our existing approach to media

engagement and contributed to REUK's new safeguarding and consent-focused media and communications toolkit.

Capitalising on opportunities for young people to feature in REUK's communications, resources and external media:

- With training and support from REUK, three young people were filmed for the BBC One Show 'From Conflict to Classroom', and another featured in a Sky News news piece about refugee education.
- Eight young people were featured in our external communications, including in newsletters and on social media, and three of these co-produced a professionally produced video in collaboration with the University of Sussex and Perspective Pictures which encourages and directs prospective refugee students to apply to university. One told us:

'It was a pleasure to work in this area. It was an amazing feeling to try helping others. Being an asylum-seeker or refugee can sometimes be very tough, so by doing amazing work such as this video can significantly improve and guide them to go on the right path. I have been through this and I know how lonely and difficult it is, so this will be beneficial for many people for sure.'

- Three young people had opportunities to co-produce other communications pieces, including a documentary about the Harlesden community where REUK is based, a photo and video reflection for Refugee Week, and

a T-shirt design collaboration which encouraged people to support refugees.

Ensuring that young people's perspectives featured in external contexts, including:

- Three young people engaged in what one described as 'impactful' leadership events which included networking with sector leaders, sharing their insights into effective leadership, and presenting to 60 professionals at an event organised by MEX Leadership.
- Four young people led a lived experience panel at a university conference, ensuring that their reflections on education were included in the discussions, and offering policy suggestions based on their experiences.
- Four others presented their lived experience perspectives at other university, community group, and refugee sector events, including one young person delivering the keynote speech to 200 people at the Royal Holloway University's volunteering awards.

Our team, culture, and working environment

Motivated by our values - a foundation of hope, valuing the individual, and changing the landscape - we seek to be a welcoming and supportive environment for young people and staff alike.

In 2022-23, we carried out a culture survey to better understand our team's perceptions of REUK, covering a wide range of topics including staff wellbeing, professional development, remuneration, REUK's Christian ethos, equality, diversity and inclusion (EDI), and the day-to-day outworking of our values. The outcomes of this survey played a part in informing a range of priority actions, including a pay review and updates to our remuneration policy and practice, ongoing efforts to progress our anti-racism agenda, and a greater focus on equality, diversity and inclusion, with a particular focus on increasing the number of staff members with lived experience of forced migration.

During this period our team grew from 26 to 34, and we introduced a new Chief

Operating Officer role to provide operational leadership and expertise across a wide range of functions including HR, finance, IT and administration as we transition from a small to medium-sized organisation.

In March 2020, we bought a building as a permanent home for REUK, which would lay the foundation for many years of positive impact, and create a safe and welcoming space for young refugees. We had hoped to move into the new building - named *The Lighthouse* - during this period, but faced significant hurdles with the refurbishment process due to challenges in the construction industry in general, and for our main contractor in particular. Although the delays were costly and discouraging, we continue to look forward to the opportunities that this new building offers REUK, and are looking forward to completion in December 2023.

Financial position

In March 2020 (just before the first lockdown), we strategically invested our reserves into the purchase of a property, the beginning of a long-term project that will enable us to reach more young refugees, provide new educational and social activities in response to the needs articulated by the young people we work with, and generate unrestricted income to fund our charitable activities.

The pandemic led to both an increase in need among young people, and a significant decrease in the available financial resources to address them. In spite of these challenges, we were grateful for the generosity of individual donors and that of trusts and foundations which created new grant opportunities throughout the pandemic and in the turbulence and uncertainty which followed it, especially as we responded rapidly to the needs of newly-arrived Afghans and Ukrainians following emergency resettlement schemes.

Our capital refurbishment project faced significant delays, due to the impacts of COVID-19, Brexit, the conflict in Ukraine and other external factors negatively impacting the construction sector generally, coupled with particular challenges with our specific contractor. Following the commissioning of a new contractor, we are now on track to move into our new building - named *The Lighthouse* - in December 2023.

In 2022-23, we received a large one-off gift (£1m) which we designated to our capital project. This gift meant that our income of £2.9m significantly exceeded our expenditure of £1.7m.

At the end of 2021-22, we had already carried forward £1.2m of restricted income for the capital project for costs that were due to be incurred in 2022-23. Coupled with the one-off large gift received in 2022-23, this led to us carrying forward £2.4m into 2023-24.

At the time of writing (September 2023), we currently have £1.55m cash reserves, of which £1.03m is designated to completing the capital project, £187.8k is restricted to particular programmes and core projects, and £338.9k is unrestricted. Our programmes, core and unrestricted funds total £526.7k, which equate to 4.1 months operating costs.

We are in the process of updating our fundraising strategy in the light of our current scale and needs, especially as we transition from a small to medium sized charity and, now that we have income of over £1m, no longer fit the remit of a range of grantmakers who have played a critical foundational role in our development to date. We are aiming to increase our income from training, research and individual supporters, and are proactively seeking new corporate and trust and foundation partners to invest in REUK at this exciting time of growing reach and impact.

Structure , governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are appointed by the resolution of the other directors. The board of trustees represents members with experience in financial management and charity governance, and experience in the fields of refugee support, international development, and education.

Organisational structure

REUK currently has a board of trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the board of trustees has eight members from a variety of professional backgrounds relevant to the work of the charity. The Chief Executive also attends all trustee meetings but has no voting rights.

The day-to-day responsibility for the provision of services is delegated to the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met, and also has responsibility for the day-to-day operational management and the individual supervision and development of the staff.

The Chief Executive is supported by a Senior Management Team. The team is composed of the Chief Executive, Chief Programmes Officer, Chief Operating Officer, Head of Culture and Ethos, and three Heads of Programmes.

Our staff team this year has consisted of: 1 Chief Executive, 1 Chief Programmes Officer, 1 Chief Operating Officer, 1 Head of Culture and Ethos, 3 Heads of Programmes, 1 Head of Finance and Operations, 3 Senior Programme Coordinators, 2 Senior Support Workers, 12 Programme Coordinators, 1 Lead Practitioner, 1 Support Worker, 2 Project Managers, 1 Research Manager, 1 Research Officer, 1 Finance and HR Manager, 1 Fundraising and Communications Officer, and 1 Operations Administrator.

These paid roles have been supported by approximately 200 volunteers.

Induction and training of new trustees

Trustees are familiar with the practical work of the charity. New trustees are encouraged to familiarise themselves with the charity and the issues with which the charity engages. They are also encouraged to attend any training courses that they feel would benefit them in their role, including courses run by REUK. Each trustee is issued with the Charity Commission's guides "the Essential Trustee" and "Charity Governance Code" along with the Memorandum and Articles and the latest financial statements. All trustees must complete internal safeguarding training as part of their induction.

Related parties

REUK currently has no contractual relationships with related parties.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Reference and administrative details

Registered company: 06879651 (England and Wales)

Registered charity: 1132509

Registered office

24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Trustees

MA Harland, Company Director
DM Hollow, Company Director
JE Johnston, Civil Servant
KM Martin, Self Employed
MS Nash, Operations Manager
SL Oleszczuk, Company Director
MJ Perriman, Business Development Manager
HG Teka, Aid Worker

Senior Statutory Auditor

Kate Wood

Auditors

JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Senior Management Team

Mrs C Gladwell, Chief Executive
Ms E Bowerman, Chief Programmes Officer
Mr A Moore, Chief Operating Officer
Mrs K Barringer, Head of Educational Progression
Mr A Cooper, Head of Educational Mentoring
Mrs H Elwyn, Head of Ethos and Culture
Ms J Thorson, Head of Educational Wellbeing

Auditors

The auditors, JWR Audit Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20 December 2023, and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'Johnston', with a long horizontal flourish extending to the right.

Mrs JE Johnston, Trustee

Statement of trustees' responsibilities

The trustees (who are also the directors of Refugee Education UK Ltd for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

The Charities Act and the Companies Act require the board of trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the board of trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business; and

- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

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

I approve the attached statement of financial activities and balance sheet for the year ended 31 March 2023, and confirm that I have made available all information necessary for its preparation.

Report of the independent auditors

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

Procedures performed by the audit team included:

- Discussions with management regarding known or suspected instances of non-compliance with laws and regulations;
- Evaluation of controls designed to prevent and detect irregularities; and
- Assessing journals entries as part of our planned audit approach.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As in all of our audits we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

Use of our report

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

the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink, appearing to read 'KW' with a stylized flourish.

Kate Wood, Senior Statutory Auditor

for and on behalf of JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Date: 20 December 2023

Statement of financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2023 Total Funds £	31 March 2022 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,244,306	1,547,165	2,791,470	1,629,992
Other trading activities	3	16,053	84,885	100,938	32,982
Other income		8,293	-	8,293	761
Total		1,268,652	1,632,050	2,900,701	1,663,735

EXPENDITURE ON					
Raising funds	4	1,142	1,918	3,060	3,912
Charitable activities	5				
Beneficiary Grants		-	-	-	14,958
Core		4,189	180,072	184,261	644,926
Mentoring		-	207,911	207,911	1,474
Progression		-	192,549	192,549	157
Wellbeing		-	110,805	110,805	209
Impact		-	762	762	-
Research & Advocacy		-	88,829	88,829	-
General		83,068	-	83,068	-
Other		37,524	803,122	840,645	969,781
Total		125,923	1,585,968	1,711,890	1,635,417

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2023 Total Funds £	31 March 2022 Total Funds £
NET INCOME/(EXPENDITURE)		1,142,730	46,048	1,188,811	28,318
Transfers between funds	16	(8,200)	8,200	-	-
Net movement in funds		1,134,529	54,282	1,188,811	28,318

RECONCILIATION OF FUNDS					
Total funds brought forward		619,238	577,726	1,196,964	1,168,646
TOTAL FUNDS CARRIED FORWARD		1,753,767	632,008	2,385,775	1,196,964

Balance sheet

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2023 Total Funds £	31 March 2022 Total Funds £
FIXED ASSETS					
Tangible assets	11	1,033,623	10,948	1,044,571	1,053,167
CURRENT ASSETS					
Debtors	12	582	3,743	4,325	12,318
Cash at bank		1,799,369	617,313	2,416,682	1,350,940
		1,799,951	621,056	2,421,007	1,363,258
CREDITORS					
Amounts falling due within one year	13	(302,819)	0	(302,819)	(431,471)
NET CURRENT ASSETS		1,497,132	621,056	2,118,188	931,787
TOTAL ASSETS LESS CURRENT LIABILITIES		2,530,755	632,004	3,162,759	1,984,954
CREDITORS					
Amounts falling due after more than one year	14	(776,984)	-	(776,984)	(787,990)
NET ASSETS		1,753,771	632,004	2,385,775	1,196,964

FUNDS	16				
Unrestricted funds				1,753,771	619,238
Restricted funds				632,004	577,726
TOTAL FUNDS				2,385,775	1,196,964

The financial statements were approved by the board of trustees and authorised for use on 20 December 2023 and were signed on its behalf by:



MS Nash, Trustee

Cash flow statement

	Notes	31 March 2023 £	31 March 2022 £
Cash flows from operating activities			
Cash generated from operations	1	1,123,206	464,629
Interest paid		(34,072)	(20,780)
Net cash provided by operating activities		1,089,134	443,849
Cash flows from investing activities			
Purchase of tangible fixed assets		(14,993)	-
Net cash provided by / (used in) investing activities		(14,993)	-
Cash flows from financing activities			
Loan repayments in year		(8,399)	(1,858)
Net cash provided by / (used in) investing activities		(8,399)	(1,858)
Change in cash and cash equivalents in the reporting period		1,065,742	441,991
Cash and cash equivalents at the beginning of the reporting period	2	1,350,940	908,949
Cash and cash equivalents at the end of the reporting period	2	2,416,682	1,350,940

Notes to the cash flow statement

1. Reconciliation of net income to net cash flow from operating activities

	31 March 2023 £	31 March 2022 £
Net income for the reporting period as per the statement of financial activities	1,188,811	28,318

Adjustments for		
Depreciation charges	23,589	22,000
Interest paid	34,072	20,780
Decrease in debtors	7,996	23,852
Increase / (decrease) in creditors	(131,262)	369,679
Net cash provided by operations	1,123,206	464,629

2. Analysis of changes in net funds

	At 1 April 2022 £	Cash flow £	At 31 March 2023 £
Net cash			
Cash at bank	1,350,940	1,065,742	2,416,682
	1,350,940	1,065,742	2,416,682

Debt			
Debts falling due within 1 year	(10,152)	(2,607)	(12,759)
Debts falling due after 1 year	(787,990)	11,006	(776,984)
	(798,142)	8,399	(789,743)

Total	552,798	1,074,141	1,626,939
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Notes to the financial statements

1. Accounting policies

Basis of preparing the financial statements

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with: the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014; and with the Charities Act 2011.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the requirements of the SORP.

Refugee Education UK Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Preparation of accounts on a going concern basis

Preparation of the accounts is on a going concern basis. The trustees are of the view that the level of reserves will support the charity going forward.

Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

Material prior period errors

No material prior year errors have been identified in the reporting period.

The particular accounting policies adopted are set out below.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the income;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Gifts in kind

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the directors' annual report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Expenditure**Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of the directors' meetings and cost of any legal advice to directors on governance or constitutional matters.

Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

There is a material amount of deferred income included in the accounts. Deferred income relates to income that is received prior to the grant period relating to that income officially commencing.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property: 50 years on cost
- Fixtures and fittings: 25% on cost

Capitalisation of assets

The capitalisation policy of the charity is to only capitalise assets of which the cost exceeds £400.

Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

Taxation

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

Fund accounting

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

Restricted 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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.

2. Donations and legacies

	31 March 2023 £	31 March 2022 £
Donations	339,003	534,453
Trusts and foundations	2,416,808	1,056,438
Churches	32,850	25,681
Beneficiary grants	2,809	13,420
	2,791,470	1,629,992

3. Other trading activities

	31 March 2023 £	31 March 2022 £
Training	10,310	29,882
Research	90,628	-
Desk rental	-	3,100
	100,938	32,982

4. Raising funds

	31 March 2023 £	31 March 2022 £
Raising donations and legacies		
Fundraising fees	3,060	3,409
Support costs		503
	3,060	3,912

5. Charitable activities costs

	Direct costs	Support costs see note 6	Totals
Core	161,424	22,837	184,261
Educational Mentoring	207,911	-	207,911
Educational Progression	192,549	-	192,549
Educational Wellbeing	110,805	-	110,805
Educational Impact	762	-	762
Research & Advocacy	88,829	-	88,829
General	83,068	-	83,068
	845,348	22,837	868,185

6. Support costs

	Management £	Human Resources £	Other £	Refurbishment costs £	Governance costs £	Totals £
Other resources expended	26,238	12,616	232,466	447,664	120,072	839,056
Core	-	-	22,477	-	360	22,837
	26,238	12,616	254,943	447,664	120,432	861,893

7. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	31 March 2023 £	31 March 2022 £
Auditors' remuneration	6,260	2,500
Depreciation - owned assets	23,589	22,000

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

The key management personnel of the charity comprise the trustees and senior management team. Trustees are not remunerated and do not receive any benefits.

Trustees' expenses

Trustee expenses relating to travel costs of £115 were paid in the year.

9. Staff costs

	31 March 2023 £	31 March 2022 £
Wages and salaries	813,186	622,390
Other pension costs	29,726	20,717
	842,912	643,107

The key management personnel of the charity comprise the trustees and senior management team. The trustees are not remunerated. The total employee benefits (including employer national insurance and employer pension contributions) of the other key management personnel of the charity were £238,301 (2021-22: £244,719).

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

	31 March 2023	31 March 2022
Employees	30	27

No employees received emoluments in excess of £60,000.

10. Comparatives for the statement of financial activities (2021/22)

	Unrestricted Funds £	Restricted Funds £	Total Funds 31 March 2022 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	124,121	1,505,871	1,629,992
Other trading activities	3,160	29,822	32,982
Other income	761	-	761
Total	128,042	1,535,693	1,663,735

EXPENDITURE ON			
Raising funds	1,785	2,127	3,912
Charitable activities			
Beneficiary grants	-	14,958	14,958
Core	(14,940)	659,866	644,926
Mentoring	-	1,474	1,474
Progression	-	157	157
Wellbeing	-	209	209
Other	30,141	939,640	969,781
Total	16,986	1,618,431	1,635,417

NET INCOME / (EXPENDITURE)	111,056	(82,738)	28,318
Transfers between funds	(278,240)	278,240	-
Net movement in funds	(167,184)	195,502	28,318

RECONCILIATION OF FUNDS			
Total funds brought forward	786,422	382,224	1,168,646
TOTAL FUNDS CARRIED FORWARD	619,238	577,726	1,196,964

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Total £
COST			
At 1 April 2022	1,100,000	-	1,100,000
Additions	-	14,993	14,993
At 31 March 2023	1,100,000	14,993	1,114,993

DEPRECIATION			
At 1 April 2022	46,833	-	46,833
Charge for year	22,000	1,589	23,589
At 31 March 2023	68,833	1,589	70,422

NET BOOK VALUE			
At 31 March 2023	1,031,167	13,404	1,044,571
At 31 March 2022	1,053,167	-	1,053,167

12. Debtors: amounts falling due within one year

	31 March 2023 £	31 March 2022 £
Trade debtors	585	1,112
Other debtors	3,740	3,740
Prepayments and accrued income	-	7,468
Total	4,325	12,320

13. Creditors: amounts falling due within one year

	31 March 2023 £	31 March 2022 £
Bank loans and overdrafts (see note 15)	12,759	10,152
Trade creditors	19,575	119,425
Social security and other taxes	18,250	11,450
Other creditors	4,925	3,945
Accruals and deferred income	240,710	284,001
Accrued expenses	6,600	2,500
	302,819	431,473

14. Creditors: amounts falling due after more than one year

	31 March 2023 £	31 March 2022 £
Bank loans (see note 15)	776,984	787,990

The charity took out a loan with Charity Bank in March 2020. The drawdown amount was £700,000. The loan is repayable over a period of 25 years, by monthly instalments of interest only for the first 30 months after first utilisation, followed by monthly instalments of capital and interest for the remainder of the term. Charity Bank holds a first fixed legal charge over the freehold interest in the property situated at 60 and 62 High Street, London NW10 4LL.

The charity entered a loan agreement with Community Church Harlesden (charity number 1121958) in February 2020 to assist with the purchase of the new premises. The amount borrowed was £100,000. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

15. Loans

An analysis of the maturity of loans is given below:

	31 March 2023 £	31 March 2022 £
Amounts falling due within one year on demand:		
Bank loans	12,759	10,152
Amounts falling due between one and two years:		
Bank loans: 1-2 years	13,090	20,651
Amounts falling due between two and five years:		
Bank loans: 2-5 years	45,879	21,434
Amounts falling due in more than five years:		
Bank loans more than five years by instalments	618,015	645,905
Loans more than five years by non-instalments	100,000	100,000

16. Movement in funds

	At 1 April 2022 £	Net movement in funds £	Transfers between funds £	At 31 March 2023 £
Unrestricted funds				
General fund	619,238	1,142,733	(8,200)	1,753,771
Restricted funds				
Core	3,740	406	4,004	8,150
Educational Wellbeing	84,952	(39,600)	-	45,352
Educational Mentoring	41,285	9,897	-	51,182
Educational Progression	15,000	56,946	-	71,946
Educational Impact	1,041	(12)	-	1,029
Research and Advocacy	11,860	254	-	12,114
Capital project	418,178	24,053	-	442,231
Beneficiary grants	1,670	(5,866)	4,196	-
	577,726	46,078	8,200	632,004
TOTAL FUNDS	1,196,964	1,188,811	-	2,385,775

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,268,652	(125,919)	1,142,733
Restricted funds			
Core	233,790	(233,384)	406
Educational Wellbeing	83,845	(123,445)	(39,600)
Educational Mentoring	251,370	(241,473)	9,897
Educational Progression	324,643	(267,697)	56,946
Educational Impact	750	(762)	(12)
Research and Advocacy	115,287	(115,033)	254
Capital project	619,555	(595,502)	24,053
Beneficiary grants	2,809	(8,675)	(5,866)
	1,632,049	(1,585,971)	46,078
TOTAL FUNDS	2,900,701	(1,711,890)	1,188,811

Comparatives for movement in funds

	At 1 April 2021 £	Net movement in funds £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds				
General fund	786,422	111,056	(278,240)	619,238
Restricted funds				
Core	(2,355)	(105,774)	111,869	3,740
Educational Wellbeing	79,519	5,433	-	84,952
Educational Mentoring	41,285	(52,659)	52,659	41,285
Educational Progression	15,000	(58,596)	58,596	15,000
Educational Impact	1,041	(24,774)	24,774	1,041
Research and Advocacy	11,860	(30,342)	30,342	11,860
Capital project	235,874	182,304	-	418,178
Beneficiary grants	-	1,670	-	1,670
	382,224	(82,738)	278,240	577,726

TOTAL FUNDS	1,168,646	28,318	-	1,196,964
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Comparative net movement in funds, included in the above, are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	128,042	(16,986)	111,056
Restricted funds			
Core	135,255	(241,029)	(105,774)
Educational Wellbeing	140,564	(135,131)	5,433
Educational Mentoring	161,116	(213,775)	(52,659)
Educational Progression	34,308	(92,904)	(58,596)
Educational Impact	2,650	(27,424)	(24,774)
Research and Advocacy	30,285	(60,627)	(30,342)
Capital project	1,018,095	(835,791)	182,304
Beneficiary grants	13,420	(11,750)	1,670
	1,535,693	(1,618,431)	(82,738)
TOTAL FUNDS	1,663,735	(1,635,417)	28,318

Transfers between funds

During the period, the charity used its unrestricted general fund to contribute to the excess resources expended in respect of its restricted funds.

17. Employee benefit obligations

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost in the SoFA represents the contributions payable by the company to the fund and amounted to £29,726 (2021/22: £20,518). There were no commitments at the balance sheet date in respect to future transactions.

18. Related party disclosures

No payments were made to directors or any persons connected with them during this financial year or the previous financial period. The trustees wish to disclose the following

transactions which took place between the organisation and a trustee/director or any person connected with them.

During this financial year, Refugee Education UK received a donation of £9,070 from Community Church Harlesden (registered charity number 1121958) to further its charitable aims (2021/22: £9,000).

In February 2020 the charity also entered into a loan agreement with Community Church Harlesden, whereby the charity borrowed an amount of £100,000 to assist with the purchase of new premises. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

The trustees of Refugee Education UK disclose that one of their trustees (David Hollow) is a related party to Elizabeth Hollow (his spouse), who is a trustee of Community Church Harlesden, she is also a related party to Catherine Gladwell who is CEO of Refugee Education UK (sister-in-law). Paul Gladwell is a trustee of Community Church Harlesden and a related party to Catherine Gladwell who is the CEO of Refugee Education UK (brother-in-law).

The charity currently share a temporary office with Jigsaw Consult, of which David Hollow and Catherine Gladwell (siblings) are directors. Jigsaw Consult will be tenants of The Lighthouse once construction is finished. Rent and other office related costs were charged to Jigsaw Consult in the year of £26,481. Consultancy services were provided to Jigsaw Consult by the charity at a charge of £5,193 in the year.

19. Grant income

We are grateful to the following organisations for their support of specific areas of our work (restricted funding):

The Architectural Heritage Fund (AHF): funding towards REUK's capital building project.

BBC Children in Need: funding towards an educational mentoring programme for young refugees and asylum-seekers in London.

The Bell Foundation: funding towards REUK's 1:1 ESOL and integrated wellbeing support project.

The Bernard Sunley Foundation: funding towards the creation of REUK's education and community centre in Harlesden (capital project).

Betty Messenger Charitable Foundation: funding towards REUK's core costs.

The British and Foreign School Society: funding for a Further Education Coordinator for the West Midlands.

City Bridge Trust (TNLCF COVID-19 Response Fund): funding towards a mental health project for young refugees.

Clearwater International: funding for REUK's educational wellbeing programme.

The Clothworkers Foundation: funding towards REUK's capital building project.

The Constable Education Trust Limited (CET): funding towards the refurbishment of a former bank to create a refugee education centre and social impact hub (capital project).

Croydon Relief in Need: funding towards educational mentoring in Croydon.

The Henry Smith Charity: funding towards the running costs of a project providing mentoring support and educational services to young asylum seekers across England, and funding towards the running costs of a project providing support and educational services for young asylum seekers, impacted by the COVID-19 pandemic, across England.

Individual Giving, Building Designated: funding from individual donors restricted to REUK's building project.

Jigsaw Consult: funding towards REUK's capital building project.

London Borough of Brent (Neighbourhood CIL Fund): funding towards REUK's capital building project.

Malala Fund: funding to support REUK's national Education Welcome Response Programme for newly arrived refugees.

Man Group plc Charitable Trust: funding towards projects which provide educational mentoring and educational progression support for young refugees.

The Monday Charitable Trust: funding towards REUK's educational wellbeing programme and REUK's emergency education welcome response.

The National Lottery Community Fund ("RC England Wide" programme): funding towards educational mentoring for young asylum seekers and refugees.

The Portal Trust: funding towards access to further education for young asylum seekers and refugees.

Programme for Afghan Refugee Community Support (PARCS): funding towards REUK's welcome project, helping to develop Afghan-led work with newly arrived Afghan refugees.

The Rayne Foundation: funding for REUK's specialist education and wellbeing support work.

RRAF: funding for REUK's emergency Afghanistan appeal.

Schroder Charity Trust: funding towards educational mentoring for young refugees using trained volunteer mentors.

Westhill Endowment: funding towards REUK's youth leadership courses.

Wyn and Ken Lo Memorial Foundation: funding towards a dedicated youth space in *The Lighthouse*.

We are also grateful for unrestricted support from the following organisations:

- The A B Charitable Trust
- Baskin Family Foundation
- Betty Messenger Charitable Foundation
- The Brown Source Trust
- Christ Church London
- Community Church Harlesden
- Denman Charitable Trust
- James Knott Family Foundation
- Schwab & Westheimer Trust
- Sony Pictures Action
- Unbound Philanthropy

Detailed statement of financial activities

	31 March 2023 £	31 March 2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	339,003	534,453
Trusts and foundations	2,416,808	1,056,438
Churches	32,850	25,681
Beneficiary grants	2,809	13,420
	2,791,470	1,629,992
Other trading activities		
Training	10,310	29,882
Research	90,628	-
Desk rental	-	3,100
	100,938	32,982
Other income		
Bank interest received	8,293	761
Total incoming resources	2,900,701	1,663,735

EXPENDITURE		
Raising donations and legacies		
Fundraising fees	3,060	3,409
Charitable activities		
Wages	813,186	622,390
Pensions	29,726	20,717
Beneficiary grants	-	11,750
Safeguarding	2,436	2,121

	845,348	656,978
Other		
Fixtures and fittings	1,589	-
Support costs		
Management		
Insurance	21,771	21,102
Light and heat	4,352	2,885
Trustee expenses	115	-
	26,238	23,987
Human resources		
Sundries	12,616	5,778
Other		
Rent and rates	46,211	21,423
Telephone	5,387	3,683
Postage and stationery	946	14,597
Training and subsistence	9,748	2,880
Staff and volunteer expenses	11,526	3,747
Computer costs	17,810	4,384
Freelance labour	83,528	50,979
Household and cleaning	57	979
Subscriptions	736	1,973
Travel	22,922	4,746
Subsistence	-	99
Freehold property	22,000	22,000
Bank charges	249	185
Mortgage	33,823	20,595
	254,943	152,270
Refurbishment costs		
Building costs	447,664	680,692
Governance costs		

Auditor's remuneration	6,260	2,500
Accountancy and legal fees	114,172	109,803
	120,432	112,303
Total resources expended	1,711,891	1,635,417
NET INCOME	1,188,811	28,318

Accounts



Refugee Education UK

Report of the Trustees and Financial Statements

for the Year Ended 31 March 2022

Auditors:

JWR Audit Limited
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

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Report of the trustees

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Aims and objectives

The Charity's Objects, as set out on the Governing Document and which are carried out in the context of the Charity's Christian foundation and history, are as follows:

1. To promote the benefit of refugees, asylum seekers, internally displaced peoples, those affected by conflict or any other vulnerable persons in the United Kingdom or abroad by:
 - a. The advancement of education by way of an educational mentoring scheme and other educational services;
 - b. The relief of poverty, sickness and distress through the provision of holistic support and the dissemination and provision of advice and support on issues that directly affect the beneficiary group.
2. For any such other purposes deemed charitable by the law of England and Wales as the trustees shall from time to time see fit.

In all activities undertaken, the board of trustees has had regard to the guidance issued by the Charity Commission on public benefit.

Public benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Strategic report

Our work in the past year

Last summer's evacuations from Afghanistan and the invasion of Ukraine have led to significant numbers of new arrivals, and those welcoming them, reaching out to Refugee Education UK (REUK) for help and support. At the same time, changes to the treatment of those seeking safety in the UK, along with the ongoing negative impact of COVID-19, have continued to negatively impact many other children and young people from a whole range of countries who are seeking safety in the UK.

In this challenging and stretching context, I am thankful for the opportunities we have had to respond quickly and creatively to the needs we've seen and for the provision of resources to do so. Whether through engaging directly with individuals or seeking to change the landscape in which we're working, it has been encouraging to see hope prevail, not least in the resilience, kindness and courage of those we exist to serve.

Joy Johnston, Chair of Trustees

Our programmes

Educational Mentoring

This programme matched 214 young refugees with trained volunteer mentors for weekly sessions, equating to some 6,120 hours of bespoke educational and wellbeing support.

Of those young people participating in the programme,

- 94% stayed in education and made progress towards their agreed educational goals,
- 80% exhibited increased confidence and improved communication skills which help them to thrive, and
- 43% increased their participation in their local community.

Over the course of the year, mentoring pairs have started to transition back to in-person meetings, following two years of virtual engagement, and initiatives such as English and Maths groups have

continued to complement the individual mentoring sessions.

We've invested in the development of our volunteer mentors, including by training mentors in topics such as boundaries, ESOL (English for Speakers of Other Languages), English GCSE, anti-racism and further education.

One mentee, who wants to study history said, *"Before I used to read books but I didn't understand everything. Now we have a really good conversation about history."*

Educational Wellbeing

Our educational wellbeing programme responds to research findings that show wellbeing challenges to be one of the biggest barriers to improving educational outcomes for young refugees.

During COVID-19, this programme bore the weight of many complex needs among young people and, in the past

year, responded to increased wellbeing support needs among many young Afghans following the fall of their country to the Taliban.

In the past year, this programme provided support to 138 young people, of which:

- 63 were provided with regular, holistic casework sessions to address complex needs. As a result, 89% increased in their ability to manage mental health and emotions, and 87% were enabled to enrol, re-enrol or remain in education;
- 75 received guidance, help and signposting from the programme's advice service.

We commissioned an external evaluation of the programme which highlighted the overwhelmingly positive impact that our individualised, long term support has had on project participants, while also drawing attention to the impact on staff, and the need for greater clarity on the focus and role of the programme post-pandemic.

Building on this evaluation, coupled with input from our Youth Advisory Board and other stakeholders, we're excited to have launched a new strategy for educational wellbeing. This new strategy will aim to increase participation and/or progression in education, improve emotional resilience and build agency and capacity among participants.

"With your support with everything, I have been able to focus on my education."

Educational wellbeing programme participant.

"Dealing with disappointments is really important, when you don't have achievements in your life, because of your health, because of your immigration status. It is important to have a hope, and to be given hope."

Educational wellbeing programme participant.

Educational Progression

Our educational progression programme aims to ensure that every young refugee and asylum seeker in the UK is aware of their entitlements to further education (college/16+) and higher education (university) and receives tailored support to access these. In the past year:

- 257 received personalised information and guidance from our further education (FE) advice service, and 207 through our higher education (HE) advice service;
- 132 young people received bespoke casework or guidance sessions to support them to move forward in their education. Of those receiving bespoke casework, 88% made tangible progress in their education;
- 17 recipients of scholarships funded through our partnership with the Schwab & Westheimer Trust received regular pastoral support and advocacy to overcome barriers to progressing in their higher education;
- 66 young people grew in their knowledge and confidence through our interactive education workshops.

Alongside our direct work with young people, we trained 160 practitioners - including university, school, and college

staff, social workers and others from the voluntary sector - about access to higher and further education.

“My education dreams and career had been nightmares, until I heard about this organisation [REUK] that rekindled my hopes again, and makes me feel more inspired and motivated.

“With organisations like this, gives the opportunity to most refugees and asylum seekers to have a chance at meaningful life and happiness.

“Especially with the very professional, sensitive and patient advice line; sky is the limits for every asylum seekers who are lovers of knowledge and sound education.”

Advice service user.

Emergency Response

Responding to acute conflicts and crises is not new work for REUK; every young person we work with has, at some point, made an urgent and dangerous journey to escape war or persecution. However, the past year has seen particular crises unfold in Afghanistan and in Ukraine that have brought or will bring significant new waves of refugees to the UK.

As our existing programmes are not designed to provide immediate, entry-level support to large numbers of new arrivals, we rapidly responded to last summer's events in Afghanistan by:

- Creating an educational welcome pack and distributing over 2,865 hard copies in English, Dari and Pashto to newly-arrived Afghan families;
- Training over 250 education professionals to better support newly-arrived Afghan children and young people;
- Responding to the practical, educational and psychosocial needs of young Afghans currently, or previously, supported by REUK, through workshops and 1:1 sessions.

We then drew on these resources to provide educational guidance to the high numbers of Ukrainians arriving in the UK following the Russian invasion.

In the coming year, we are transitioning this emergency response into a core education welcome project. This new project will complement our existing core programmes by providing initial education and wellbeing orientation, guidance and support to any newly arrived refugees and asylum seekers as they adjust to life in the UK.

Research and Advocacy

Complementing our direct work with young refugees, REUK's research arm seeks to change the landscape in which we are operating and to strengthen our reputation as a thought leader on refugee education globally.

In the past year, our research team has:

- Published evidence-based policy briefs, including on new arrivals from Afghanistan and the long-term effects of COVID-19 on refugees' education and wellbeing;
- Launched a study with the University of Warwick to explore the barriers to higher education for young refugees and asylum seekers in Coventry, with the aim of identifying strategies to address these barriers;

- Started developing an online training module with the University of Nottingham for teachers of refugee students;
- Established a partnership with Student Action for Refugees (STAR) and the University of Sheffield to examine the barriers to university across the UK;
- Undertook short-term research consultancy projects for the EdTech Hub, a research partnership examining the use of educational technology funded by the Foreign and Commonwealth Development Office;
- In partnership with Jigsaw Consult and UNHCR, developed and delivered a fully accredited social sciences research methods course for 31 refugee youth researchers across Rwanda and Pakistan as part of the Voices of Refugee Youth initiative (a longitudinal study examining education transitions in refugee contexts).

Youth Engagement and Leadership

We have been encouraged to see an increasing number of young people playing active leadership roles in different aspects of REUK's work and external communications. In the past year:

- 10 young people completed our values-based youth leadership course which equips them to understand their own personal values, how to lead from those values, and increases their confidence in their own leadership potential and influence. All participants came away with a clarified

understanding of what good leadership is, and 90% reported that the course improved their own view of themselves as leaders.

One participant told us:

"It's given me the confidence to do things I wouldn't have done before. It makes me feel like my goals are valid - we all have the right to chase our dreams! It made me proactive and intentional about what I want, and how to figure it out!"

- 17 young people participated in a 'youth takeover day' which provided confidence-building activities and training in public speaking. 14 of these young people shared their wisdom and experiences in short videos which will be used in our training and external communications;
- 22 young people shared their stories and lived experience of forced migration and education through our external communications, including newsletters, webposts, training and speaking opportunities;
- 10 young people served on our youth advisory board which meets regularly to offer strategic advice and lived experience perspectives to REUK's work and direction.

In the past year they have advised the organisation about a range of topics, from our new education welcome project and education wellbeing strategy, to our

recruitment processes and our anti-racism agenda.

- 6 young people participated in the pilot of REUK voice, an initiative which introduced the purpose and practice of advocacy and created a regular space for young people to discuss what needs to change in the refugee education world.

Group members put their skills and confidence into practice by launching a campaign to extend the provision of Student Finance

to those with Limited Leave to Remain and by regularly participating in REUK's training and communications.

- 5 young people attended dinners arranged through our partnership with the Forward Institute. These events introduced young people to the world of work, networking and change-making and created mutually perspective-shifting personal connections with senior leaders from across society.

Our team and culture

Through the ongoing challenges of the pandemic we continued to invest in our team and organisational culture, seeking to be a welcoming and supportive environment for young people and staff alike.

As staff have returned to in person working, albeit in temporary office space due to our refurbishment project, we have sought to create spaces and opportunities for staff to reconnect with one another and increase their wellbeing at work. These have included an annual staff away day, informal team socials, a changed structure to our team meetings,

'ethos sessions', and more opportunities for clinical supervision.

One key priority in the past year has been driving forward our anti-racism agenda. In the past year, all staff have received anti-racism training, and our anti-racism group leads a staff-wide discussion and reflection on relevant subjects each term. We also continue to work out the best way for the anti-racism agenda to be meaningfully embedded in our organisational structure, culture and leadership.

The Lighthouse

In March 2020, we bought a building as a permanent home for REUK which would lay the foundation for many years of positive impact and create a safe and welcoming space for young refugees.

The first lockdown began just a few weeks after we completed the purchase, leading to significant delays in the refurbishment project which finally began in June 2021. As we emerge from the pandemic, we are more excited than

ever about the positive impact of our new physical space and the potential it creates for new drop-in sessions, group activities and a range of educational place-based services.

We invited REUK's young people, staff, volunteers and other supporters to suggest names for the new building.

Following a consultation and voting process, 'The Lighthouse' was chosen.

A member of our youth advisory board explained:

"I like The Lighthouse. It reminds me of hope and positivity"

Financial position

Since 2012, Refugee Education UK (REUK) has grown significantly from a small, local charity with a turnover of £52,000, to an organisation working with over 700 young people annually, in 5 locations, employing 26 staff and with a turnover of £807,000 in 2020/21. This growth and our impact were made possible by the generous support of a range of charitable trusts and foundations, the number and size of whose grants have grown alongside us.

Over the past few years we developed and implemented a strategy to diversify our income sources and strengthen our financial resilience. This strategy included increasing our research and consultancy income, building relationships with corporates, and increasing the level of individual and community donations. The majority of our trust and foundation fundraising activities (such as grant writing and generating training income) are carried out by programme leads as part of their management roles, and tasks connected to individual giving and fundraising are carried out by our Fundraising and Communications Officer.

In March 2020, we strategically invested our reserves into the purchase of a property, which we are transforming into an education centre for young refugees

and office space. The property investment is the beginning of a long-term project that will enable us to reach more young refugees, provide new educational and social activities in response to the needs articulated by the young people we work with, and generate unrestricted income to fund our charitable activities.

Just two weeks after completion, the UK went into lockdown as a result of COVID-19. The pandemic led to both an increase in need among young people, and a significant decrease in the available financial resources to address them. In spite of these challenges, we were grateful for the generosity of individual donors and that of trusts and foundations which created new grant opportunities throughout the pandemic. The refurbishment has faced significant delays but we hope to move into our new building - named 'The Lighthouse' - in Spring 2023.

Prior to our investment in a new building, the trustees had considered the level of reserves they wish to retain, appropriate to the charity's needs. Based on the charity's growing size and the financial commitments held, the trustees aim to maintain reserves of unrestricted funds of six months running costs. The reserves are needed to ensure that the charity will

be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure.

Our unrestricted net current assets are £354,061. The trustees recognise that while we are carrying a higher level of reserves than usual, we are comfortable

to maintain this while the current refurbishment project is being carried out. Once the refurbishment is complete we will have better visibility of the overall position of the charity, and will review both the level of our reserves and our reserves policy at that point.

Structure , governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are appointed by the resolution of the other directors. The board of trustees represents members with experience in financial management and charity governance, and experience in the fields of refugee support, international development, and education.

Organisational structure

REUK currently has a board of trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the board of trustees has eight members from a variety of professional backgrounds relevant to the work of the charity. The Chief Executive also attends all trustee meetings but has no voting rights.

The day-to-day responsibility for the provision of services is delegated to the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met, and also has responsibility for the day-to-day operational management and the individual supervision and development of the staff.

The Chief Executive is supported by a Senior Management Team. The team is composed of the Chief Executive, Head of Programmes, Head of Finance and Operations, and four Programme Managers.

Our staff team this year has consisted of: 1 Chief Executive, 1 Head of Programmes, 4 Programme Managers, 1 Head of Finance and Operations, 1 Interim Head of Finance and Operations, 3 Specialist Support Workers, 1 Senior Programmes Officer, 10 Programme Coordinators, 1 Finance and Administration Manager, 1 Project Manager, 1 Research Officer, 1 Communications and Fundraising Officer, 1 Operations Officer, and 1 Administration and Finance Assistant.

These paid roles have been supported by approximately 200 volunteers.

Induction and training of new trustees

Trustees are familiar with the practical work of the charity. New trustees are encouraged to familiarise themselves with the charity and the issues with which the charity engages. They are also encouraged to attend any training courses that they feel would benefit them in their role, including courses run by REUK. Each trustee is issued with the Charity Commission's guides "the Essential Trustee" and "Charity Governance Code" along with the Memorandum and Articles and the latest financial statements. All trustees must complete internal safeguarding training as part of their induction.

Related parties

REUK currently has no contractual relationships with related parties.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Reference and administrative details

Registered company: 06879651 (England and Wales)

Registered charity: 1132509

Registered office

24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Trustees

MA Harland, Company Director (appointed 27 July 2021)
DM Hollow, Academic
JE Johnston, Civil Servant
KM Martin, Self Employed
MS Nash, Operations Manager
SL Oleszczuk, Director (appointed 27 July 2021)
MJ Perriman, Business Development Manager
HG Teka, Aid Worker

Senior Statutory Auditor

Kate Wood

Auditors

JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Senior Management Team

Mrs C Gladwell, Chief Executive
Ms E Bowerman, Head of Programmes
Mrs S Hance-Barkley, Head of Finance and Operations
Mr A Moore, Interim Head of Finance and Operations
Mrs K Barringer, Head of Educational Progression
Mr A Cooper, Head of Educational Mentoring
Mrs H Elwyn, Head of Ethos and Culture
Ms B Norman, Programme Manager
Ms J Thorson, Head of Educational Wellbeing

Auditors

The auditors, JWR Audit Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 22 December 2022, and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'Johnston', with a long horizontal flourish extending to the right.

Mrs JE Johnston, Trustee

Statement of trustees' responsibilities

The trustees (who are also the directors of Refugee Education UK Ltd for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

The Charities Act and the Companies Act require the board of trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the board of trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business; and

- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

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

I approve the attached statement of financial activities and balance sheet for the year ended 31 March 2022, and confirm that I have made available all information necessary for its preparation.

Report of the independent auditors

Opinion

We have audited the financial statements of Refugee Education UK Ltd (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

Procedures performed by the audit team included:

- Discussions with management regarding known or suspected instances of non-compliance with laws and regulations;
- Evaluation of controls designed to prevent and detect irregularities; and
- Assessing journals entries as part of our planned audit approach.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As in all of our audits we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

Use of our report

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

the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink, appearing to read 'KW' with a stylized flourish.

Kate Wood, Senior Statutory Auditor

for and on behalf of JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Date: 22 December 2022

Statement of financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2022 Total Funds £	31 March 2021 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	124,121	1,505,871	1,629,992	1,347,668
Other trading activities	3	3,160	29,822	32,982	68,578
Other income		761	-	761	7,262
Total		128,042	1,535,693	1,663,735	1,423,508

EXPENDITURE ON					
Raising funds	4	1,784	1,625	3,409	2,799
Charitable activities	5				
Beneficiary Grants		-	14,958	14,958	16,527
Core		(14,940)	659,866	644,926	524,823
Mentoring		-	1,474	1,474	-
Progression		-	157	157	-
Wellbeing		-	209	209	-
Other		30,141	940,143	970,284	262,858
Total		16,985	1,618,432	1,635,417	807,007

NET INCOME/(EXPENDITURE)		111,057	(82,739)	28,318	616,501
Transfers between funds	16	(278,240)	278,240	-	-
Net movement in funds		(167,183)	195,501	28,318	616,501

RECONCILIATION OF FUNDS					
Total funds brought forward		786,422	382,224	1,168,646	552,145
TOTAL FUNDS CARRIED FORWARD		619,239	577,725	1,196,964	1,168,646

Balance sheet

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2022 Total Funds £	31 March 2021 Total Funds £
FIXED ASSETS					
Tangible assets	11	1,053,167	-	1,053,167	1,075,167
CURRENT ASSETS					
Debtors	12	1,110	11,208	12,318	36,170
Cash at bank		784,422	566,518	1,350,940	911,304
		785,532	577,725	1,363,258	947,474
CREDITORS					
Amounts falling due within one year	13	(431,471)	-	(431,471)	(55,926)
NET CURRENT ASSETS		354,061	577,726	931,787	891,548
TOTAL ASSETS LESS CURRENT LIABILITIES		1,407,228	577,726	1,984,954	1,966,715
CREDITORS					
Amounts falling due after more than one year	14	(787,990)	-	(787,990)	(798,069)
NET ASSETS		619,238	577,726	1,196,964	1,168,646
FUNDS	16				
Unrestricted funds				619,238	786,422
Restricted funds				577,726	382,224
TOTAL FUNDS				1,196,964	1,168,646

The financial statements were approved by the board of trustees and authorised for use on 22 December 2022 and were signed on its behalf by:



MS Nash, Trustee

Cash flow statement

	Notes	31 March 2022 £	31 March 2021 £
Cash flows from operating activities			
Cash generated from operations	1	464,629	640,253
Interest paid		(20,780)	(143)
Net cash provided by operating activities		443,849	640,110
Cash flows from investment activities			
Loan repayments in year		(1,858)	-
Net cash provided by / (used in) investing activities		(1,858)	-
Change in cash and cash equivalents in the reporting period		441,991	640,110
Cash and cash equivalents at the beginning of the reporting period	2	908,949	268,839
Cash and cash equivalents at the end of the reporting period	2	1,350,940	908,949

Notes to the cash flow statement

1. Reconciliation of net income to net cash flow from operating activities

	31 March 2022 £	31 March 2021 £
Net income for the reporting period as per the statement of financial activities	28,318	616,501
Adjustments for		
Depreciation charges	22,000	22,000
Interest paid	20,780	143
Increase in debtors	23,852	(26,105)
Increase in creditors	369,679	27,714
Net cash provided by operations	464,629	640,253

2. Analysis of cash and cash equivalents

	31 March 2022 £	31 March 2021 £
Notice deposits (less than 3 months)	1,350,940	911,304
Overdrafts included in bank loans, and overdrafts falling due within one year	-	(2,355)
Total cash and cash equivalents	1,350,940	908,949

3. Analysis of changes in net funds

	At 1 April 2021 £	Cash flow £	At 31 March 2022 £
Net cash			
Cash at bank	911,304	439,636	1,350,940
Bank overdraft	(2,355)	2,355	-
	908,949	441,991	1,350,940
Debt			
Debts falling due within 1 year	(1,931)	(8,221)	(10,152)
Debts falling due after 1 year	(798,069)	10,079	(787,990)
	(800,000)	1,858	(798,142)
Total	108,949	443,849	552,798

Notes to the financial statements

1. Accounting policies

Basis of preparing the financial statements

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with: the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014; and with the Charities Act 2011.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the requirements of the SORP.

Refugee Education UK Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Preparation of accounts on a going concern basis

Preparation of the accounts is on a going concern basis. The trustees are of the view that the level of reserves will support the charity going forward.

Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

Material prior period errors

No material prior year errors have been identified in the reporting period.

The particular accounting policies adopted are set out below.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the income;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Gifts in kind

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the directors' annual report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Expenditure**Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of the directors' meetings and cost of any legal advice to directors on governance or constitutional matters.

Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

There is a material amount of deferred income included in the accounts. Deferred income relates to income that is received prior to the grant period relating to that income officially commencing.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property: 50 years on cost

Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

Taxation

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

Fund accounting

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

Restricted 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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.

2. Donations and legacies

	31 March 2022 £	31 March 2021 £
Gifts	-	3
Donations	534,453	249,041
Trusts and foundations	1,056,438	1,052,201
Churches	25,681	28,025
Beneficiary grants	13,420	18,398
	1,629,992	1,347,668

3. Other trading activities

	31 March 2022 £	31 March 2021 £
Training and consultancy	29,882	55,116
Consultancy income	-	4,462
Desk rental	3,100	9,000
	32,982	68,578

4. Raising funds

	31 March 2022 £	31 March 2021 £
Raising donations and legacies		
Fundraising fees	3,409	2,799

5. Charitable activities costs

	Direct costs	Support costs see note 6	Totals
Beneficiary grants	12,031	2,927	14,958
Core	643,107	1,819	644,926
Educational Mentoring	1,474	-	1,474
Educational Progression	157	-	157
Educational Wellbeing	209	-	209
	656,978	4,746	661,724

6. Support costs

	Management £	Human Resources £	Other £	Refurbishment costs £	Governance costs £	Totals £
Raising donations and legacies	-	-	-	-	503	503
Other resources expended	23,987	5,778	147,524	680,692	111,800	969,781
Beneficiary grants	-	-	2,927	-	-	2,927
Core	-	-	1,819	-	-	1,819
	23,987	5,778	152,270	680,692	112,303	975,030

7. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	31 March 2022 £	31 March 2021 £
Auditors' remuneration	2,500	2,500
Depreciation - owned assets	22,000	22,000

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

The key management personnel of the charity comprise the trustees and senior management team. Trustees are not remunerated and do not receive any benefits.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

9. Staff costs

	31 March 2022 £	31 March 2021 £
Wages and salaries	622,390	501,606
Other pension costs	20,717	19,537
	643,107	521,143

No employees received emoluments in excess of £60,000. Staff are paid through the PAYE system.

The key management personnel of the charity comprise the trustees and senior management team. The trustees are not remunerated. The total employee benefits (including employer national insurance and employer pension contributions) of the other key management personnel of the charity were £244,719 (2020/21: £235,114).

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

	31 March 2022	31 March 2021
Employees	27	23

No employees received emoluments in excess of £60,000.

10. Comparatives for the statement of financial activities (2020/21)

	Unrestricted Funds £	Restricted Funds £	Total Funds 31 March 2021 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	381,713	965,955	1,347,668
Other trading activities	68,578	-	68,578
Other income	7,262	-	7,262
Total	457,553	965,955	1,423,508

EXPENDITURE ON			
Raising funds	2,771	28	2,799
Charitable activities			
Beneficiary grants	3,950	12,577	16,527
Core	10,088	514,735	524,823
Other	15,136	247,722	262,858
Total	31,945	775,062	807,007

NET INCOME	425,608	190,893	616,501
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RECONCILIATION OF FUNDS			
Total funds brought forward	360,813	191,332	552,145
TOTAL FUNDS CARRIED FORWARD	786,421	382,225	1,168,646

11. Tangible fixed assets

	Freehold property £
COST	
As at 1 April 2021 and 31 March 2022	1,100,000
DEPRECIATION	
At 1 April 2021	24,833
Charge for year	22,000
At 31 March 2022	46,833
NET BOOK VALUE	
At 31 March 2022	1,053,167
At 31 March 2021	1,075,167

12. Debtors: amounts falling due within one year

	31 March 2022 £	31 March 2021 £
Trade debtors	1,110	36,170
Other debtors	3,740	-
Prepayments and accrued income	7,468	-
Total	12,318	36,170

13. Creditors: amounts falling due within one year

	31 March 2022 £	31 March 2021 £
Bank loans and overdrafts (see note 15)	10,152	4,286
Trade creditors	119,423	4,944
Social security and other taxes	11,450	9,529
Other creditors	3,945	5,065
Net wages	-	4,602
Accruals and deferred income	284,001	25,000
Accrued expenses	2,500	2,500
	431,471	55,926

14. Creditors: amounts falling due after more than one year

	31 March 2022 £	31 March 2021 £
Bank loans (see note 15)	787,990	798,069

The charity took out a loan with Charity Bank in March 2020. The drawdown amount was £700,000. The loan is repayable over a period of 25 years, by monthly instalments of interest only for the first 30 months after first utilisation, followed by monthly instalments of capital and interest for the remainder of the term. Charity Bank holds a first fixed legal charge over the freehold interest in the property situated at 60 and 62 High Street, London NW10 4LL.

The charity entered a loan agreement with Community Church Harlesden (charity number 1121958) in February 2020 to assist with the purchase of the new premises. The amount borrowed was £100,000. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

15. Loans

An analysis of the maturity of loans is given below:

	31 March 2022 £	31 March 2021 £
Amounts falling due within one year on demand:		
Bank overdrafts	-	2,355
Bank loans	10,152	1,931
	10,152	4,286
Amounts falling due between one and two years:		
Bank loans: 1-2 years	20,651	21,924
Amounts falling due between two and five years:		
Bank loans: 2-5 years	21,434	65,590
Amounts falling due in more than five years:		
Bank loans more than five years by instalments	645,905	606,555
Loans more than five years by non-instalments	100,000	100,000

16. Movement in funds

	At 1 April 2021 £	Net movement in funds £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds				
General fund	786,422	111,056	(278,240)	619,238
Restricted funds				
Core	(2,355)	(105,774)	111,869	3,740
Educational Wellbeing	79,519	5,433	-	84,952
Educational Mentoring	41,285	(52,659)	52,659	41,285
Educational Progression	15,000	(58,596)	58,596	15,000
Educational Impact	1,041	(24,774)	24,774	1,041
Research and Advocacy	11,860	(30,342)	30,342	11,860
Capital project	235,874	182,304	-	418,178
Beneficiary grants	-	1,670		1,670
	382,224	(82,738)	278,240	577,726
TOTAL FUNDS	1,168,646	28,318	-	1,196,964

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	128,042	(16,986)	111,056
Restricted funds			
Core	135,255	(241,029)	(105,774)
Educational Wellbeing	140,564	(135,131)	5,433
Educational Mentoring	161,116	(213,775)	(52,659)
Educational Progression	34,308	(92,904)	(58,596)
Educational Impact	2,650	(27,424)	(24,774)
Research and Advocacy	30,285	(60,627)	(30,342)
Capital project	1,018,095	(835,791)	182,304
Beneficiary grants	13,420	(11,750)	1,670
	1,535,693	(1,618,431)	(82,738)
TOTAL FUNDS	1,663,735	(1,635,417)	28,318

Comparatives for movement in funds

	At 1 April 2020 £	Net movement in funds £	At 31 March 2021 £
Unrestricted funds			
General fund	360,813	425,609	786,422
Restricted funds			
Core	17,983	(20,338)	(2,355)
Educational Wellbeing	54,674	24,845	79,519
Educational Mentoring	76,826	(35,541)	41,285
Educational Progression	18,675	(3,675)	15,000
Educational Impact	3,500	(2,459)	1,041
Research and Advocacy	17,174	(5,314)	11,860
Capital project	-	235,874	235,874
Restricted funds	2,500	(2,500)	-
	191,332	190,892	382,224
TOTAL FUNDS	552,145	616,501	1,168,646

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	457,553	(31,944)	425,609
Restricted funds			
Core	106,232	(126,570)	(20,338)
Educational Wellbeing	159,498	(134,653)	24,845
Educational Mentoring	165,135	(200,676)	(35,541)
Educational Progression	15,000	(18,675)	(3,675)
Educational Impact	22,499	(24,958)	(2,459)
Research and Advocacy	44,640	(49,954)	(5,314)
Capital project	452,951	(217,077)	235,874
Restricted funds	-	(2,500)	(2,500)
	965,955	(775,063)	190,892
TOTAL FUNDS	1,423,508	(807,007)	616,501

Transfers between funds

During the period, the charity used its unrestricted general fund to contribute to the excess resources expended in respect of its restricted funds.

17. Employee benefit obligations

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost in the SoFA represents the contributions payable by the company to the fund and amounted to £20,518 (2020/21: £19,538). There were no commitments at the balance sheet date in respect to future transactions.

18. Related party disclosures

No payments were made to directors or any persons connected with them during this financial year or the previous financial period. The trustees wish to disclose the following transactions which took place between the organisation and a trustee/director or any person connected with them.

During this financial year, Refugee Education UK received a donation of £9,000 from Community Church Harlesden (registered charity number 1121958) to further its charitable aims (2020/21: £10,000). In February 2020 the charity also entered into a loan agreement with Community Church Harlesden, whereby the charity borrowed an amount of £100,000 to assist with the purchase of new premises. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank. The trustees of Refugee Education UK disclose that one of their trustees (David Hollow) is a related party to Elizabeth Hollow (his spouse), who is a trustee of Community Church Harlesden, she is also a related party to Catherine Gladwell who is CEO of Refugee Education UK (sister-in-law). Paul Gladwell is a trustee of Community Church Harlesden and a related party to Catherine Gladwell who is the CEO of Refugee Education UK (brother-in-law). The charity currently share a temporary office with Jigsaw Consult, of which David Hollow and Catherine Gladwell are directors. Jigsaw Consult will be tenants of The Lighthouse once construction is finished. Rent and other office related costs were charged to Jigsaw Consult in the year of £18,861. Consultancy services were provided to Jigsaw Consult by the charity at a charge of £19,836 in the year.

19. Grant income

We are grateful to the following organisations for their support of specific areas of our work (restricted funding):

Ashfield Trust: funding towards REUK's capital building project.

Allchurches Trust: funding towards REUK's capital building project, and a 'Hope Beyond' grant towards educational wellbeing for young refugees following COVID-19.

The Architectural Heritage Fund (AHF): funding towards REUK's capital building project.

The Angus Lawson Memorial Trust: funding towards educational mentoring in Birmingham and towards REUK's education welcome packs.

The Barrow Cadbury Trust (COVID-19 Support Fund): funding for our digital transition project and other activities to make REUK a stronger and more inclusive organisation.

BBC Children in Need: funding towards an educational mentoring programme for young refugees and asylum-seekers in London.

The Bell Foundation: funding towards REUK's 1:1 ESOL and integrated wellbeing support project.

Betty Messenger Charitable Foundation: funding towards REUK's core costs.

The British and Foreign School Society: funding for a Further Education Coordinator for the West Midlands.

The Bernard Sunley Foundation: funding towards the creation of REUK's education and community centre in Harlesden (capital project).

City Bridge Trust (TNLCF COVID-19 Response Fund): funding towards a mental health project for young refugees.

The Clothworkers Foundation: funding towards REUK's capital building project.

The Constable Education Trust Limited (CET): funding towards the refurbishment of a former bank to create a refugee education centre and social impact hub (capital project).

Controlling Migration Fund: funding provided by Solihull Metropolitan Council towards the costs of educational mentoring and education support projects in Birmingham.

Croydon Relief in Need: funding towards educational mentoring in Croydon.

Garfield Weston Foundation: funding towards a community hub and centre for young refugees (capital project).

The Henry Smith Charity: funding towards the running costs of a project providing mentoring support and educational services to young asylum seekers across England.

Historic England: funding towards REUK's capital building project.

Individual Giving, Building Designated: funding from individual donors restricted to REUK's building project.

Jigsaw Consult: funding towards REUK's capital building project.

Lloyds Bank Foundation: funding towards the salary costs of the Specialist Education Support Worker with a contribution to associated project costs.

London Borough of Brent (Neighbourhood CIL Fund): funding towards REUK's capital building project.

Man Group plc Charitable Trust: funding towards projects which provide educational mentoring and educational progression support for young refugees.

The Monday Charitable Trust: funding towards REUK's educational wellbeing programme and REUK's emergency education welcome response.

The Mrs Smith & Mount Trust (The Mount Fund): funding towards mental wellbeing and resilience-building with young refugees.

The National Lottery Community Fund ("RC England Wide" programme): funding towards educational mentoring for young asylum seekers and refugees.

Oxfordshire Community Foundation: funding for educational mentoring in Oxford.

The Portal Trust: funding towards access to further education for young asylum seekers and refugees.

Qatar Foundation International: Funding towards REUK's research into promising practices in refugee education in high income countries.

The Rayne Foundation: funding for REUK's specialist education and wellbeing support work.

Westhill Endowment: funding towards REUK's youth leadership courses.

The Young Londoners Fund: funding for specialist education and wellbeing support for young asylum seekers and refugees in London.

We are also grateful for unrestricted support from the following organisations:

- The A B Charitable Trust
- The Aurum Charitable Trust
- Baskin Family Foundation
- The Brown Source Trust
- Christ Church London
- Community Church Harlesden
- Edlumino Education Aid
- James Knott Family Foundation
- The Leigh Trust
- The RRAF Charitable Trust
- Schwab & Westheimer Trust
- Sony Pictures Action
- Unbound Philanthropy

Detailed statement of financial activities

	31 March 2022 £	31 March 2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	-	3
Donations	534,453	249,041
Trusts and foundations	1,056,438	1,052,201
Churches	25,681	28,025
Beneficiary grants	13,420	18,398
	1,629,992	1,347,668
Other trading activities		
Training and consultancy	29,882	55,116
Consultancy income	-	4,462
Desk rental	3,100	9,000
	32,982	68,578
Other income		
CJRS grant	-	7,207
Bank interest received	761	55
	761	7,262
Total incoming resources	1,663,735	1,423,508

EXPENDITURE		
Raising donations and legacies		
Fundraising fees	3,409	2,799
Charitable activities		
Wages	622,390	501,606

Pensions	20,717	19,537
Beneficiary grants	11,750	16,527
Safeguarding	2,121	1,645
Governance	-	124
	656,978	539,439
Support costs		
Management		
Insurance	21,102	14,767
Light and heat	2,885	16,577
	23,987	31,344
Human resources		
Sundries	5,778	3,300
Other		
Rent and rates	21,423	8,400
Telephone	3,683	2,817
Postage and stationery	14,597	656
Sundries	-	117
Training and subsistence	2,880	10,508
Staff and volunteer expenses	3,747	1,943
Computer costs	4,384	22,544
Freelance labour	50,979	6,039
Household and cleaning	979	1,282
Subscriptions	1,973	311
Travel	4,746	558
Subsistence	99	83
Freehold property	22,000	22,000
Bank charges	185	143
Mortgage	20,595	-
	152,270	77,401
Refurbishment costs		
Building costs	680,692	-

Other 3		
Legal and professional	-	(1)
Governance costs		
Auditor's remuneration	2,500	2,500
Accountancy and legal fees	109,803	150,225
	112,303	152,725
Total resources expended	1,635,417	807,007
NET INCOME	28,318	616,501

Accounts



Refugee Education UK

Report of the Trustees and Financial Statements

for the Year Ended 31 March 2021

Auditors:

JWR Audit Limited
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

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Report of the trustees

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Aims and objectives

The Charity's Objects, as set out on the Governing Document and which are carried out in the context of the Charity's Christian foundation and history, are as follows:

1. To promote the benefit of refugees, asylum seekers, internally displaced peoples, those affected by conflict or any other vulnerable persons in the United Kingdom or abroad by:
 - a. The advancement of education by way of an educational mentoring scheme and other educational services;
 - b. The relief of poverty, sickness and distress through the provision of holistic support and the dissemination and provision of advice and support on issues that directly affect the beneficiary group.
2. For any such other purposes deemed charitable by the law of England and Wales as the trustees shall from time to time see fit.

In all activities undertaken, the board of trustees has had regard to the guidance issued by the Charity Commission on public benefit.

Public benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees' report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Strategic report

Our work in the past year

From RSN to REUK: we've changed our name!

Our mission is to equip young refugees to build positive futures by thriving in education.

For refugee children and young people arriving in the UK, education is a priority: it's how lives begin to be rebuilt and how hope for the future is rekindled. But getting back into and progressing in education is fraught with challenge.

For the past ten years, as Refugee Support Network (RSN), we have sought to ensure that these young people have better access to education (from primary school up to university), get better outcomes from education (both academic and wellbeing), and have

opportunities to use their education for good.

During this time, we have grown from a small volunteer-led project in North West London to an organisation which provides direct education support programmes for over 550 young people each year and pursues broader policy, practice and systems change through research, advocacy and training.

We provide education expertise in the forced migration sector and forced migration expertise in the education sector. Now our new name - Refugee Education UK - reflects that.

REUK and COVID-19

COVID-19 has exacerbated isolation and mental health challenges for young people and has widened educational inequalities. During school closures, many refugee and asylum-seeking children and young people have not had access to laptops or adequate internet to continue learning at home. For those who have been able to get online, language difficulties are accentuated in the virtual classroom, and parents - for those in families - are often unable to provide the support necessary for successful home learning.

Many young refugees (those whose protection claims have been accepted)

and asylum seekers (those still awaiting a decision on their applications) have serious underlying mental health conditions, which have been compounded during the pandemic by uncertainty, fear and re-traumatisation. Poverty levels have increased, and critical physical spaces of welcome and belonging, where newly arrived young people can go to build community, were closed.

For young refugees and asylum seekers, the pandemic has led to increased isolation, poorer mental health and frustrated educational progress.

In response, and to keep young people connected with both vital support networks and their education, we transitioned all our support and mentoring work online, with an 85% take-up rate. This involved equipping and upskilling our staff, volunteers and young people to participate virtually and rewriting our safeguarding guidance. We increased our level of psychosocial support to the most vulnerable young

people and introduced a temporary emergency response component which included delivering food parcels, emergency health and wellbeing supplies, laptops and letters of solidarity.

We have been deeply grateful for the reciprocal generosity of our staff, volunteers, young people and partners through an exhausting season.

"Some days you were the only person I spoke to. It was so hard and I was scared. Thank you for being there when it was so hard and I needed to talk to someone."

Young refugee receiving additional psychosocial support sessions during lockdown.

"Please can I pass on a huge thanks from all of us to the mentors who have been brilliant throughout the year but especially wonderful during lockdown which has been a very challenging time for our UASC (unaccompanied asylum-seeking children) learners."

Teacher at a further education college.

Programmes snapshot

In this difficult context, our programmes have nevertheless continued to enable young refugees to access education, thrive in education and use their education to create positive futures. Here are some highlights from the past year.

Educational Mentoring

This year, 177 young people benefitted from the weekly (virtual) educational support of their trained REUK mentor across London, Oxford, the West Midlands, Cambridge and Peterborough.

Through this mentoring - our unique blend of EAL (English as an Additional Language) tutoring and wellbeing support delivered through community volunteers - 86% made progress towards their educational goals, 80% grew in confidence and 86% improved their communication skills. Due to the pandemic, only 35% showed a reduction in social isolation and 34% accessed additional local services.

One participant explained: *"I think the project is very good because education is hope. You give us hope to have a better future. It makes a big difference to know that people are helping us and they know that we can be good people in the community and that we can do good things in this country. It's really good to know that someone believes in us and that there is someone who knows what we're capable of."*

Educational Wellbeing

In the past year, we provided over 800 hours of 1:1 support work to 113 young people, prioritising survivors of trafficking, torture or other serious trauma, and creating safe and containing sessions through which to tackle increasingly complex support needs for young people through the pandemic.

Of these, 81 were supported to sustainably access and/or progress or remain in education or training, 70 stated

or demonstrated an improved ability to manage their mental health and emotional resilience; 89 reported or exhibited improved basic skills, and; 87 were connected with a service or group to promote their integration or sense of belonging in local communities.

A programme participant said: *"You helped me get my house. Getting housing has changed my life. Getting a house has fulfilled my need so now I can just focus on my future and my education."*

Educational Progression

In response to research findings and feedback from young people and practitioners, we expanded our access to higher education programme (now called Educational Progression) to provide advice and support to young refugees earlier on in their educational journey.

In just three months, our new further education (FE) project coordinator - himself a former programme participant - has provided 19 young people with 1:1 support sessions, enabling 13 to access education. These bespoke sessions were complemented by our national education progression advice service (which gave accurate and timely advice to 627 young refugees and those who support them) and our training which benefitted 145 practitioners from the education and refugee sectors.

A young person supported by our FE project coordinator said: *"I really appreciate all you have done for me and supporting me throughout this journey, it means a lot. I was just about to burn*

out at some point. I have been able to come to this stage with your guidance and help and now I will be able to start my studies this term."

Educational Impact

The focus this year has been our values-led youth leadership course. Initially disappointed to be unable to meet in person, we were glad that this virtual course (run three times in the past year) provided 29 young people with vital support and connections during a particularly unsettling and isolating year, in addition to helping them identify their unique strengths, traits and leadership potential.

One participant explained: *"Especially in this lockdown it was really hard to keep connected. The course was my space after that hard day. That was really hopeful."*

Research and Advocacy

Our research and advocacy seeks to complement our work with individuals and to bring about systemic change.

In the past year we have published research into young refugees' educational transitions for Unicef UK, including a range of advice sheets for schools, colleges and universities on key issues; worked with Unbound Philanthropy to explore the challenges young refugees face in particular school settings; partnered with the EdTechHub to produce rapid evidence reviews on refugee education; and worked with Jigsaw Consult and UNHCR on a three-year study exploring the impact of secondary and higher education for young refugees around the world.

Priorities for the year ahead

Having gone live with our name change in April 2021, we will soon publish our new strategy for 2021-2024. Three key aims for the coming year are to:

Support young people's education and wellbeing outcomes as they transition out of COVID-19

We will go about this by safely returning to in-person service provision, while also applying lessons learned during the pandemic about the use of technology to extend the reach and impact of our work. We will integrate mental health first aid across all our programmes, invest more in safeguarding in response to increased need, and fully integrate our new further education provision which was piloted during COVID-19. We will also complete the transition of our training materials to online and blended models for delivery to the young people, volunteers and other professionals who will benefit from them.

These outward-facing activities will be complemented by an investment in our staff team who are exhausted from the past year. Recognising their risk of burnout and vicarious trauma, we will build on our work over the last few years and ensure that care of self and others is integrated into our calendars, work-plans and appraisals - and that all team members are offered the support they need to thrive in their roles. We will also take further steps, as set out in our action plan, to make REUK a more pro-actively anti-racist organisation.

Position young people's voices front and centre

Our new strategy has introduced an educational impact stream which seeks to provide opportunities and support for

young people to use their education for long-term good. This builds on the ways in which our youth leadership course has created momentum, enthusiasm and connections for ongoing youth engagement across REUK.

One participant explained: *"Actually it's because of the course that I've signed up to REUK Voice. It inspired me to try new things and gain more skills and try to give back - I want to see how I can give back to others. It was because of the course that gave me the drive to do that."*

REUK Voice aims to equip young people to advocate about the issues that impact them and is one of our new initiatives to increase young people's central role at REUK, beyond being 'beneficiaries'. Other initiatives include ways to provide support and access to leadership opportunities for leadership course alumni, and our plans for a paid Lived Experience internship to create opportunities for young people to build their experience and skills in this sector.

Complete our building project

REUK has made a strategic investment to build a physical foundation for positive change for years to come. Just before the pandemic, we completed the purchase of an old bank in the centre of Harlesden, the area of London where we have always been based and which we call home.

Our choice to invest physically in our original location of London, where the majority of the UK's unaccompanied asylum-seeking children and young people live, will support and be complemented by our wider national reach and vision for other key cities. The new centre will be a safe and welcoming space for young refugees, with confidential meeting rooms, open spaces to run activities and training, and social spaces for young refugees to meet others in similar situations. This development will transform how we support young refugees, and allow us to help more young people access our services.

Following a significant refurbishment process, we hope to move into our new building in early 2022.

Financial position

Since 2012, Refugee Education UK (REUK) has grown significantly from a small, local charity with a turnover of £52,000, to an organisation working with over 550 young people annually, in 5 locations, employing 26 staff and with a turnover of £670,000 in 2019/20. This growth and our impact were made possible by the generous support of a range of charitable trusts and foundations, the number and size of whose grants have grown alongside us.

Over the past few years we developed and implemented a strategy to diversify our income sources and strengthen our financial resilience. This strategy included increasing our research and consultancy income, building relationships with corporates and increasing the level of individual and community donations. To facilitate the latter, in November 2019 we commissioned an external review of our fundraising capabilities and, based on the recommendations, employed our first ever part-time staff member with a purely fundraising and communications

remit and a focus on individual donors. Other fundraising activities (such as grant writing and generating training income) are carried out by programme leads as part of their management roles.

In March 2020, we strategically invested our reserves into the purchase of a property, which we are transforming into an education centre for young refugees and office space. This purchase was the culmination of long planning efforts both in the building of our reserves levels and in discussions with our landlord about the demolition timelines for our current office space. The property investment is the beginning of a long-term project that will enable us to reach more young refugees, provide new educational and social activities in response to the needs articulated by the young people we work with, and generate unrestricted income to fund our charitable activities.

Just two weeks after completion, the UK went into lockdown as a result of COVID-19. The pandemic led to both an increase in need among young people and a significant decrease in the available financial resources to address them - over 80% of the trusts and foundations we were in the process of applying to or had planned to apply to, closed to new applications, and further anticipated income was lost as a result of the postponement of key fundraising events including the London Marathon and a series of fundraising dinners.

In spite of these challenges, we were grateful for the generosity of individual donors and that of trusts and foundations which created new grant opportunities throughout the pandemic. Not only were we able to secure our budgeted programmatic expenditure, but we were grateful to receive over £1m grant funding towards our capital project. This jump in income took us over the threshold for audit which was successfully carried out in summer 2021.

Prior to our investment in a new building, the trustees had considered the level of reserves they wish to retain, appropriate to the charity's needs. Based on the charity's growing size and the financial commitments held, the trustees aim to maintain reserves of unrestricted funds of six months running costs. The reserves are needed to ensure that the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. Our unrestricted net current assets are £509,324. The trustees recognise that while we are carrying a higher level of reserves than usual, we are comfortable to maintain this while the current refurbishment project is being carried out. Once the refurbishment is complete we will have better visibility of the overall position of the charity, and will review both the level of our reserves and our reserves policy at that point.

Structure , governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are appointed by the resolution of the other directors. The board of trustees represents members with experience in financial management and charity governance, and experience in the fields of refugee support, international development, and education.

Organisational structure

REUK currently has a board of trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. At present the board of trustees has six members from a variety of professional backgrounds relevant to the work of the charity. The Chief Executive also attends all trustee meetings but has no voting rights.

The day-to-day responsibility for the provision of services is delegated to the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met, and also has responsibility for the day-to-day operational management and the individual supervision and development of the staff.

The Chief Executive is supported by a Senior Management Team. The team is composed of the Chief Executive, Head of Programmes, Head of Finance and Operations, and four Programme Managers.

Our staff team this year has consisted of: 1 Chief Executive, 1 Head of Programmes, 4 Programme Managers, 1 Head of Finance and Operations, 3 Specialist Support Workers, 1 Senior Programmes Officer, 10 Programme Coordinators, 1 Finance and Administration Manager, 1 Research and Fundraising Officer, 1 Communications and Fundraising Officer, 1 Office and Administration Officer, and 1 Finance Officer.

These paid roles have been supported by approximately 200 volunteers.

Induction and training of new trustees

Trustees are familiar with the practical work of the charity. New trustees are encouraged to familiarise themselves with the charity and the issues with which the charity engages. They are also encouraged to attend any training courses that they feel would benefit them in their role, including courses run by REUK. Each trustee is issued with the Charity Commission's guides "the Essential Trustee" and "Charity Governance Code" along with the Memorandum and Articles and the latest financial statements. All trustees must complete internal safeguarding training as part of their induction.

Related parties

REUK currently has no contractual relationships with related parties.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Reference and administrative details

Registered company: 06879651 (England and Wales)

Registered charity: 1132509

Registered office

24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Trustees

DM Hollow, Academic
Mrs JE Johnston, Civil Servant
Mrs KM Martin, Self-employed
MS Nash, Operations Manager (appointed 17 April 2020)
Ms MJ Perriman, Business Development Manager
HG Teka, Aid Worker

Senior Statutory Auditor

Kate Wood

Auditors

JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Senior Management Team

Mrs C Gladwell, Chief Executive
Ms E Bowerman, Head of Programmes
Mrs S Hance-Barkley, Head of Finance and Operations
Mrs K Barringer, Programme Manager
Mr A Cooper, Programme Manager
Mrs H Elwyn, Programme Manager
Ms B Norman, Programme Manager

Auditors

The auditors, JWR Audit Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20 December 2021, and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'Johnston', with a long horizontal flourish extending to the right.

Mrs JE Johnston, Trustee

Statement of trustees' responsibilities

The trustees (who are also the directors of Refugee Education UK Ltd for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

The Charities Act and the Companies Act require the board of trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the board of trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business; and

- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

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

I approve the attached statement of financial activities and balance sheet for the year ended 31 March 2021, and confirm that I have made available all information necessary for its preparation.

Report of the independent auditors

Opinion

We have audited the financial statements of Refugee Education UK Ltd (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 2021 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

Procedures performed by the audit team included:

- Discussions with management regarding known or suspected instances of non-compliance with laws and regulations;
- Evaluation of controls designed to prevent and detect irregularities; and
- Assessing journals entries as part of our planned audit approach.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As in all of our audits we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

Use of our report

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

the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink, appearing to read 'KW' with a stylized flourish.

Kate Wood, Senior Statutory Auditor

for and on behalf of JWR Audit Ltd
Statutory Auditor
24 Picton House
Hussar Court
Waterlooville
Hampshire
PO7 7SQ

Date: 22 December 2021

Statement of financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2021 Total Funds £	31 March 2020 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	381,713	965,955	1,347,668	628,308
Other trading activities	3	68,578	-	68,578	41,702
Other income		7,262	-	7,262	3,139
Total		457,553	965,955	1,423,508	673,149

EXPENDITURE ON					
Raising funds	4	2,771	28	2,799	3,820
Charitable activities	5				
Hardship		3,950	12,577	16,527	5,157
Core		10,088	514,735	524,823	12,159
Other		15,136	247,722	262,858	556,983
Total		31,945	775,062	807,007	578,119

NET INCOME		425,608	190,893	616,501	95,030
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RECONCILIATION OF FUNDS					
Total funds brought forward		360,813	191,332	552,145	457,115
TOTAL FUNDS CARRIED FORWARD		786,421	382,225	1,168,646	552,145

Balance sheet

	Notes	Unrestricted Funds £	Restricted Funds £	31 March 2021 Total Funds £	31 March 2020 Total Funds £
FIXED ASSETS					
Tangible assets	11	1,075,167	-	1,075,167	1,097,167
CURRENT ASSETS					
Debtors	12	36,170	-	36,170	10,065
Cash at bank		501,725	409,579	911,304	268,839
		537,895	409,579	947,474	278,904
CREDITORS					
Amounts falling due within one year	13	(28,571)	(27,355)	(55,926)	(823,926)
NET CURRENT ASSETS		509,324	382,224	891,548	(545,022)
TOTAL ASSETS LESS CURRENT LIABILITIES		1,584,491	382,224	1,996,715	552,145
CREDITORS					
Amounts falling due after more than one year		(798,069)	-	(798,069)	-
NET ASSETS		786,422	382,224	1,168,646	552,145

FUNDS	16				
Unrestricted funds				786,422	360,813
Restricted funds				382,224	191,332
TOTAL FUNDS				1,168,646	552,145

The financial statements were approved by the board of trustees and authorised for use on 20 December 2021 and were signed on its behalf by:



MS Nash, Trustee

Cash flow statement

	Notes	31 March 2021 £	31 March 2020 £
Cash flows from operating activities			
Cash generated from operations	1	640,253	129,945
Interest paid		(143)	(28,028)
Net cash provided by operating activities		640,110	101,917
Cash flows from investment activities			
		-	(1,100,000)
Net cash provided by / (used in) investing activities		-	(1,100,000)
Cash flows from financing activities			
New loans in year		-	800,000
Net cash provided by financing activities		-	800,000
Change in cash and cash equivalents in the reporting period		640,110	(198,083)
Cash and cash equivalents at the beginning of the reporting period	2	268,839	466,922
Cash and cash equivalents at the end of the reporting period	2	908,949	268,839

Notes to the cash flow statement

1. Reconciliation of net income to net cash flow from operating activities

	31 March 2021 £	31 March 2020 £
Net income for the reporting period as per the statement of financial activities	616,501	95,030
Adjustments for		
Depreciation charges	22,000	2,833
Interest paid	143	28,028
Increase in debtors	(26,105)	(7,764)
Increase in creditors	27,714	11,818
Net cash provided by operations	640,253	129,945

2. Analysis of cash and cash equivalents

	31 March 2021 £	31 March 2020 £
Notice deposits (less than 3 months)	911,304	268,839
Overdrafts included in bank loans, and overdrafts falling due within one year	(2,355)	-
Total cash and cash equivalents	908,949	268,839

3. Analysis of changes in net (debt)/funds

	At 1 April 2020 £	Cash flow £	At 31 March 2021 £
Net cash			
Cash at bank	268,839	642,465	911,304
Bank overdraft		(2,355)	(2,355)
	268,839	640,110	908,949
Debt			
Debts falling due within 1 year	(800,000)	798,069	(1,931)
Debts falling due after 1 year	-	(798,069)	(798,069)
	(800,00)	-	(800,000)
Total	(531,161)	640,110	108,949

Notes to the financial statements

1. Accounting policies

Basis of preparing the financial statements

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with: the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014; and with the Charities Act 2011.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the requirements of the SORP.

Refugee Education UK Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Preparation of accounts on a going concern basis

Preparation of the accounts is on a going concern basis. The trustees are of the view that the level of reserves will support the charity going forward.

Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

Material prior period errors

No material prior year errors have been identified in the reporting period.

The particular accounting policies adopted are set out below.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the income;
- it is more likely than not that the trustees will receive the resources; and
- The monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Gifts in kind

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the directors' annual report.

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Expenditure**Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs

Include costs of the preparation and examination of statutory accounts, the costs of the directors' meetings and cost of any legal advice to directors on governance or constitutional matters.

Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Redundancy cost

The charity made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the accounts.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property: 50 years on cost

Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

Taxation

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

Fund accounting

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

Restricted 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

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.

2. Donations and legacies

	31 March 2021 £	31 March 2020 £
Gifts	3	-
Donations	249,041	143,639
Trusts and foundations	1,052,201	438,358
Churches	28,025	39,300
Hardship	18,398	7,011
	1,347,668	628,308

3. Other trading activities

	31 March 2021 £	31 March 2020 £
Training and consultancy	55,116	-
Consultancy income	4,462	32,802
Desk rental	9,000	8,900
	68,578	41,702

4. Raising funds

	31 March 2021 £	31 March 2020 £
Raising donations and legacies		
Fundraising fees	2,799	3,820

5. Charitable activities costs

	Direct costs	Support costs see note 6	Totals
Hardship	16,527	-	16,527
Core	522,912	1,911	524,823
	539,439	1,911	541,350

6. Support costs

	Management	Human Resources	Other	Other 2	Other 3	Governance costs	Totals
Other resources expended	31,344	3,300	77,401	2,315	145,988	2,500	262,858
Core	-	-	-	150	1,761	-	1,911
	31,344	3,300	77,401	2,465	147,759	2,500	264,769

7. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	31 March 2021 £	31 March 2020 £
Auditors' remuneration	2,500	1,755
Depreciation - owned assets	22,000	2,833

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

The key management personnel of the charity comprise the trustees and senior management team. Trustees are not remunerated and do not receive any benefits.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

9. Staff costs

	31 March 2021 £	31 March 2020 £
Wages and salaries	501,606	426,160
Other pension costs	19,537	29,068
	521,143	455,228

No employees received emoluments in excess of £60,000. Staff are paid through the PAYE system.

The key management personnel of the charity comprise the trustees and senior management team. The trustees are not remunerated. The total employee benefits (including employer national insurance and employer pension contributions) of the other key management personnel of the charity were £235,114 (2019/20: £209,500).

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

	31 March 2021	31 March 2020
Employees	23	13

No employees received emoluments in excess of £60,000.

10. Comparatives for the statement of financial activities (2019/20)

	Unrestricted Funds £	Restricted Funds £	Total Funds 31 March 2020 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	143,194	485,114	628,308
Other trading activities	41,702	-	41,702
Other income	3,139	-	3,139
Total	188,035	485,114	673,149

EXPENDITURE ON			
Raising funds	3,820	-	3,820
Charitable activities			
Hardship	5,157	-	5,157
Core	3,503	8,656	12,159
Other	125,500	431,483	556,983
Total	137,980	440,139	578,119

NET INCOME	50,055	44,975	95,030
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RECONCILIATION OF FUNDS			
Total funds brought forward	310,758	146,357	457,115
TOTAL FUNDS CARRIED FORWARD	360,813	191,332	552,145

11. Tangible fixed assets

	Freehold property £
COST	
As at 1 April 2020 and 31 March 2021	1,100,000
DEPRECIATION	
At 1 April 2020	2,833
Charge for year	22,000
At 31 March 2021	24,833
NET BOOK VALUE	
At 31 March 2021	1,075,167
At 30 March 2020	1,097,167

12. Debtors: amounts falling due within one year

	31 March 2021 £	31 March 2020 £
Trade debtors	36,170	10,065

13. Creditors: amounts falling due within one year

	31 March 2021 £	31 March 2020 £
Bank loans and overdrafts (see note 15)	4,286	800,000
Trade creditors	4,944	-
Social security and other taxes	9,529	-
Other creditors	5,065	3,965
Net wages	4,602	-
Accruals and deferred income	25,000	-
Accrued expenses	2,500	19,961
	55,926	823,926

14. Creditors: amounts falling due after more than one year

	31 March 2021 £	31 March 2020 £
Bank loans	798,069	-

The charity took out a loan with Charity Bank in March 2020. The drawdown amount was £700,000. The loan is repayable over a period of 25 years, by monthly instalments of interest only for the first 24 months after first utilisation, followed by monthly instalments of capital and interest for the remainder of the term. Charity Bank holds a first fixed legal charge over the freehold interest in the property situated at 60 and 62 High Street, London NW10 4LL.

The charity entered a loan agreement with Community Church Harlesden (charity number 1121958) in February 2020 to assist with the purchase of the new premises. The amount borrowed was £100,000. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank.

15. Loans

An analysis of the maturity of loans is given below:

	31 March 2021 £	31 March 2020 £
Amounts falling due within one year on demand:		
Bank overdrafts	2,355	-
Bank loans	1,931	800,000
	4,286	800,000
Amounts falling due between one and two years:		
Bank loans: 1-2 years	21,924	-
Amounts falling due between two and five years:		
Bank loans: 2-5 years	65,590	-
Amounts falling due in more than five years:		
Bank loans more than five years by instalments	606,555	-
Bank loans more than five years by non-instalments	100,000	-

16. Movement in funds

	At 1 April 2020 £	Net movement in funds £	At 31 March 2021 £
Unrestricted funds			
General fund	360,813	425,609	786,422
Restricted funds			
Core	17,983	(20,338)	(2,355)
Educational Wellbeing	54,674	24,845	79,519
Educational Mentoring	76,826	(35,541)	41,285
Educational Progression	18,675	(3,675)	15,000
Educational Impact	3,500	(2,459)	1,041
Research and Advocacy	17,174	(5,314)	11,860
Building fund	-	235,874	235,874
Restricted funds	2,500	(2,500)	-
	191,332	190,892	382,224
TOTAL FUNDS	552,145	616,501	1,168,646

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	457,553	(31,944)	425,609
Restricted funds			
Core	106,232	(126,570)	(20,338)
Educational Wellbeing	159,498	(134,653)	24,845
Educational Mentoring	165,135	(200,676)	(35,541)
Educational Progression	15,000	(18,675)	(3,675)
Educational Impact	22,499	(24,958)	(2,459)
Research and Advocacy	44,640	(49,954)	(5,314)
Building fund	452,951	(217,077)	235,874
Restricted funds	-	(2,500)	(2,500)
	965,955	(775,063)	190,892
TOTAL FUNDS	1,423,508	(807,007)	616,501

Comparatives for movement in funds

	At 1 April 2019 £	Net movement in funds £	At 31 March 2020 £
Unrestricted funds			
General fund	310,758	50,055	360,813
Restricted funds			
Core	17,983	-	17,983
Educational Wellbeing	54,674	-	54,674
Educational Mentoring	76,826	-	76,826
Educational Progression	18,675	-	18,675
Educational Impact	3,500	-	3,500
Research and Advocacy	17,174	-	17,174
Restricted funds	(42,475)	44,975	2,500
	146,357	44,975	191,332
TOTAL FUNDS	457,115	95,030	552,145

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	188,035	(137,980)	50,055
Restricted funds			
Restricted funds	485,114	(440,139)	44,975
TOTAL FUNDS	673,149	(578,119)	95,030

A current year 12 months and prior year 12 months combined position is as follows:

	At 1 April 2019 £	Net movement in funds £	At 31 March 2021 £
Unrestricted funds			
General fund	310,758	475,664	786,422
Restricted funds			
Core	17,983	(20,338)	(2,355)
Educational Wellbeing	54,674	24,845	79,519
Educational Mentoring	76,826	(35,541)	41,285
Educational Progression	18,675	(3,675)	15,000
Educational Impact	3,500	(2,459)	1,041
Research and Advocacy	17,174	(5,314)	11,860
Building fund		235,874	235,874
Restricted funds	(42,475)	42,475	-
	146,357	235,867	382,224
TOTAL FUNDS	457,115	711,531	1,168,646

A current year 12 months and prior year 12 months combined net movement in funds, included in the above, are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	645,588	(169,924)	475,664
Restricted funds			
Core	106,232	(126,570)	(20,338)
Educational Wellbeing	159,498	(134,653)	24,845
Educational Mentoring	165,135	(200,676)	(35,541)
Educational Progression	15,000	(18,675)	(3,675)
Educational Impact	22,499	(24,958)	(2,459)
Research and Advocacy	44,640	(49,954)	(5,314)
Building fund	452,951	(217,077)	235,874
Restricted funds	485,114	(442,639)	42,475
	1,451,069	(1,215,202)	235,867
TOTAL FUNDS	2,096,657	(1,385,126)	711,531

17. Employee benefit obligations

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost in the SoFA represents the contributions payable by the company to the fund and amounted to £19,538 (2019/20: £15,791). There were no commitments at the balance sheet date in respect to future transactions.

18. Related party disclosures

No payments were made to directors or any persons connected with them during this financial year or the previous financial period. The trustees wish to disclose the following transactions which took place between the organisation and a trustee/director or any person connected with them.

During this financial year, Refugee Education UK received a donation of £10,000 from Community Church Harlesden (registered charity number 1121958) to further its charitable aims (2018/19: £10,000). In February 2020 the charity also entered into a loan agreement with Community Church Harlesden, whereby the charity borrowed an amount of £100,000 to assist with the purchase of new premises. There is a separate usage agreement between the two charities detailing how they intend to work in partnership to ensure effective usage of the building. The loan is repayable at the point of sale of the property, however the lender is entitled to trigger a release clause after 17 years has elapsed that compels the borrower to repay the loan within 3 years. Any loan repayment is subordinated to the first lender Charity Bank. The trustees of Refugee Education UK disclose that one of their trustees (David Hollow) is a related party to Elizabeth Hollow (his spouse), who is a trustee of Community Church Harlesden, she is also a related party to Catherine Gladwell who is CEO of Refugee Education UK (sister-in-law). Paul Gladwell is a trustee of Community Church Harlesden and a related party to Catherine Gladwell who is the CEO of Refugee Education UK (brother-in-law). The charity would also like to disclose that the proposed tenant of the property is Jigsaw Consulting, of which David Hollow and Catherine Gladwell are directors.

19. Restricted funds

	Balance 31 March 2020 £	Income in year £	Expenditure in year £	Balance 31 March 2021 £
The A B Charitable Trust	2,500	-	2,500	-
Allchurches Trust	-	37,000	36,929	71
The Anchor Foundation	3,500	-	3,500	-
The Angus Lawson Memorial Trust	13,658	28,000	24,060	17,625
The Barrow Cadbury Trust (COVID-19 Support Fund)	-	49,600	27,601	21,999

BBC Children in Need	12,501	34,026	32,376	14,151
The Beatrice Laing Trust	-	20,000	20,000	-
Betty Messenger Charitable Foundation	-	30,070	30,070	-
London Borough of Brent (Neighbourhood CIL Fund)	-	305,798	130,961	174,837
Controlling Migration Fund	59,321	-	54,131	5,190
Croydon Relief in Need	3,334	6,406	7,071	2,669
Croydon's VCS COVID-19 Emergency Fund	-	4,000	4,000	-
East End Community Foundation (East End Emergency Fund)	-	5,000	5,000	-
The Henry Smith Charity	21,000	-	21,000	-
Individual Giving: Building Designated	-	80,152	21,963	58,189
Jigsaw Consult	-	10,000	7,224	2,776
John Lyon's Charity	14,925	-	14,925	-
Lloyds Bank Foundation	9,472	28,580	28,580	9,472
City Bridge Trust (London Community Response Fund)	-	36,835	36,835	-
City Bridge Trust (TNLCF COVID-19 Response Fund)	-	17,426	15,426	2,000
Man Charitable Trust	12,500	50,000	12,500	50,000
The Methodist Church in Tower Hamlets	2,500	-	2,500	-
The National Lottery Community Fund (COVID-19 Emergency Funding)	-	70,281	70,281	-
The National Lottery Community Fund (Coronavirus Community Support Fund)	-	37,485	37,485	-
Oxfordshire Community Foundation	-	10,000	8,495	1,505
Paul Hamlyn Foundation	-	20,000	20,000	-
People's Postcode Trust	-	20,000	20,000	-
Peterborough Communities Fund	4,731	-	4,731	-
The Rayne Foundation	-	20,000	5,000	15,000
The Shanly Foundation	667	-	667	-
Unbound Philanthropy	17,174	-	17,174	-
Westhill Endowment	-	2,500	1,458	1,042
The Young Londoners Fund	13,522	47,792	55,616	5,698
Totals	191,332	970,952	780,060	382,224

Allchurches Trust: funding towards REUK's capital building project.

The Anchor Foundation: funding towards REUK's youth leadership course.

The Angus Lawson Memorial Trust: funding towards educational mentoring in Birmingham.

The Barrow Cadbury Trust (COVID-19 Support Fund): funding for our digital transition project and other activities to make REUK a stronger and more inclusive organisation.

BBC Children in Need: funding for educational mentoring in East London and Oxford.

The Beatrice Laing Trust: funding towards REUK's capital building project.

Betty Messenger Charitable Foundation: funding towards REUK's core costs.

City Bridge Trust (London Community Response Fund): funding for transitioning our educational mentoring programme online; delivering training to and creating guidance for volunteers; and responding to the heightened safeguarding, practical, emotional and educational needs of young refugees and asylum seekers in London.

City Bridge Trust (TNLCF COVID-19 Response Fund): funding towards a mental health project for young refugees..

Controlling Migration Fund: funding provided by Solihull Metropolitan Council towards the costs of educational mentoring and education support projects in Birmingham.

Croydon Relief in Need: funding towards educational mentoring in Croydon.

Croydon's VCS COVID-19 Emergency Fund: funding for our educational and wellbeing responses to COVID-19 in Croydon.

East End Community Foundation (East End Emergency Fund): funding to respond to young refugees' and asylum seekers' emerging needs including through welfare calls and emergency care packages.

The Henry Smith Charity: funding towards the running costs of a project providing support and educational services to young asylum seekers in London.

Individual Giving, Building Designated: funding from individual donors restricted to REUK's building project.

Jigsaw Consult: funding towards REUK's capital building project.

John Lyon's Charity: funding for REUK's higher education programme.

Lloyds Bank Foundation: funding towards the salary costs of the Specialist Education Support Worker with a contribution to associated project costs (with an additional grant from the Covid React Fund to REUK's pandemic response).

London Borough of Brent (Neighbourhood CIL Fund): funding towards REUK's capital building project.

Man Charitable Trust: funding for REUK's projects to provide educational mentoring and access to higher education for young refugees.

The Methodist Church in Tower Hamlets: funding for educational mentoring in East London.

The National Lottery Community Fund (Coronavirus Community Support Fund): funding to deliver activities specifically aimed to support communities through the COVID-19 crisis and overcome financial and staffing challenges.

The National Lottery Community Fund (COVID-19 emergency funding): funding to deliver activities specifically aimed to support communities through the COVID-19 crisis and to overcome any immediate liquidity or staffing issues caused by the COVID-19 crisis.

Oxfordshire Community Foundation: funding for educational mentoring in Oxford.

Paul Hamlyn Foundation: funding to further the work of REUK's Youth Advisory Board and leadership course.

People's Postcode Trust: funding for REUK's educational mentoring programme.

Peterborough Communities Fund: funding towards REUK's educational mentoring project in Peterborough.

The Rayne Foundation: funding for REUK's specialist education and wellbeing support work.

The Shanly Foundation: funding towards educational mentoring in Oxford.

Unbound Philanthropy: funding to develop best practice approaches for schools supporting refugee children's education.

Westhill Endowment: funding towards REUK's youth leadership courses.

The Young Londoners Fund: funding for specialist education and wellbeing support for young asylum seekers and refugees in London.

We are also grateful for unrestricted support from the following organisations

- The A B Charitable Trust
- The Angus Lawson Memorial Trust (COVID-19 emergency fund)
- The Aurum Charitable Trust
- Baskin Family Foundation
- The Brown Source Trust
- CAF Coronavirus Emergency Fund
- Christ Church London
- Community Church Harlesden
- Edlumino Education Aid
- James Knott Family Foundation
- The Leigh Trust
- The Rayne Foundation (Covid-19 donation)
- The RRAF Charitable Trust
- Schwab & Westheimer Trust

Detailed statement of financial activities

	31 March 2021 £	31 March 2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	3	-
Donations	249,041	143,639
Trusts and foundations	1,052,201	438,358
Churches	28,025	39,300
Hardship	18,398	7,011
	1,347,668	628,308
Other trading activities		
Training and consultancy	55,116	-
Consultancy income	4,462	32,802
Desk rental	9,000	8,900
	68,578	41,702
Other income		
CJRS grant	7,207	-
Bank interest received	55	3,139
	7,262	3,139
Total incoming resources	1,423,508	673,149

EXPENDITURE		
Raising donations and legacies		
Fundraising fees	2,799	3,820
Charitable activities		
Wages	501,606	-

Pensions	19,537	-
Sundries	-	9,823
Hardship costs	16,527	5,157
Child protection	1,645	1,997
Governance	124	339
	539,439	17,316
Support costs		
Management		
Insurance	14,767	5,977
Light and heat	16,577	-
	31,344	5,977
Human resources		
Sundries	3,300	5,709
Other		
Wages	-	426,160
Pensions	-	29,068
Rent and rates	8,400	10,528
Telephone	2,817	3,590
Postage and stationery	656	2,140
Sundries	117	2,206
Training and subsistence	10,508	4,699
Staff and volunteer expenses	1,943	1,708
Computer costs	22,544	4,877
Freelance labour	6,039	300
Household and cleaning	1,282	1,531
Subscriptions	311	292
Travel	558	-
Subsistence	83	-
Freehold property	22,000	2,833
Bank charges	143	20
Finance charges	-	7,577

Mortgage	-	20,431
	77,401	517,960
Other 2		
Accountancy	2,465	930
Other 3		
Legal and professional	147,759	24,652
Governance costs		
Auditor's remuneration	2,500	1,755
Total resources expended	807,007	578,119
NET INCOME	616,501	95,030