# RAINBOW MIGRATION

England & Wales · Charity number 1158228

## Details

| | |
|---|---|
| **Other names** | RAINBOW MIGRATION., UK LESBIAN AND GAY IMMIGRATION GROUP, UK LESBIAN AND GAY IMMIGRATION GROUP., UKLGIG |
| **Status** | Registered |
| **Legal form** | CIO |
| **Registered** | 2014-08-13 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | Rainbow Migration<br>17 Oval Way<br>London<br>SE11 5RR |
| **Phone** | 0203 752 5801 |
| **Email** | hello@rainbowmigration.org.uk |
| **Website** | www.rainbowmigration.org.uk |

Downloaded from opencharities.uk/ew/1158228

## Activities

**Objects:** TO PROMOTE FOR THE PUBLIC BENEFIT:- HUMAN RIGHTS AS SET OUT IN THE EUROPEAN CONVENTION ON HUMAN RIGHTS, THE 1951 CONVENTION RELATING TO THE STATUS OF REFUGEES AND ITS PROTOCOLS, THE EUROPEAN UNION TREATIES AND DIRECTIVES APPLICABLE TO THE UK AND AS APPLICABLE, THE CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION OF LESBIAN, GAY, BISEXUAL, TRANS*, QUEER AND INTERSEX (LGBTQI+) PEOPLE WITH PARTICULAR REFERENCE TO THE RIGHT TO ASYLUM, TO FREEDOM OF MOVEMENT AND RESIDENCE AND THE RIGHT NOT TO BE SUBJECT TO TORTURE OR CRUEL, INHUMAN OR DEGRADING TREATMENT, AND RESPECT FOR FAMILY AND PRIVATE LIFE; AND- EQUALITY AND DIVERSITY IN THE UNITED KINGDOM AND INTERNATIONALLY AS SET OUT IN THE EQUALITY ACT 2010 AND SIMILAR INSTRUMENTS AND THE EUROPEAN CONVENTION ON HUMAN RIGHTS, THE 1951 CONVENTION RELATING TO THE STATUS OF REFUGEES AND ITS PROTOCOLS, THE EUROPEAN UNION TREATIES AND DIRECTIVES APPLICABLE TO THE UK AND AS APPLICABLE, THE CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL OR GENDER IDENTITY, IN PARTICULAR DIGNITY, RESPECT AND SAFETY FOR LESBIAN, GAY, BISEXUAL, TRANS*, QUEER AND INTERSEX PLUS (LGBTQI+) WHO HAVE IMMIGRATION ISSUES RELATED TO THEIR SEXUAL OR GENDER IDENTITY BY:(1) THE PROVISION OF SPECIALIST LEGAL ADVICE AND ASSISTANCE IN THE FIELD OF IMMIGRATION AND ASYLUM LAW TO PEOPLE WHO ARE UNABLE TO OBTAIN SUCH LEGAL ADVICE, ASSISTANCE AND REPRESENTATION AS A RESULT OF THEIR LACK OF RESOURCES;(2) THE RELIEF OF NEED AMONGST LGBTQI+ ASYLUM SEEKERS AND REFUGEES BY THE PROVISION OF NON LEGAL SUPPORT;(3) CONDUCTING OR COMMISSIONING RESEARCH IN IMMIGRATION LAW AND POLICY AND PUBLISHING THE SAME TO THE PUBLIC;(4) RAISING AWARENESS OF ANY ASPECTS OF DISCRIMINATION IN SOCIETY RELATING TO IMMIGRATION ISSUES FOR LGBTQI+ PEOPLE BY PUBLICATIONS, LECTURES, MEDIA, PUBLIC ADVOCACY AND OTHER MEANS OF COMMUNICATION;(5) CONDUCTING OR COMMISSIONING RESEARCH ON HUMAN RIGHTS, EQUALITY AND DIVERSITY RELATING TO IMMIGRATION ISSUES FOR LGBTQI+ PEOPLE AND PUBLISHING THE RESULTS OF THE SAME TO THE PUBLIC;(6) ADVANCING EDUCATION IN HUMAN RIGHTS, EQUALITY AND DIVERSITY RELATING TO IMMIGRATION ISSUES FOR LGBTQI+ PEOPLE WHETHER BY TEACHING OR PRODUCING MATERIALS;(7) CULTIVATING A SENTIMENT IN FAVOUR OF HUMAN RIGHTS, EQUALITY AND DIVERSITY RELATING TO IMMIGRATION ISSUES FOR LGBTQI+ PEOPLE BY THE USE OF PUBLICATIONS, CODES OF PRACTICE, THE MEDIA AND PUBLIC ADVOCACY;(8) ADVOCATING FOR THE RIGHTS OF LGBTQI+ PEOPLE OUTSIDE THE UK;(9) ADVANCING LAW AND POLICY RELATING TO HUMAN RIGHTS AND EQUALITY IN LGBTQI+ ASYLUM AND IMMIGRATION, NATIONALLY AND INTERNATIONALLY INCLUDING COMMENTING ON PROPOSED LEGISLATION."?

**Activities:** Our vision is a world where there is equality, dignity, respect and safety for all people in the expression of their sexual orientation or gender identity.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Downloaded from opencharities.uk/ew/1158228

## Geography

- Throughout England And Wales

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2024-12-31 | £1,061,184 | £771,668 | £786,008 | 15 |
| 2023-12-31 | £833,348 | £674,975 | £496,492 | 14 |
| 2022-12-31 | £489,292 | £562,441 | - | - |
| 2021-12-31 | £466,620 | £396,237 | - | - |
| 2020-12-31 | £489,043 | £298,853 | - | - |

## Trustees

| Name | Role | Appointed |
|---|---|---|
| **Christopher Scott Addison** | Chair | 2018-09-29 |
| Alexander Lyons | | 2023-09-18 |
| Charles George Bishop | | 2021-11-09 |
| Emma-Jane Finch | | 2018-10-16 |
| Hadeel Omara | | 2024-07-10 |
| Hussein Hosham Said | | 2023-02-16 |
| Ilaria Michelis | | 2023-09-18 |
| Jonathan Pow | | 2026-05-28 |
| MICHAEL PATRICK WILLIAM Egan | | 2018-01-17 |
| Tanishtha Sen Gupta | | 2024-07-17 |

Downloaded from opencharities.uk/ew/1158228

**RAINBOW MIGRATION**

England & Wales - Charity number 1158228

# Accounts

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

**RAINBOW MIGRATION**
(Registered Charity number 1158228)

# REPORT AND FINANCIAL STATEMENTS

# YEAR ENDED 31 DECEMBER 2024

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CONTENTS**
**YEAR ENDED 31 DECEMBER 2024**


| | Page |
|---|---|
| Charity details | 1 |
| Annual report | 2-17 |
| Independent auditor's report | 18-22 |
| Statement of financial activities | 23 |
| Balance sheet | 24 |
| Statement of cash flows | 25 |
| Notes to the financial statements | 26-36 |

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CHARITY DETAILS**
**YEAR ENDED 31 DECEMBER 2024**

---

| | |
|---|---|
| Registered charity number: | 1158228 |
| Trustees: | Christopher Scott Addison (Chair)<br>Charles Bishop (Secretary)<br>Michael Egan (Treasurer)<br>Emma Finch<br>Alexander Lyons<br>Ilaria Michelis<br>Hadeel Omara (appointed 10 July 2024)<br>Hussein Said<br>Tanishtha Sen Gupta (appointed 17 July 2024)<br>Kiki Banadzem (appointed 27 March 2024, resigned 8 August 2024)<br>Usman Gul (resigned 1 May 2024) |
| Executive Director: | Leila Zadeh |
| Registered Office: | The Foundry<br>17 Oval Way<br>London SE11 5RR |
| Bankers: | CAF Bank<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ<br><br>Charity Bank<br>Fosse House<br>182 High Street<br>Tonbridge<br>Kent TN9 1BE |
| Independent Auditor: | Chariot House Ltd<br>44 Grand Parade<br>Brighton BN2 9QA |
| Regulator: | Immigration Advice Authority<br>PO Box 567<br>Dartford DA1 9WX<br>Registration number: N201700019 |

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**ANNUAL REPORT**
**YEAR ENDED 31 DECEMBER 2024**

# Introduction

The trustees present their annual report for the year ended 31 December 2024.

# Objectives and activities

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support
- conducting or commissioning research in immigration law and policy and publishing the same to the public
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy
- advocating for the rights of LGBTQI+ people outside the UK
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



The significant activities in pursuit of our aims and objectives in 2024 remained as:

- **A practical and emotional support service** for LGBTQI+ people seeking asylum to help reduce isolation, build support networks, improve resilience, access housing and health services and navigate other statutory and third sector services that may be available
- **A specialist legal advice service** for LGBTQI+ people seeking asylum or applying for a partner or spouse visa
- **Policy work, campaigning and strategic communications** to advocate for better treatment of LGBTQI+ people seeking asylum and a more humane asylum and immigration system
- **Training and capacity building** for lawyers, charities and others to improve services for LGBTQI+ people seeking asylum and understanding of LGBTQI+ asylum

Our overall organisational goals and outcomes are set out in our strategy for which we develop an operational plan each year. The management team and trustees assess progress against the operational plan at the end of each quarter. We assess success by monitoring and evaluating our work in a range of other ways as well. Tools include:

- **A database for service delivery** to record the number of individuals who access our services, and to monitor demographics such as service users' country of origin, sexual orientation and/or gender identity, and location in the UK
- **Self-assessment forms** to measure the difference that our support services make to people's lives
- **Evaluation forms** to measure the difference our legal advice service makes to people's ability to present their asylum claims
- **A monitoring, learning and evaluation framework for our No Pride In Detention campaign** to measure our progress against annual campaign objectives
- **A press log** to record coverage of our work and messages in the media and online
- **A digital performance report** to record of how our website and social media channels are performing

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



# Achievements and performance

## Highlights

At the start of 2024, parts of the Illegal Migration Act had been enforced, the Safety of Rwanda Act was soon to become law, there was a continued shortage of legal aid lawyers, and around half of those seeking asylum were being housed in hotels. Home Office activity also became increasingly difficult to predict and led to sporadic surges in demand for our services, which put our legal service in particular under consistent pressure.

During the twelve months, we supported 445 LGBTQI+ people through the asylum system by providing emotional and practical support and legal advice – this was in line with 2023 but an increase in 50% since 2022. We also increased the amount of asylum advice we delivered by 50% to meet the growing demand.

Alongside this core work, we delivered the strategic priorities in our organisational strategy that focus on lived experience involvement and anti-racism and anti-oppression.

Following careful consideration and consultation with our members, our Trustees took the decision to change our constitution and stop being a membership organisation so that we are better placed to pursue our ambitions to improve lived experience engagement as our membership base was not reflective of our asylum service users. We would like to thank Herbert Smith Freehills Kramer for their invaluable pro bono support and guidance through this process.

We began working with JMB Consulting to start exploring what anti-racism and anti-oppression means for us as an organisation. We also continued work to set up a Refugee Advisory Panel of people with lived experience relevant to our work to feed into our management team and inform all our activities. We successfully recruited eight people to the panel in December 2024. We put several years of thought and care into the set-up of the panel to ensure its development was informed by refugees and that its contributions would be meaningful. Its launch was therefore an exciting milestone for us.

Other highlights and successes in 2024 include:

- Supporting more than 60 of our service users from over 30 countries to secure refugee status. Anel, a lesbian from Kazakhstan who we supported, told us that her life can begin again now she has refugee status. Faisal, a gay non-binary person from Saudi Arabia, said that they finally felt like they were getting the right support after accessing our legal advice service.
- Helping stop 19 LGBTQI+ people from being transferred to the unsafe Bibby Stockholm barge or former military barracks.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



- 1,500 actions taken in support of our No Pride In Detention campaign, with supporters from across the UK distributing campaign flyers, writing to their local papers, inviting their MPs to campaign events and quizzing their general election candidates on LGTBQI+ detention.
- Helping organise a conference in Amsterdam on stereotypes in LGBTQI+ credibility assessments, to convince UNHCR to no longer endorse models and stereotypes. UNHCR attended and engaged openly and recognised they had recommended models and would no longer do so.
- Publication of two research reports in collaboration with the University of Birmingham and Rutgers University.
- Holding a successful event in parliament on immigration detention, which was attended by 16 MPs or their staff.
- Moving offices to a more modern building with potential for cost-saving in the long-term.

## Legal service

### Legal advice on applying for asylum based on being LGBTQI+

We published a joint research article with Rutgers University: 'How do Legal Aid cuts impact LGBTQ+ people seeking asylum?' in the Journal of Sexuality Research and Social Policy. The research found that legal aid cuts disproportionately impact LGBTQI+ people because their asylum claims are complex and time intensive so lawyers 'cherry pick' cases.

We continued delivering free and confidential immigration advice on how to apply for asylum based on being LGBTQI+. By the end of 2024, demand for asylum legal advice was at an all-time high as Home Office processing of asylum applications entered a peak activity period, coupled with a need for more in-depth advice as a result of the dearth of legal aid lawyers. We also received an increase in requests for advice from people held in immigration detention as the government increased efforts to return people to countries of origin. This saw the service completely shift from when it was first set up to deliver one-off advice to now providing ongoing advice on all stages of the asylum process (without representing people). In response, we recruited a second Legal Officer to help us meet demand.

In addition, as part of The Legal Education Foundation's Justice First Fellowship and working with our long-term partner Wilsons Solicitors, we started hosting a trainee solicitor to one day a week. This partnership enhanced both our capacity to assist service users and the number of service users we can refer to Wilsons for representation.

We also continued working with our pro bono partners Linklaters, Willkie Farr & Gallagher, Stephenson Harwood and DLA Piper whereby we train them on LGBTQI+ asylum claims, and they represent some of our service users. We are very grateful to our pro bono partners for responding to the needs of individuals who do not have legal aid lawyers and securing lifechanging results for them. However, the need for lawyers remains extremely high and beyond the capacity of these partnerships.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



The number of asylum consultation sessions we provided in 2024 increased by 50% from 305 consultations in 2023 to 461 consultations to 343 people. Feedback on the asylum legal advice service remained consistently positive. Of those who filled out our feedback form:

- 100% said that they had a better understanding of the asylum process and were satisfied with the advice they received
- 90% said that they felt confident about preparing their statement and the next steps in their claim
- 82% said that they felt better equipped to present their asylum claim.

Quotes included:

***"[The Legal Service Manager] is very helpful also she has given that information what can help my case also thank you for her I feel more confident to get back my life".***

***"You have got the "best" asylum advisor's, I have had a session with one which is helping LGBTQI+ people like myself a lot and make me feel less isolated".***

***"[The Legal Officer] was wonderful and very clear with advice, and I understand how to write my statement better".***

### Legal advice for LGBTQI+ people making a partnership application

We are grateful for the longstanding commitment and support of the volunteer lawyers who delivered advice on partner and spouse visas once a month. This service supported 29 people in 2024.

## Support service

Our support service continued to provide emotional and practical support to help LGBTQI+ people overcome the many complex challenges they face when going through the asylum system. We delivered emotional support and facilitated support groups and wellbeing activities to reduce isolation, help build support networks and improve resilience. Our wellbeing activities saw us take service users to Margate for a day at the seaside, host picnics and attend Pride in London.

We undertook casework to help people access safe accommodation, health services and other support. Our service users often do not feel safe in shared accommodation because homophobic, biphobic and transphobic harassment is rife and they can experience verbal, physical or sexual abuse. They may also feel isolated due to the location of their accommodation. As such, support with housing was the most prevalent need. We undertook casework on unsuitable or unsafe accommodation and supported many people who were homeless or at risk of becoming homeless.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



If needed, we also accompanied service users to appointments with lawyers, GPs and others to help with access and alleviate anxieties. For individual service users who we worked with over a long period, our staff provided support letters outlining our engagement with them to be used as evidence in their asylum claim. The need for support letters was particularly high at certain moments in 2024 when the Home Office increased the number of interviews they undertook.

During 2024:

- We provided emotional support to 58 people on 167 occasions
- We helped 71 people to access accommodation by undertaking casework, making referrals and signposting on 300 occasions
- We helped 41 people to access mental, physical and sexual health services by undertaking casework, making referrals and signposting on 182 occasions
- We undertook general casework and advocacy support on other needs for 62 people on 168 occasions.

### Case study - providing holistic emotional and practical support to LGBTQI+ people seeking asylum

“A” is a trans man from Iraq. When he approached us, he was living in a small town where there were no trans support services nearby. He had been trying to access hormones for many months, after self-prescribing prior to coming to the UK. He had extremely poor mental health and was suicidal. He also needed disability and physical healthcare support but had not been able to access this.

“A” contacted Rainbow Migration for support with the challenges he was facing. We provided him with emotional, casework and advocacy support on a range of issues. We supported him to be relocated to London and change his name and gender marker on his documentation. We referred him to the Gender Identity Clinic and helped him to access a bridging prescription for hormones in the meantime. We supported him to access specialist trans and disability healthcare and support services, and special NHS funding for surgery. We supported him to apply for a Freedom Pass, bought phone credit so he could communicate with us, and covered travel costs for essential appointments which he would not otherwise have been able to attend.

When he was granted refugee status in early 2024, he thanked us for our support, which he said he couldn't have managed without.

## Influencing – policy work, public affairs, campaigning and communications

We continued undertaking influencing work on immigration detention, the asylum process and accommodation. These areas acutely impact LGBTQI+ people.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



We enhanced our capacity to improve policy and practice with the recruitment of the new role of Policy and Public Affairs Manager in March 2024. With dedicated staffing for policy and public affairs, we established several new relationships with MPs who tabled written and oral parliamentary questions, attended our parliamentary events, raised issues for us in parliamentary debates, tabled supportive legislative amendments and wrote articles in the media.

We regularly shared key messages on LGBTQI+ asylum and detention and promoted positive stories via our own website and in the media. This helped to ensure widespread dissemination of our messages and increased pressure on the government to deliver our policy and campaigning asks. Our key messages appeared in the media over 50 times in 2024. We continued to work with people with lived experience to amplify their stories and perspectives to the wider public.

## Immigration detention

We continued to run our No Pride in Detention campaign calling for an end to the detention of LGBTQI+ people and a time limit on all immigration detention with the support of a lived experience advisory group.

During 2024, our supporters took 1,500 campaign actions in support of ending LGBTQI+ detention. Nine more organisations signed up to support our No Pride in Detention campaign, bringing the total to 38 organisations, including Student Action for Refugees (STAR) with whom we developed a Campaign Toolkit to support their student groups to take action.

Our focus for the year was on influencing the government's review of the Adults at Risk in Immigration Detention policy to ensure that the new policy recognises the risks to all LGBQTI+ people in detention (in addition to the current inclusion of trans and intersex people).

We produced a briefing ahead of a House of Lords debate on the Adults at Risk in Immigration Detention guidance. It was mentioned twice in the debate that LGBTQI+ people are particularly at risk of harm in detention. We produced a further briefing for MPs on LGBTQI+ people in immigration detention and the review of the Adults at Risk policy.

We held an event in Parliament to highlight the specific risks that LGBTQI+ people face in detention. We arranged for Joel Mordi, a Nigerian LGBTQI+ activist who was detained while seeking sanctuary in the UK, to speak to MPs at the event about his experiences. 16 MPs or their staff attended with many expressing support for our cause and afterwards writing to the Border Security Minister to ask for an end to LGBTQI+ detention.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## The asylum process

Among other cruel measures, the Illegal Migration Act introduced the designation of particular countries as 'safe', meaning that asylum and human rights claims from those countries would be declared 'inadmissible' without an individualised assessment. India, Georgia and Albania have been designated as safe but these countries are not safe for all LGBTQI+ people. We published a joint briefing with Asylos on the situation of LGBTQI+ people in Georgia, lobbying for the Home Office Country Policy and Information Note (CPIN) to be updated. This resulted in the Home Office making some revisions. Through working with MPs, many wrote to the Border Security Minister on our behalf on the 'safe states' designation of India and Georgia. Working with Nadia Whittome MP, we co-ordinated a private joint letter which 18 Labour MPs signed to urge the Home Secretary to repeal the Illegal Migration Act; two other MPs wrote privately on the same issue. Following an oral question a supportive MP asked the Border Security Minister, we received a concession that the Home Office would be in a position to revoke 'safe state' designation if the situation in Georgia worsens.

Alongside Women for Refugee Women, we fed into Asylos' review of the Home Office's CPIN on Kenya: Sexual Orientation and Gender Identity and Expression. In line with Asylos' recommendation, the Home Office has now added a specific reference on the risks to women engaging in same sex relationships in Kenya.

We continued to work with a small group of European partners to get UNHCR to update their guidelines on LGBT asylum in relation to credibility assessment. We co-organised a conference in Amsterdam which UNHCR attended. They engaged openly and recognised they had endorsed models which stereotyped LGBTQI+ people and stated that this is not their position going forwards. A series of articles from the conference have been accepted for publication as a book by Bristol University Press, for which we will be providing a foreword; we envisage that this evidence bank will bolster our advocacy efforts with UNHCR.

## Accommodation

We published a joint report with the University of Birmingham, 'Forced migration and sexual and gender-based violence in queer communities'. It focused heavily on the inappropriate nature and quality of asylum accommodation for LGBTQI+ people, making a series of recommendations including ending forced bedroom sharing in accommodation and accommodating all LGBTQI+ people based on self-identified need. We co-presented this report at an academic conference at the University of East London in November 2024.

We made a submission to the call for evidence from the United Nations Independent Expert on Protection against Violence and Discrimination based on Sexual Orientation and Gender Identity that similarly highlighted many of the challenges experienced by LGBTQI+ people in asylum accommodation.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



We wrote a witness statement for a judicial review brought by Wilsons Solicitors on how the Home Office is failing to keep LGBTQI+ people safe in asylum accommodation.

Along with others, we campaigned for the previous government to reverse the decision to house people seeking safety in unsuitable and overcrowded conditions, and for the new government to do the right thing and house people seeking asylum in the community instead.

We provided evidence to the Secondary Legislation Scrutiny Committee, in a joint submission with Helen Bamber, Care 4 Calais and others, highlighting the inappropriateness of remote barracks accommodation for LGBTQI+ people in particular, and that LGBTQI+ people must not be made to share rooms with others due to the risk this poses to them. In its response, the Scrutiny Committee drew specifically upon our submission to criticise the unsuitability of RAF Wethersfield for accommodating people seeking asylum due to its 'isolated location, prison like surroundings, and large number of residents'.

## Training and capacity building

We delivered training to build the capacity of others and to raise awareness and understanding of LGBTQI+ asylum.

We delivered a webinar to over 30 people from several LGBTQI+ organisations on changes in policy and practice due to the Nationality and Borders Act, the Illegal Migration Act and the Rwanda scheme, writing a supporting letter for someone's asylum claim, and what constitutes immigration advice.

Our legal service team provided training on LGBTQI+ asylum claims to Linklaters, Willkie Farr and Gallagher, DLA Piper and Stephenson Harwood, as part of new or continuing pro bono partnerships, and to Wilsons Solicitors.

Our support services team provided training to Galop on asylum support and safeguarding in asylum accommodation, and delivered a workshop at Queer Migrant Pride on how to write effective support letters for LGBTQI+ people seeking asylum.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured new grants from the following new and existing funders:

- Barrow Cadbury Trust
- The Access to Justice Foundation - Improving Lives Through Advice
- Chris Graham-Bell Charitable Trust
- Edward Carpenter Community Trust
- Esmée Fairbairn Foundation
- John Ellerman Foundation
- The London Community Foundation

We are also pleased to record our grateful thanks to our continuing grant funders during the year, namely:

- A B Charitable Trust
- Barrow Cadbury Trust
- Chris Graham-Bell Charitable Trust
- City Bridge Foundation
- Esmée Fairbairn Foundation
- The Henry Smith Charity
- John Ellerman Foundation
- Justice Together
- Lloyds Bank Foundation for England & Wales
- The National Lottery Community Fund: RC England Wide
- Paul Hamlyn Foundation
- Trust for London
- The Tudor Trust
- Unbound Philanthropy

In 2024 our original income objective was £817,000 which was increased to £947,000 in April 2024. Actual total income for 2024 was £1,061,000, exceeding the revised target by £114,000.

We received donations from individuals and groups, including legacies and fundraising events organised by supporters of the charity, amounting to £91,000 (2023: £108,000). Much of this generous support was unsolicited. We also received donations of £116,000 (2023: £61,000), by way of cash and pro bono services, from law firms and other commercial organisations.

Rainbow Migration does not use any professional or third-party services for public fundraising.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



# Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

| | 2024<br>£'000 | 2023<br>£'000 |
|---|---|---|
| Income: | | |
| Grants (restricted) | 573 | 373 |
| Grants (unrestricted) | 265 | 281 |
| Donations, legacies and other | 223 | 179 |
| | 1,061 | 833 |
| Expenditure | (771) | (675) |
| Net income | 290 | 158 |
| Funds at start of year | 496 | 338 |
| Funds at end of year | 786 | 496 |
| Restricted funds | 269 | 127 |
| Unrestricted funds | 517 | 369 |
| | 786 | 496 |

Our 2024 income shows an increase of 27% over 2023 due to considerable successes in our fundraising (see 'Fundraising activities' above). The increase in income has enabled us to recruit additional staff, and thereby continue to meet the increased demand for services. The financial outcome for the year, a net surplus of £290,000 (2023: £158,000), provides us with the resilience to maintain an ambitious programme of recruitment and service delivery for 2025.

The trustees regard the financial situation as at the end of 2024 as satisfactory, with reserves temporarily slightly over the agreed policy range (see below). Fundraising to sustain the bigger organisation will be challenging, and we remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users in the current difficult economic circumstances.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## Reserves policy

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure
- To be able to take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2024 the target range was £200,000 - £400,000. For 2025 the target range is £250,000 - £500,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2024 are:

| | **£'000** |
|---|---|
| Unrestricted funds | 517 |
| Less: book value of fixed assets | (4) |
| Reserves | 513 |

This amount is slightly over the target range for 2025. The charity's financial and operational plans envisage reserves reverting to mid-range during 2025.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As three months is at the lower end of the 'going concern' target range set out above, no further action is required.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## Principal risks and uncertainties

Potential risks to the achievement of Rainbow Migration's charitable objectives, and the mitigations and controls in place to manage those risks, are documented in a risk register. The trustees review the risk register at each board meeting, paying particular attention to recent or emerging external factors.

In the opinion of the trustees the principal risks and uncertainties facing the charity, and our plans for managing those risks, are as follows:

- Negative public perception of refugees, asylum seekers and migrants due to divisive anti-immigration rhetoric from social media, mainstream media or government and increasing mobilisation of the far-right

Our policy influencing and campaigning work is carried out in accordance with agreed strategic priorities and detailed operational plans. We challenge negative perceptions of refugees and asylum seekers by making journalists aware of better ways in which they can report about LGBTQI+ asylum, and by vetting all media enquiries to consider if their editorial lines adhere to our values. We adopt a clear tone of voice with the aid of an internally prepared style guide, and have guidance on dealing with online hate.

- Need for legal service exceeds our ability to provide, due to shortage of legal aid solicitors and regular, unpredictable changes to the asylum system

We have recruited additional legal services staff, are seeking additional pro bono partnerships with law firms, and plan to investigate whether we can provide direct representation for service users.

- Safeguarding risks to services users, whether due to our own actions or omissions, or those of statutory or government services or other organisations we refer or signpost to

Our safeguarding policy incorporates risk reduction and response measures, and is reviewed annually. All staff, volunteers and trustees receive initial training as part of their induction procedures, supplemented by regular refreshers. We vet all organisations we refer or signpost to. Our policy and influencing work, particularly the No Pride in Detention campaign, focuses on the risk of harm to service users.

- Reduction in income due to adverse economic circumstances and/or changes in funders' priorities

We have recently invested in enhancing our fundraising capacity and developing our individual giving, major donor and corporate income streams. We maintain good communications and working relationships with current funders, and we actively seek out future grant opportunities.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



# Future plans

We will continue delivering our core activities to support LGBTQI+ people through the asylum and immigration system and fulfilling our 2023-2025 organisational strategy. Our future plans include:

- Consulting with our Refugee Advisory Panel on our operational and strategic activities so that our work is informed by lived experience
- Continuing work to explore what anti-racism and anti-oppression mean for Rainbow Migration
- Working towards publishing and communicating more of our data.

In early 2024, our Trustees decided to grow the organisation further to meet the increasing needs of our service users because of the Illegal Migration Act and other changes in the asylum system. Despite changes made by the new government, a number of intractable challenges remain in the asylum system. In 2025, we will expand staffing across our services, fundraising and operations teams. We have written a new fundraising strategy for 2025-2027 which outlines how we will invest in individual giving and major donor giving to diversify our income and support the organisation's plans to grow.

# Structure, governance and management

## Charity constitution and governing document

Rainbow Migration CIO is a registered charity, number 1158228.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently at the Trustee Board meeting held on 8 August 2024. This most recent amendment was the culmination of our project to change from an Association Model CIO to a Foundation Model CIO.

## Organisational structure

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met six times in 2024, including one meeting wholly devoted to strategy development.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on three occasions in 2024. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on five occasions in 2024 and also considered matters by telephone and email between meetings.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.

## Decision-making

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, either individually or through the subcommittees. Decisions can be by simple majority vote of the trustees, but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings, decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

## Recruitment and appointment of new trustees

The change to our constitution in August 2024 (see above) means we are no longer required to have an annual general meeting. The trustees are now the only members of the CIO. Trustees are appointed for a three-year term by resolution at a properly convened meeting of the trustees and may serve up to a maximum of three terms. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment subject to due diligence.

During 2024 two trustees retired from the board, Usman Gul and Kiki Banadzem. We thank them both for their insight and wisdom.

As part of trustee succession planning, an open recruitment was held in 2024 to recruit two trustees with a focus on encouraging applications from LGBTQI+ people with lived experience of the asylum or immigration system. This process resulted in the successful appointment of Hadeel Omara and Tanishtha Sen Gupta in July 2024.

## Induction and training of new trustees

New trustees are provided with numerous resources, including from the Charity Commission, and training on good governance, the duties of a trustee and charity finance. Trustees are also given training on safeguarding, cyber-security and data protection in addition to key documents such as the constitution and organisational policies.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



Other training is provided as required on a case-by-case basis depending on the experience of the trustee. A 'buddying up' system with an existing trustee is offered and encouraged for incoming trustees. Induction meetings with Rainbow Migration staff are arranged to ensure new trustees understand all aspects of the operation and service delivery of the charity.

## Statement of Trustees' Responsibilities

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO 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 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) ('the Charities 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 CIO will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the CIO's auditor is unaware; and
- the trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the CIO's auditor is aware of that information.

By order of the board

S Addison



Scott Addison
Chair
12/09/2025

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION

### Opinion

We have audited the financial statements of Rainbow Migration ('the charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## Other Information

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

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

We have nothing to report in this regard.

## Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- information given in the trustees' report is inconsistent in any material aspect with the financial statements; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees 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.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Based on our understanding of the charity and its activities, and through discussion with the trustees and management, we identified the principal risks of material misstatement both at the financial statement level and at the assertion level.

We considered these risks in the light of various factors including the level of complexity, subjectivity, uncertainty, potential management bias, fraud, materiality and any other relevant factors. We considered the extent to which these would have a material impact on the financial statements and designed our audit work accordingly.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and reviewed significant or unusual transactions to identify their underlying supporting rationale.

- We inspected the minutes of meetings of those charged with governance, and made direct enquiries of management and the board of trustees concerning the charity's policies and procedures relating to:
    - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
    - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates were indicative of a potential bias and tested significant transactions that were unusual or those outside the normal course of business.

We also:

- discussed and reviewed the charity's business model and forward planning to assess going concern
- communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit
- reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations
- Carried out substantive testing on income and expenditure
- Re-performed reconciliations of control accounts, and recalculated items such as depreciation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

**Other matters**

In line with the exemptions available to small charities, the accounts for the charity were unaudited for the year ended 31 December 2023. No misstatements have been identified which materially affect the current period's financial statements.

RAINBOW MIGRATION

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION (continued)

### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

C H Limited

Chariot House Limited

Chariot House Limited
Statutory Auditor
44 Grand Parade
Brighton BN2 9QA

15/09/2025

Chariot House Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**STATEMENT OF FINANCIAL ACTIVITIES**
**YEAR ENDED 31 DECEMBER 2024**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2024 Total £ | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 3 | - | 206,376 | 206,376 | - | 169,647 | 169,647 |
| Charitable activities | 2 | 572,607 | 272,459 | 845,066 | 373,435 | 285,000 | 658,435 |
| Investments | 4 | - | 9,742 | 9,742 | - | 5,266 | 5,266 |
| Total | | 572,607 | 488,577 | 1,061,184 | 373,435 | 459,913 | 833,348 |
| **Expenditure on:** | | | | | | | |
| Raising funds | 5 | - | 83,474 | 83,474 | - | 72,640 | 72,640 |
| Charitable activities | 5 | 430,408 | 257,786 | 688,194 | 281,741 | 320,594 | 602,335 |
| Total | | 430,408 | 341,260 | 771,668 | 281,741 | 393,234 | 674,975 |
| **Net income** | 11 | 142,199 | 147,317 | 289,516 | 91,694 | 66,679 | 158,373 |
| **Reconciliation of funds:** | | | | | | | |
| Funds at start of year | | 127,009 | 369,483 | 496,492 | 35,315 | 302,804 | 338,119 |
| **Funds at end of year** | | 269,208 | 516,800 | 786,008 | 127,009 | 369,483 | 496,492 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**BALANCE SHEET**
**31 DECEMBER 2024**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2024 Total £ | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ |
|---|---|---|---|---|---|---|---|
| **Fixed assets** | | | | | | | |
| Tangible assets | 7 | - | 4,034 | 4,034 | - | 4,449 | 4,449 |
| **Current assets** | | | | | | | |
| Debtors | 8 | 10,000 | 63,983 | 73,983 | - | 27,844 | 27,844 |
| Cash at bank and in hand | | 259,208 | 482,641 | 741,849 | 127,009 | 355,759 | 482,768 |
| | | 269,208 | 546,624 | 815,832 | 127,009 | 383,603 | 510,612 |
| **Creditors** | | | | | | | |
| Amounts falling due within one year | 9 | - | (33,858) | (33,858) | - | (18,569) | (18,569) |
| **Net current assets** | | 269,208 | 512,766 | 781,974 | 127,009 | 365,034 | 492,043 |
| **Net assets** | | 269,208 | 516,800 | 786,008 | 127,009 | 369,483 | 496,492 |
| **The funds of the charity** | | | | | | | |
| Restricted income funds | 10 | 269,208 | - | 269,208 | 127,009 | - | 127,009 |
| Unrestricted funds | | - | 516,800 | 516,800 | - | 369,483 | 369,483 |
| **Total charity funds** | | 269,208 | 516,800 | 786,008 | 127,009 | 369,483 | 496,492 |

Approved by the Trustees and signed on their behalf by

M. Egan

M. Egan

Michael Egan
Treasurer

12/09/2025

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CASH FLOW STATEMENT**
**31 DECEMBER 2024**

| | Note | 2024<br>£ | 2023<br>£ |
|---|---|---|---|
| Cash flows from operating activities: | | | |
| Net cash provided/(used) by operating activities | 11 | 261,511 | 192,418 |
| Cash flows from investing activities: | | | |
| Purchase of fixed assets | | (2,430) | (3,140) |
| Net cash provided/(used) by investing activities | | (2,430) | (3,140) |
| Change in cash and cash equivalents in the year | | 259,081 | 189,278 |
| Cash and cash equivalents at start of year | | 482,768 | 293,490 |
| Cash and cash equivalents at end of year | | 741,849 | 482,768 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 DECEMBER 2024**

## 1. Accounting policies

a) Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019) ('the Charities SORP').

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

b) Income

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

Principal income sources are grant funding, corporate donations and individual giving.

Pro bono legal and professional services received are recognised as donated income, measured at value to the charity based on the open market cost of services of equivalent benefit. The corresponding expense is recognised under the appropriate heading in the Statement of Financial Activities.

c) Expenditure

Expenditure is recognised in the Statement of Financial Activities when incurred, including attributable input VAT which cannot be recovered. Expenditure is categorised both by purpose (namely raising funds and charitable activities) and by type (namely activity costs and support costs).

Raising funds costs are the costs of generating income for the charitable purposes of the charity.

Charitable activity costs are the costs attributable to the charity's principal charitable activities (namely service user support, legal and policy, and advocacy and influencing).

Activity costs are those costs which can be directly attributed to expenditure purpose headings as above. Support costs are allocated to expenditure purpose headings on the basis of the full-time equivalent number of staff contributing towards each purpose.

d) Tangible fixed assets

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

- Computer equipment - 33% on cost.

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



e) 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.

f) Pension contributions

Rainbow Migration operates a defined contribution pension scheme. Pension contributions are charged to the Statement of Financial Activities as incurred.

g) Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

h) Financial instruments

Rainbow Migration has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Cash and bank balances are initially recognised at transaction value. Debtors and creditors are initially recognised at the settlement amount. No discounting is applied to these financial instruments as their settlement periods are too short for any discounting to be material.

i) Critical accounting judgements and key sources of estimation uncertainty

In the application of Rainbow Migration's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities and the apportionments of expenditure that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that the trustees consider to be relevant. Actual outcomes may differ from these estimates.

The items in the accounts that are considered to involve the most significant judgements, and sources of uncertainty through estimation, when applying Rainbow Migration's accounting policies are the apportionments of support costs between raising funds and principal charitable activities (service user support, legal and policy, and advocacy and influencing).

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**
**YEAR ENDED 31 DECEMBER 2024**

## 2. Income from charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2024 Total £ | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ |
|---|---|---|---|---|---|---|
| Grants: | | | | | | |
| A B Charitable Trust | - | 22,000 | 22,000 | - | 22,000 | 22,000 |
| Barrow Cadbury Trust | 25,500 | - | 25,500 | 42,000 | - | 42,000 |
| Ben & Jerry's Foundation | - | - | - | 25,000 | - | 25,000 |
| Chris Graham-Bell Charitable Trust | 20,000 | - | 20,000 | 35,000 | - | 35,000 |
| City Bridge Foundation | 42,194 | - | 42,194 | 20,785 | - | 20,785 |
| Edward Carpenter Community Trust | - | 2,000 | 2,000 | - | - | - |
| Esmée Fairbairn Foundation (Funder Plus) | 8,500 | 50,000 | 58,500 | - | 50,000 | 50,000 |
| The Henry Smith Charity | 70,000 | - | 70,000 | 70,000 | - | 70,000 |
| The Access to Justice Foundation - Improving Lives Through Advice | 150,000 | - | 150,000 | - | - | - |
| John Ellerman Foundation | 30,000 | - | 30,000 | 30,000 | - | 30,000 |
| John Ellerman Foundation (Wellbeing) | 1,000 | - | 1,000 | - | - | - |
| Justice First Fellowship | 8,365 | - | 8,365 | - | - | - |
| Justice Together | 76,000 | - | 76,000 | 42,000 | - | 42,000 |
| The Leigh Trust | - | - | - | - | 3,000 | 3,000 |
| Lloyds Bank Foundation for England & Wales | - | 27,500 | 27,500 | - | 25,000 | 25,000 |
| The London Community Foundation | 10,000 | - | 10,000 | - | 10,000 | 10,000 |
| The National Lottery Community Fund: RC England Wide | 86,548 | - | 86,548 | 42,635 | - | 42,635 |
| Paul Hamlyn Foundation | - | 60,500 | 60,500 | - | 60,500 | 60,500 |
| The Southall Trust | - | - | - | 5,000 | - | 5,000 |
| Trust for London | 44,500 | - | 44,500 | 43,000 | - | 43,000 |
| The Tudor Trust | - | 33,000 | 33,000 | - | 30,000 | 30,000 |
| The Tudor Trust (Wellbeing) | - | - | - | 2,000 | - | 2,000 |
| Unbound Philanthropy | - | 45,000 | 45,000 | - | 45,000 | 45,000 |
| U.S. Department of State (Julia Taft Grant) | - | - | - | 16,015 | - | 16,015 |
| Other grant funders | - | 25,000 | 25,000 | - | 35,000 | 35,000 |
| | 572,607 | 265,000 | 837,607 | 373,435 | 280,500 | 653,935 |
| Consultancy fees | - | 5,159 | 5,159 | - | 1,300 | 1,300 |
| Training and presentation fees | - | 2,300 | 2,300 | - | 3,200 | 3,200 |
| | 572,607 | 272,459 | 845,066 | 373,435 | 285,000 | 658,435 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**
**YEAR ENDED 31 DECEMBER 2024**

## 3. Donations and legacies

| | Rest-ricted £ | Unrest-ricted £ | 2024 Total £ | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ |
|---|---|---|---|---|---|---|
| Donations (see also note 5 below) | - | 179,659 | 179,659 | - | 168,148 | 168,148 |
| Legacies | - | 25,673 | 25,673 | - | - | - |
| Fundraising events | - | 1,044 | 1,044 | - | 1,499 | 1,499 |
| | - | 206,376 | 206,376 | - | 169,647 | 169,647 |

## 4. Income from investments

| | Rest-ricted £ | Unrest-ricted £ | 2024 Total £ | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ |
|---|---|---|---|---|---|---|
| Deposit account interest | - | 9,742 | 9,742 | - | 5,266 | 5,266 |
| | - | 9,742 | 9,742 | - | 5,266 | 5,266 |

## 5. Expenditure

| | Activity Costs | | Support Costs | | |
|---|---|---|---|---|---|
| **2024:** | Staff £ | Other £ | Staff £ | Other £ | Total £ |
| Raising funds | 47,992 | - | 16,939 | 18,543 | 83,474 |
| Service user support | 126,764 | 7,066 | 44,075 | 51,782 | 229,687 |
| Legal and policy | 104,029 | 35,575 | 25,632 | 23,271 | 188,507 |
| Advocacy and influencing | 154,095 | 17,092 | 37,913 | 60,900 | 270,000 |
| Charitable activities | 384,888 | 59,733 | 107,620 | 135,953 | 688,194 |
| Total expenditure | 432,880 | 59,733 | 124,559 | 154,496 | 771,668 |

| | | | | | |
|---|---|---|---|---|---|
| **2023:** | £ | £ | £ | £ | £ |
| Raising funds | 44,856 | 1,760 | 15,447 | 10,577 | 72,640 |
| Service user support | 146,599 | 14,349 | 47,478 | 37,008 | 245,434 |
| Legal and policy | 53,049 | 34,334 | 21,990 | 10,753 | 120,126 |
| Advocacy and influencing | 163,744 | 11,276 | 29,130 | 32,625 | 236,775 |
| Charitable activities | 363,392 | 59,959 | 98,598 | 80,386 | 602,335 |
| Total expenditure | 408,248 | 61,719 | 114,045 | 90,963 | 674,975 |

## 5. Expenditure (continued)

| | 2024 £ | 2023 £ |
|---|---|---|
| Analysis of support costs by function: | | |
| Staff: | | |
| Strategic leadership | 38,872 | 37,376 |
| Financial management | 63,114 | 52,716 |
| Team assistance | 22,573 | 23,953 |
| | 124,559 | 114,045 |
| Other: | | |
| Rent and building | 35,716 | 34,554 |
| IT and telecoms | 22,158 | 17,569 |
| Office and operations | 10,625 | 8,851 |
| Depreciation | 2,845 | 3,852 |
| Staff training and development | 12,169 | 7,925 |
| Professional services (see note below) | 57,833 | 12,350 |
| Fees and subscriptions | 3,841 | 3,253 |
| Governance | 9,309 | 2,609 |
| | 154,496 | 90,963 |
| | 279,055 | 205,008 |
| Expenditure is stated after charging: | | |
| Depreciation of tangible fixed assets | 2,845 | 3,852 |
| Operating leases: land and buildings | 28,672 | 29,661 |
| Auditors' remuneration (2024) | 9,300 | - |
| Independent examination fee (2023) | - | 864 |

Professional services costs include £41,151 (2023: £nil) in respect of donated legal, IT and marketing consultancy services. The corresponding income is included in donations (see note 3 above).

## 6. Employees and trustees

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Total cost of employees: | | |
| Salaries | 500,500 | 470,645 |
| Employer's national insurance contributions | 45,204 | 41,757 |
| Employer's pension contributions | 11,735 | 9,891 |
| | 557,439 | 522,293 |

Total employee benefits (including employer's national insurance and pension contributions) in respect of key management personnel (namely the Executive Director) amounted to £70,676 (2023: £67,957).

No other employees received employee benefits (excluding employer's national insurance and pension contributions) over £60,000 in 2024 (2023: none).

The average monthly number of employees during the year (full time equivalent) was as follows:

| | 2024 | 2023 |
|---|---|---|
| Executive director | 1.0 | 1.0 |
| Service user support | 3.7 | 4.4 |
| Legal and policy | 1.8 | 1.5 |
| Advocacy and influencing | 3.7 | 3.2 |
| Raising funds | 1.0 | 1.0 |
| Operations and finance | 1.4 | 1.4 |
| | 12.6 | 12.5 |

The average number of staff employed during the year (by head count, full-time and part-time) was 15 (2023: 14).

No trustees received any remuneration or other benefits in 2024 (2023: none). Expenses amounting to £1,159 (2023: £1,173) were reimbursed to, or paid to third parties on behalf of, three trustees (2023: four) in respect of travel, subsistence, training and DBS checks.

## 7. Tangible fixed assets

| | Computers £ |
|---|---|
| Cost: | |
| At 1 January 2024 | 17,346 |
| Additions | 2,430 |
| At 31 December 2024 | 19,776 |
| Depreciation: | |
| At 1 January 2024 | 12,897 |
| Charge for the year | 2,845 |
| At 31 December 2024 | 15,742 |
| Net book value: | |
| At 31 December 2024 | 4,034 |
| At 31 December 2023 | 4,449 |

## 8. Debtors

| | 2024 £ | 2023 £ |
|---|---|---|
| Accrued income | 37,447 | 3,982 |
| Sundry debtors | 19,823 | 9,819 |
| Prepayments | 16,713 | 14,043 |
| | 73,983 | 27,844 |

## 9. Creditors

| | 2024 £ | 2023 £ |
|---|---|---|
| Trade creditors | 11,057 | 6,103 |
| Taxes and social security | 14,593 | 11,295 |
| Accrued expenses | 8,208 | 1,171 |
| | 33,858 | 18,569 |

## 10. Movements on restricted funds

| 2024: | 1 Jan 2024 £ | Income £ | Expend -iture £ | 31 Dec 2024 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust (2023) | 12,000 | 13,000 | (25,000) | - |
| Barrow Cadbury Trust (2025) | - | 12,500 | - | 12,500 |
| Ben & Jerry's Foundation (2023) | 14,585 | - | (14,585) | - |
| Chris Graham-Bell Charitable Trust (2021) | 1,247 | - | (1,247) | - |
| Chris Graham-Bell Charitable Trust (2023) | 18,989 | - | (3,482) | 15,507 |
| Chris Graham-Bell Charitable Trust (2024) | - | 20,000 | (16,667) | 3,333 |
| City Bridge Foundation | 1,983 | 42,194 | (36,640) | 7,537 |
| Esmée Fairbairn Foundation | - | 8,500 | (4,250) | 4,250 |
| The Henry Smith Charity | 29,334 | 70,000 | (64,837) | 34,497 |
| The Access to Justice Foundation - Improving Lives Through Advice | - | 150,000 | (50,321) | 99,679 |
| John Ellerman Foundation | 7,500 | 30,000 | (29,500) | 8,000 |
| John Ellerman Foundation (Wellbeing) | - | 1,000 | (1,000) | - |
| Justice First Fellowship | - | 8,365 | (5,507) | 2,858 |
| Justice Together (2021) | 12,433 | 66,000 | (52,885) | 25,548 |
| Justice Together (2024) | - | 10,000 | - | 10,000 |
| The London Community Foundation | - | 10,000 | (5,831) | 4,169 |
| The National Lottery Community Fund: RC England Wide | 22,110 | 86,548 | (73,074) | 35,584 |
| The Southall Trust | 839 | - | (839) | - |
| Trust for London (2023) | 3,850 | 44,500 | (42,604) | 5,746 |
| The Tudor Trust (Wellbeing) | 2,139 | - | (2,139) | - |
| | 127,009 | 572,607 | (430,408) | 269,208 |

## 10. Movements on restricted funds (continued)

| 2023: | 1 Jan 2023 £ | Income £ | Expend -iture £ | 31 Dec 2023 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust (2023) | - | 42,000 | (30,000) | 12,000 |
| Ben & Jerry's Foundation (2020) | 13,897 | - | (13,897) | - |
| Ben & Jerry's Foundation (2023) | - | 25,000 | (10,415) | 14,585 |
| Chris Graham-Bell Charitable Trust (2021) | 2,498 | 15,000 | (16,251) | 1,247 |
| Chris Graham-Bell Charitable Trust (2023) | - | 20,000 | (1,011) | 18,989 |
| City Bridge Foundation | - | 20,785 | (18,802) | 1,983 |
| The Henry Smith Charity | - | 70,000 | (40,666) | 29,334 |
| John Ellerman Foundation | - | 30,000 | (22,500) | 7,500 |
| Justice Together (2021) | 9,005 | 42,000 | (38,572) | 12,433 |
| The Law Society Charity | 1,934 | - | (1,934) | - |
| The National Lottery Community Fund: Reaching Communities England | - | 42,635 | (20,525) | 22,110 |
| The Southall Trust | - | 5,000 | (4,161) | 839 |
| Trust for London (2019) | 4,100 | - | (4,100) | - |
| Trust for London (2023) | - | 43,000 | (39,150) | 3,850 |
| The Tudor Trust (Wellbeing) | 1,921 | 2,000 | (1,782) | 2,139 |
| U.S. Department of State (Julia Taft Grant) | 1,960 | 16,015 | (17,975) | - |
| | 35,315 | 373,435 | 281,741 | 127,009 |

The restricted funds are for the following purposes:

Barrow Cadbury Trust (2023): towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2023).

Barrow Cadbury Trust (2025): towards the Executive Director's salary for policy and influencing work (£50,000 over two years from January 2025).

Ben & Jerry's Foundation (2020): for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Ben & Jerry's Foundation (2023): towards the salary costs of the Campaigns Manager for the No Pride in Detention campaign (£25,000 over one year from August 2023).

Chris Graham-Bell Charitable Trust (2021): towards the salary of a Casework Coordinator (£60,000 over three years from February 2021).

Chris Graham-Bell Charitable Trust (2023): a hardship fund for the costs of essential items and travel costs for asylum service users (£20,000 starting in 2023 until the funds are committed).

## 10. Movements on restricted funds (continued)

Chris Graham-Bell Charitable Trust (2024): towards the salary of a Casework Coordinator (£60,000 over three years from February 2024).

City Bridge Foundation: towards the support service and legal advice service to support LGBTQI+ people seeking asylum based in London (£128,489 over three years from August 2023).

Esmée Fairbairn Foundation: Funder Plus support for our work on anti-racism and anti-oppression (£8,5000 from March 2024 until the funds are committed).

The Henry Smith Charity: towards the running costs of the support service (£210,000 over three years from June 2023).

Improving Lives Through Advice (ILTA) – Access to Justice Foundation and The National Lottery: towards core costs to support the delivery of free legal advice to marginalised people and communities across England (£500,000 over five years from May 2024).

John Ellerman Foundation: towards the running costs of influencing work including policy, campaigning and communications (£90,000 over three years from April 2023).

John Ellerman Foundation (Wellbeing): for staff wellbeing, in response to the far-right, anti-immigration protests and riots in August 2024 (£1,000 from October 2024).

The Legal Education Foundation's Justice First Fellowship via Wilsons Solicitors: to support us to host a trainee solicitor one-day a week (£16,730 for 2 years from April 2024).

Justice Together (2021): to use evidence from LGBTQI+ immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from September 2021).

Justice Together (2024): Infrastructure Support for the Refugee Advisory Panel (£10,000 over one year from December 2024).

The Law Society Charity: towards the salary costs of a Legal Officer (£4,748 over one year from May 2022).

The London Community Foundation – The Norton Rose Bright Fulbright Fund: towards the Legal Officer's salary (£10,000 over one year from June 2024).

The National Lottery Community Fund: RC England Wide (2023): towards the running costs of the support service (£452,703 over five years from October 2023).

The Southall Trust: towards the running costs of the support service (£5,000 over one year from March 2023).

E-Sign ID: fe7fbf4d-4a8a-4eda-b3c1-2759478a7cb7



## 10. Movements on restricted funds (continued)

Trust for London (2019): towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Trust for London (2023): for immigration advice on LGBTQI+ asylum and policy work to improve the asylum and immigration system for LGBTQI+ people (£133,000 over three years from February 2023).

The Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 for each of the years 2022 and 2023).

U.S. Department of State (Julia Taft Grant): to provide LGBTQI+ asylum seekers in the United Kingdom with access to quality and specialised legal information on the asylum process ($25,000 over one year from October 2022).

## 11. Net cash provided by / (used in) operating activities

| | 2024<br>£ | 2023<br>£ |
|---|---|---|
| Net income for the year | 289,516 | 158,373 |
| Adjustments for: | | |
| Depreciation | 2,845 | 3,852 |
| (Increase)/decrease in debtors | (46,139) | 31,009 |
| Increase/(decrease) in creditors | 15,289 | (816) |
| Net cash provided/(used) by operating activities | 261,511 | 192,418 |

## 12. Taxation

Rainbow Migration is a registered charity and is therefore not liable for corporation tax on income derived from its charitable activities as it falls within the various exemptions available to registered charities.

**RAINBOW MIGRATION**

England & Wales - Charity number 1158228

# Accounts

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

**RAINBOW MIGRATION**
(Registered Charity number 1158228)

# REPORT AND FINANCIAL STATEMENTS

## YEAR ENDED 31 DECEMBER 2023

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CONTENTS**
**YEAR ENDED 31 DECEMBER 2023**


| | Page |
|---|---|
| Charity details | 1 |
| Annual report | 2-17 |
| Independent examiner's report | 18 |
| Statement of financial activities | 19 |
| Balance sheet | 20 |
| Statement of cash flows | 21 |
| Notes to the financial statements | 22-30 |

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CHARITY DETAILS**
**YEAR ENDED 31 DECEMBER 2023**

---

| | |
|---|---|
| Registered charity number: | 1158228 |
| Trustees: | Christopher Scott Addison (Chair)<br>Charles Bishop (Secretary)<br>Michael Egan (Treasurer)<br>Emma Finch<br>Usman Gul (resigned 1 May 2024)<br>Alexander Lyons (appointed 18 September 2023)<br>Ilaria Michelis (appointed 18 September 2023)<br>Hussein Said (appointed 16 February 2023)<br>Kiki Banadzem (resigned 24 April 2023, reappointed 27 March 2024)<br>Dr. Eddie Bruce-Jones (resigned 18 September 2023)<br>Hadeel Omara (appointed 10 July 2024)<br>Tanishtha Sen Gupta (appointed 17 July 2024) |
| Executive Director: | Leila Zadeh |
| Registered Office: | 7-14 Great Dover Street<br>London SE1 4YR |
| Bankers: | CAF Bank<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ |
| Independent Examiner: | Andrew Nicholas Cliffe<br>Nicholas Cliffe & Co. Limited<br>Chartered Accountants<br>Mill House<br>Mill Court<br>Great Shelford<br>Cambridge CB22 5LD |
| Regulator: | Office of the Immigration Services Commissioner<br>21 Bloomsbury Street<br>London WC1B 3HF<br>Registration number: N201700019 |

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**ANNUAL REPORT**
**YEAR ENDED 31 DECEMBER 2023**

# Introduction

The trustees present their annual report for the year ended 31 December 2023.

# Objectives and activities

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support
- conducting or commissioning research in immigration law and policy and publishing the same to the public
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy
- advocating for the rights of LGBTQI+ people outside the UK
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

The significant activities in pursuit of our aims and objectives in 2023 remained as:

- **A practical and emotional support service** for LGBTQI+ people seeking asylum to help reduce isolation, build support networks, improve resilience, access housing and health services and navigate other statutory and third sector services that may be available
- **A specialist legal advice service** for LGBTQI+ people seeking asylum to equip them with the tools to present a better asylum claim and for LGBQTI+ people making partnership applications to live in the UK
- **Policy work, campaigning and strategic communications** to advocate for better treatment of LGBTQI+ people seeking asylum and a more humane asylum and immigration system
- **Training and capacity building** for lawyers, charities and others to improve services for LGBTQI+ people seeking asylum and understanding of LGBTQI+ asylum

Our overall organisational goals and outcomes are set out in our strategy for which we develop an operational plan each year. The management team and trustees assess progress against the operational plan at the end of each quarter. We assess success by monitoring and evaluating our work in a range of other ways as well. Tools include:

- **A database for service delivery** to record the number of individuals who access our services, and to monitor demographics such as service users' country of origin, sexual orientation and/or gender identity, and location in the UK
- **Self-assessment forms** to measure the difference that our support services make to people's lives
- **Evaluation forms** to measure the difference our legal advice service makes to people's ability to present their asylum claims
- **A monitoring, learning and evaluation framework for our No Pride In Detention campaign** to measure our progress against annual campaign objectives
- **A press log** to record coverage of our work and messages in the media and online
- **A digital performance report** to record of how our website and social media channels are performing

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



# Achievements and performance

## Highlights

2023 marked a significant milestone for us as we proudly celebrated three decades of supporting LGBTQI+ through the asylum and immigration system. We marked our 30th anniversary through a range of activities including publishing a historic archive, interviewing our founders, staff and former service users, and hosting a celebratory event with our long-term partners Linklaters.

However, it was another overwhelmingly challenging year for LGBTQI+ people seeking asylum. The roll out and announcement of more regressive asylum policy and legislation such as the Nationality and Borders Act, the Illegal Migration Act, forced bedroom sharing in hotels and Rwanda policy caused disproportionate harm to the people we support, on top of a dehumanising media narrative towards trans and non-binary people.

In the face of an increasingly toxic environment, we have still managed to celebrate the wins. Moments we are particularly proud of in 2023 include:

- Over 50 of our service users from more than 20 countries were granted refugee protection. This has more than doubled since 2022. The people we supported to secure their futures here include lesbians from Nigeria and Uganda, gay men from Ghana and Iraq, a bisexual person from Iran and trans people from Saudi Arabia and Pakistan.
- Our wellbeing activities saw our service users take part in cookery classes, visits to the Science Museum and Richmond Park, a picnic and games day, and a dance class. They fed back that it was great to have something exciting to look forward to and to have days out together, where they can just be themselves without having to think about their asylum claims.
- In their June 2023 report, the Women and Equalities Committee called on this government to do much better in its treatment of LGBTQI+ people in the asylum system, including never accommodating them on barges. We provided evidence to the Committee on these points in 2022.
- We published the world's first guide to assist intersex people with their asylum claims, available in 11 languages including British Sign Language.

We began delivering our 2023-2025 organisational strategy which has a strong focus on lived experience involvement and anti-racism and anti-oppression, and aims to publicise and communicate more of our unique data on LGBTQI+ people's experiences of the UK asylum and immigration system.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



We started working with Experts by Experience Employment Initiative, and since then we have seen an increase in the numbers of people with direct experience of the UK asylum or immigration system applying for staff vacancies. We continued work to establish a Refugee Advisory Panel made up of people with lived experience to feed directly into our management team and to inform our strategic and operational activities. Some work on anti-racism and data was postponed to take place in 2024 because of the need to focus our existing capacity on responding to the worsening external environment.

In 2023, we supported 466 LGBTQI+ people seeking asylum. This has increased by more than 25% since 2022. Over 85% of the people we supported accessed both our legal service and our support services.

## Legal service

### Legal advice on applying for asylum based on being LGBTQI+

We continued delivering free and confidential legal advice to LGBTQI+ people seeking asylum. From August 2023, the nature of advice we provide shifted whereby we needed to provide more complex, in-depth advice. At the same time, we experienced a sharp increase in demand because of the government's push to clear its backlog of asylum claims. The Home Office rapidly increased the amount of asylum interviews it undertook and reduced the length of interviews. Because of the overwhelming shortage of legal aid lawyers, in many cases we provided more substantive and ongoing advice for people who faced the inconceivable challenge of presenting their cases, and proving they are LGBTQI+, without a lawyer. We contracted a self-employed barrister part-time on a temporary basis to help meet the increased demand.

During 2023:

- We delivered 305 legal advice consultations on asylum to 260 people
- We secured quality asylum legal representation for 30 people
- 100% of those we surveyed agreed or strongly agreed that they had a better understanding of the asylum process after accessing our legal advice
- 96% were satisfied or very satisfied with the advice they received
- 94% agreed or strongly agreed that they felt confident about preparing their statement and the next steps in their claim, and felt better equipped to present it.

Feedback on the asylum legal advice service remains consistently positive:

**"Thanks a lot, [Legal Officer]. You explained the whole asylum process to me in a very understandable way. I am very glad that there are such kind people like you and organizations like yours".**

**"Thank you so much, it was helpful information to get and what I should do for the next step, there are information I didn't know until today. "**

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



We continued working with our long-term pro bono partner Linklaters whereby we train them on LGBTQI+ asylum and they represent some of our service users. We also commenced pro bono partnerships of the same nature with Willkie Farr & Gallagher, Stephenson Harwood and DLA Piper. We have developed these partnerships in response to the ongoing legal aid crisis. The reduction in availability of legal aid lawyers acutely impacts LGBTQI+ people. This is because of insufficient expertise among lawyers in LGBTQI+ asylum and because LGBTQI+ people must prove they are LGBTQI+ to be granted asylum. This requires lawyers to invest time in building a relationship of trust, meaning these claims are often complex, time-intense and less financially viable for legal aid lawyers. This makes it extremely difficult to secure quality legal representation for LGBTQI+ people. As such, we are very grateful to our pro bono partners who secure lifechanging results for LGBTQI+ people seeking asylum.

### Legal advice for LGBTQI+ people making a partnership application

We are grateful for the ongoing and dedicated commitment of the volunteer lawyers who delivered advice on partner and spouse visas. This service supported 71 people in 2023.

## Support service

Our support service continued to provide emotional and practical support to help LGBTQI+ people overcome the many complex challenges they face when going through the asylum system. We delivered one-to-one emotional support, facilitated men's, women's and trans support groups and wellbeing activities, and undertook casework to help people access safe accommodation, health services and other support.

During 2023:

- We provided emotional support to 135 people on 504 occasions
- We helped 123 people to access accommodation by making referrals and signposting on 516 occasions
- We helped 68 people to access mental, physical and sexual health services by making referrals and signposting on 317 occasions
- We helped with essential items such as food and mobile phone top-ups on 78 occasions

### Case study - providing holistic emotional and practical support to LGBTQI+ people seeking asylum

A is a Deaf, non-binary lesbian from the Middle East, who uses she/her pronouns. She came to us shortly after arriving in the UK as she was facing significant homophobic abuse and violence in asylum accommodation.

Following our advocacy and help from a lawyer that we secured for her, she was moved to safe, accessible housing. We referred her to a quality legal aid immigration lawyer for representation in her asylum claim.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



Following this, we provided A with ongoing casework advice and support towards understanding and building confidence in her gender identity. We supported her to access trans healthcare, disability services, and educational services to start learning British Sign Language. We also provided one-to-one emotional support throughout her asylum claim.

A and her partner attended London Pride and London Trans Pride with us. They told us this was the first time they had felt celebrated for their relationship and gender identities.

We supported A with essential items. We bought her a phone and topped it up with data, so that she could access our services and communicate with her community via sign language.

We provided her with a support letter outlining our engagement with her, to be used as evidence in her asylum claim. Within the letter, we advocated for her to be granted refugee status without the need for a substantive interview, as she would not have had access to an interpreter in her first (sign) language, so would not have been able to communicate her case clearly in an interview.

In November 2023, she was granted refugee protection in the first instance without the need for a substantive interview.

## Influencing

Our areas of focus for influencing are immigration detention, decision-making in LGBTQI+ asylum claims and accommodation because these areas acutely impact LGBTQI+ people. The announcements in 2023 of yet more cruel asylum policies and legislation further underlined the need for our influencing work to improve policy and practice to meet the needs of LGBTQI+ people seeking asylum, and that we must undertake influencing work reactively and proactively.

### Immigration detention

We continued running our No Pride in Detention campaign calling for an end to the detention of LGBTQI+ people and a time limit on all immigration detention. We continued to work with a Campaigns Advisory Group made up of LGBTQI+ people with lived experience of the asylum system to help plan and evaluate the campaign. The Group were also very involved in campaign delivery, including speaking at or chairing events, creating online content, and writing blogs/articles.

In 2023, our focus was on building the campaign offline in communities as well as recruiting people digitally. We held campaign film screenings with panel discussions and/or Q&As at the London LGBTQ+ Community Centre, the Ledward Centre in Brighton, the Queer Migrant Pride Fest, and in Ben & Jerry's Soho Scoop Shop during Pride Month. We also took part in panel discussions at the Liberal Democrat conference and the NEU International Solidarity Conference. Staff promoted the campaign at London Pride, as well as supporting a coalition member to promote it at Brighton Trans Pride and some individual supporters to promote it at Hereford Pride.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



By the end of 2023, almost 5,000 people had signed a digital handraiser opposing LGBTQI+ detention and 29 organisations (of which 24 are LGBTQI+) had joined the campaign coalition, supporting the campaign in a range of different ways.

On the parliamentary side of the campaign, we prepared a briefing on LGBTQI+ detention for use with MPs and Peers, and met with parliamentarians and policy staff from the Labour, Conservative, Liberal Democrat and Green parties to discuss ending LGBTQI+ detention.

We also worked with Olivia Blake MP to co-ordinate a cross-party letter to the Immigration Minister on LGBTQI+ detention, securing 52 signatures from MPs and Peers in 7 political parties.

### Decision-making in LGBTQI+ asylum claims

We undertook work to improve decision making in LGBTQI+ asylum claims.

When the Home Office shortened substantive asylum interviews as part of its efforts to bring down the numbers of people waiting for decisions on their asylum claims, we raised in meetings with them that our service users were being refused asylum because they weren't given enough time to explain their claims. We collated case studies for use as evidence for our partner organisation the Immigration Lawyers Practitioners Association (ILPA) to send to the Home Office. Following ILPA's engagement with the Home Office on this issue, people should now be asked if they need more time or a supplementary interview. These supplementary interviews are being arranged but ILPA have identified some subsequent issues, including interviewers being different across different days, with the possibility of inconsistencies arising across the two days.

We made a submission to the inspection of asylum casework by the Chief Inspector of Borders and Immigration. The inspection report recommended that the Home Office collect data on protected characteristics, in line with our submission.

We continued to work with a group of European partners towards getting UNHCR to update their guidelines on LGBTQI+ asylum claims in relation to credibility assessment. We are organising a conference with them to take place in September 2024 in Amsterdam, which will have a speaker from UNHCR headlining the event, and a range of submissions from a diverse range of academic partners. Funding to enable participation of presenters is being prioritised for people with lived experience and people travelling from outside of Europe, in addition to those in need of financial support.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## Accommodation

In mid-2023, the government introduced a new policy of hotel maximisation, forcing people accommodated in hotels to share bedrooms. As a result of this policy, many LGBTQI+ people are being verbally, physically, and sexually abused. This is in addition to the general LGBTQI-phobic harassment that takes place in shared asylum accommodation. We produced a policy briefing with case studies of how this policy puts LGBTQI+ people at risk and submitted it to the inspection of contingency asylum accommodation by the Independent Chief Inspector of Borders and Immigration and MPs tabled parliamentary questions on the back of it.

## Illegal Migration Act

We contributed to a joint parliamentary briefing by a large coalition of civil society organisations on the Illegal Migration Bill. We also ran an urgent campaign action asking supporters to lobby their MP to support a Lords amendment to the Illegal Migration Bill, which would have prevented LGBTQI+ people being sent to countries that are not safe for them. More than 800 people contacted their MP over the weekend ahead of a Monday debate, and although the amendment did not pass it drew support from across political parties and the points our supporters made were raised throughout the debate.

After the Bill passed into law, we provided a witness statement for the Northern Ireland Human Rights Commission (NIHRC) challenge to the Illegal Migration Act 2023 by way of judicial review. We are pleased that the challenge has since been successful and that many of the arguments we raised about the detrimental impact of the IMA were reflected in the judge's findings.

When the government tabled secondary legislation to add India and Georgia to the list of ‘safe’ countries (as allowed under the Illegal Migration Act), we published a joint briefing with ILA to try to stop passage into law, and ran a campaign action for our supporters in January 2024.

## Rwanda

We continued to raise our deep concern about plans to forcibly send people seeking asylum to Rwanda, and repeatedly warned that Rwanda is a country where LGBTQI+ people face abuse, violence and discrimination.

We worked with a small group of partners to draft statement which secured signatures from 128 organisations following the Supreme Court ruling that the Rwanda plan was unlawful.

When the Safety of Rwanda Bill was tabled, we made a joint submission with JCWI to the Joint Committee on Human Rights. We also provided LGBTQI+ specific content to the submission by Public Law Project to the House of Lords International Agreements Committee into the treaty with Rwanda. Their subsequent report noted that the government plans to safeguard LGBTQI persons were "vague". In addition, we sent a briefing to Baroness Lister, who mentioned LGBTQI+ people and Rainbow Migration during a House of Lords debate on the Rwanda treaty.

## Communications

We continued to regularly share key messages on LGBTQI+ asylum and promote positive LGBTQI+ stories via our website and our social media channels and worked with a network of media professionals to ensure widespread coverage of these messages in mainstream and LGBTQI+ media. Our messages were widely featured in LGBTQI+ and mainstream media over 120 times including in Attitude Magazine, GAY TIMES, Pink News, The Times, Sky News, Metro and The Guardian. This also includes several pieces where we supported our current and former service users to share their stories.

We sent a survey to our newsletter subscribers in December 2023 and an overwhelming 90% of respondents said they felt positive or really positive about our communications throughout the year.

## Training and capacity building

We delivered training to build the capacity of others and to raise awareness and improve understanding of LGBTQI+ asylum.

Our legal service team provided training on LGBTQI+ asylum claims to our pro bono partners Linklaters and Stephenson Harwood.

Our support services team provided training to British Red Cross, RAIS Lancaster, Harbour Project and Positive East.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured new grants from the following new and existing funders:

Barrow Cadbury Trust
Ben & Jerry's Foundation
Chris Graham-Bell Charitable Trust
City Bridge Foundation
Esmée Fairbairn Foundation
The Henry Smith Charity
John Ellerman Foundation
Leigh Trust
The London Community Foundation
The National Lottery Community Fund: RC England Wide
The Southall Trust
Trust for London
The Tudor Trust
Unbound Philanthropy

We are also pleased to record our grateful thanks to our continuing grant funders during the year, namely:

A B Charitable Trust
Chris Graham-Bell Charitable Trust
Justice Together
Lloyds Bank Foundation for England & Wales
Paul Hamlyn Foundation
The Tudor Trust
U.S. Department of State (Julia Taft Grant)

We have a fundraising strategy in place for 2023-2025 which outlines a set of objectives and activities for how we will secure the income we need. In 2023 our income objective was £760,000, an increase of 53% from £497,000 in 2022. Actual total income for 2023 was £833,000, exceeding an already ambitious target by £73,000. This excellent outcome is a tribute to the generosity of our funders and donors, and also shows the direct benefit of employing a full-time Philanthropy Manager.

We received donations from individuals and groups, including fundraising events organised by supporters of the charity, amounting to £100,000. Much of this generous support was unsolicited. We also received donations of £60,000 from law firms and other commercial organisations, and subscriptions from Friends and Members totalling £8,000.

Rainbow Migration does not use any professional or third party services for public fundraising.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



# Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

| | 2023 £'000 | 2022 £'000 |
|---|---|---|
| Income: | | |
| Grants (restricted) | 373 | 166 |
| Grants (unrestricted) | 285 | 200 |
| Donations, legacies and other | 175 | 131 |
| | 833 | 497 |
| Expenditure | (675) | (570) |
| Net income | 158 | (73) |
| Funds at start of year | 338 | 411 |
| Funds at end of year | 496 | 338 |
| Restricted funds | 127 | 35 |
| Unrestricted funds | 369 | 303 |
| | 496 | 338 |

Our 2023 income shows an increase of 67% over 2022 due to considerable successes in our fundraising (see 'Fundraising activities' above). Increased income was needed in order to sustain the expansion in services provided by a larger staff team, begun in 2022 with continued growth into 2023. In particular, we were able to maintain the asylum legal service at a time of unprecedented demand and increase the hours of the self-employed barrister in 2024 (see 'Legal service' above). The financial outcome for the year, a net surplus of £158,000 (2022: net deficit of £73,000) has allowed us to build up reserves that were spent down in 2022 as planned.

The trustees regard the financial situation as at the end of 2023 as satisfactory, with reserves in the upper half of the agreed policy range (see below). Fundraising to sustain the bigger organisation will be challenging, and we remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users in the current difficult economic circumstances.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## Reserves policy

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure
- To be able to take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2023 the target range was £180,000 - £360,000. For 2024 the target range is £200,000 - £400,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2023 are:

| | **£'000** |
|---|---|
| Unrestricted funds | 369 |
| Less: book value of fixed assets | (4) |
| Reserves | 365 |

This amount is within the target range for 2024.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As three months is at the lower end of the 'going concern' target range set out above, no further action is required.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



# Future plans

We will continue fulfilling our 2023-2025 organisational strategy. Alongside our core activities, our future plans under this strategy include:

- Continuing work to establish a Refugee Advisory Panel comprising people with lived experience to inform all our work
- Working with an anti-racism consultant to explore what anti-racism and anti-oppression means for Rainbow Migration
- Working towards publishing and communicating more of our data

The relentlessly challenging environment has required us to review and reassess our resources, capacity and priorities going forwards to ensure we are best equipped to respond to policy and legislative changes. In January 2024, we held a strategic meeting to take stock and decide how we respond. As at the date of this report, the trustees have decided that we should increase our service delivery and influencing capacity to meet the plethora of additional needs and risks that the asylum system now presents for our service users.

# Structure, governance and management

## Charity constitution and governing document

Rainbow Migration CIO is a registered charity, number 1158228.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently at the Trustee Board meeting held on 8 August 2024.

## Organisational structure

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met five times in 2023 in addition to the AGM.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on three occasions in 2023 and also considered matters by telephone and email between meetings. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on five occasions in 2023.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.

## Decision-making

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, either individually or through the subcommittees. Decisions can be by simple majority vote of the trustees, but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings, decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

## Recruitment and appointment of new trustees

Trustees are required to be members of the CIO. Trustees are elected by the Annual General Meeting. One-third of trustees serving are required to retire by rotation at the AGM (those being the longest serving since their last appointment at the date of the AGM). Trustees may be appointed by the Trustee Board to fill a vacancy but their term is then only until the end of the next AGM, at which time they may stand for election. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment subject to due diligence. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an identified vacancy and active recruitment.

At the time of the 2023 AGM, Eddie Bruce-Jones had served as trustee of Rainbow Migration since his election in 2014. Eddie therefore stepped down as trustee at this AGM. We thank Eddie for his many years of dedication, insight and wisdom.

As part of trustee succession planning, an open recruitment was held in 2023 to recruit two trustees with a focus on encouraging applications from LGBTQI+ people with lived experience of the asylum system, trans individuals or people with skills in service user involvement, safeguarding, ICT and digital, or anti-racism. This process resulted in the successful appointment of Ilaria Michelis and Alexander Lyons in September 2023.

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



As at the date of this report, the Trustee Board are onboarding two new trustees, selected following a recruitment process for LGBTQI+ people with lived experience of the asylum or immigration system.

## Induction and training of new trustees

New trustees are provided with numerous resources, including from the Charity Commission, and training on good governance, the duties of a trustee and charity finance. Trustees are also given training on safeguarding, cyber-security and data protection in addition to key documents such as the constitution and organisational policies. Other training is provided as required on a case-by-case basis depending on the experience of the trustee. A 'buddying up' system with an existing trustee is offered to incoming trustees, and this is encouraged for those for whom this is their first time serving as a trustee. Induction meetings with Rainbow Migration staff are arranged to ensure new trustees understand all aspects of the operation and service delivery of the charity.

## Statement of Trustees' Responsibilities

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO 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 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) ('the Charities 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 CIO will continue in operation.

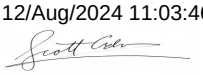
E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board

S Addison
12/Aug/2024 11:03:46



Scott Addison
Chair
Date: 12/08/2024

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2023 set out on pages 19 to 30.

*Responsibilities and basis of report*
As the trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

*Independent examiner's statement*
The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that, in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

A. N. Cliffe
09/Aug/2024 11:22:31
A. N. Cliffe

Andrew Nicholas Cliffe
Nicholas Cliffe &Co. Limited
Chartered Accountants
Mill House
Mill Court
Great Shelford
Cambridge CB22 5LD

Date: 09/08/2024

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**STATEMENT OF FINANCIAL ACTIVITIES**
**YEAR ENDED 31 DECEMBER 2023**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 3 | - | 169,647 | 169,647 | - | 122,790 | 122,790 |
| Charitable activities | 2 | 373,435 | 285,000 | 658,435 | 165,708 | 206,732 | 372,440 |
| Investments | 4 | - | 5,266 | 5,266 | - | 1,447 | 1,447 |
| Total | | 373,435 | 459,913 | 833,348 | 165,708 | 330,969 | 496,677 |
| **Expenditure on:** | | | | | | | |
| Raising funds | 5 | - | 72,640 | 72,640 | - | 60,722 | 60,722 |
| Charitable activities | 5 | 281,741 | 320,594 | 602,335 | 230,270 | 278,834 | 509,104 |
| Total | | 281,741 | 393,234 | 674,975 | 230,270 | 339,556 | 569,826 |
| **Net income** | 11 | 91,694 | 66,679 | 158,373 | (64,562) | (8,587) | (73,149) |
| **Reconciliation of funds:** | | | | | | | |
| Funds at start of year | | 35,315 | 302,804 | 338,119 | 99,877 | 311,391 | 411,268 |
| **Funds at end of year** | | 127,009 | 369,483 | 496,492 | 35,315 | 302,804 | 338,119 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**BALANCE SHEET**
**31 DECEMBER 2023**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|---|
| **Fixed assets** | | | | | | | |
| Tangible assets | 7 | - | 4,449 | 4,449 | - | 5,161 | 5,161 |
| **Current assets** | | | | | | | |
| Debtors | 8 | - | 27,844 | 27,844 | - | 58,853 | 58,853 |
| Cash at bank and in hand | | 127,009 | 355,759 | 482,768 | 35,315 | 258,175 | 293,490 |
| | | 127,009 | 383,603 | 510,612 | 35,315 | 317,028 | 352,343 |
| **Creditors** | | | | | | | |
| Amounts falling due within one year | 9 | - | (18,569) | (18,569) | - | (19,385) | (19,385) |
| **Net current assets** | | 127,009 | 365,034 | 492,043 | 35,315 | 297,643 | 332,958 |
| **Net assets** | | 127,009 | 369,483 | 496,492 | 35,315 | 302,804 | 338,119 |
| **The funds of the charity** | | | | | | | |
| Restricted income funds | 10 | 127,009 | - | 127,009 | 35,315 | - | 35,315 |
| Unrestricted funds | | - | 369,483 | 369,483 | - | 302,804 | 302,804 |
| **Total charity funds** | | 127,009 | 369,483 | 496,492 | 35,315 | 302,804 | 338,119 |

Approved by the Trustees and signed on their behalf by

M. Egan
09/Aug/2024 11:42:48

M. Egan

Michael Egan
Treasurer
Date: 09/08/2024

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**STATEMENT OF CASH FLOWS**
**31 DECEMBER 2023**

| | Note | 2023<br>£ | 2022<br>£ |
|---|---|---|---|
| Cash flows from operating activities: | | | |
| Net cash provided/(used) by operating activities | 11 | 192,418 | (22,915) |
| Cash flows from investing activities: | | | |
| Purchase of fixed assets | | (3,140) | (3,319) |
| Net cash provided/(used) by investing activities | | (3,140) | (3,319) |
| Change in cash and cash equivalents in the year | | 189,278 | (26,234) |
| Cash and cash equivalents at start of year | | 293,490 | 319,724 |
| Cash and cash equivalents at end of year | | 482,768 | 293,490 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS**
**YEAR ENDED 31 DECEMBER 2023**

## 1. Accounting policies

*Basis of preparing the financial statements*
The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ('the Charities SORP').

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

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

Pro bono legal and professional services received are recognised as donated income, measured at value to the charity based on the open market cost of services of equivalent benefit. The corresponding expense is recognised under the appropriate heading in the Statement of Financial Activities.

*Expenditure*
Expenditure is recognised in the Statement of Financial Activities when incurred, including attributable input VAT which cannot be recovered. Expenditure is categorised both by purpose (namely raising funds and charitable activities) and by type (namely activity costs and support costs).

Raising funds costs are the costs of generating income for the charitable purposes of the charity.

Charitable activity costs are the costs attributable to the charity's principal charitable activities (namely service user support, legal service, and advocacy and influencing).

Activity costs are those costs which can be directly attributed to expenditure purpose headings as above. Support costs are allocated to expenditure purpose headings on the basis of the full-time equivalent number of staff contributing towards each purpose.

*Tangible fixed assets*
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Computer equipment - 33% on cost.

*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.

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**
**YEAR ENDED 31 DECEMBER 2023**

## 2. Income from charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2023 Total £ | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|
| Grants: | | | | | | |
| A B Charitable Trust | - | 22,000 | 22,000 | - | 24,200 | 24,200 |
| Allen & Overy Foundation | - | - | - | - | 4,000 | 4,000 |
| Barrow Cadbury Trust | 42,000 | - | 42,000 | 25,000 | - | 25,000 |
| Ben & Jerry's Foundation | 25,000 | - | 25,000 | - | - | - |
| Chris Graham-Bell Charitable Trust | 35,000 | - | 35,000 | 30,000 | - | 30,000 |
| City Bridge Foundation | 20,785 | - | 20,785 | - | - | - |
| Esmée Fairbairn Foundation | - | 50,000 | 50,000 | - | - | - |
| Founders Pledge | - | - | - | - | 1,000 | 1,000 |
| GiveOut | - | - | - | - | 15,568 | 15,568 |
| The Henry Smith Charity | 70,000 | - | 70,000 | - | - | - |
| John Ellerman Foundation | 30,000 | - | 30,000 | - | - | - |
| Justice Together | 42,000 | - | 42,000 | 67,000 | - | 67,000 |
| The Law Society Charity | - | - | - | 4,748 | - | 4,748 |
| The Leigh Trust | - | 3,000 | 3,000 | - | - | - |
| Lloyds Bank Foundation for England & Wales | - | 25,000 | 25,000 | - | 27,250 | 27,250 |
| The London Community Foundation | - | 10,000 | 10,000 | - | - | - |
| The National Lottery Community Fund: RC England Wide | 42,635 | - | 42,635 | - | - | - |
| The National Lottery: Awards for All | - | - | - | 10,000 | - | 10,000 |
| Oak Foundation | - | - | - | - | 18,750 | 18,750 |
| Paul Hamlyn Foundation | - | 60,500 | 60,500 | - | 55,000 | 55,000 |
| The Southall Trust | 5,000 | - | 5,000 | - | - | - |
| Trust for London | 43,000 | - | 43,000 | 22,500 | - | 22,500 |
| The Tudor Trust | - | 30,000 | 30,000 | - | 30,000 | 30,000 |
| The Tudor Trust (Wellbeing) | 2,000 | - | 2,000 | 2,000 | - | 2,000 |
| Unbound Philanthropy | - | 45,000 | 45,000 | - | - | - |
| U.S. Department of State (Julia Taft Grant) | 16,015 | - | 16,015 | 4,460 | - | 4,460 |
| Other grant funders | - | 35,000 | 35,000 | - | 25,000 | 25,000 |
| | 373,435 | 280,500 | 653,935 | 165,708 | 200,768 | 366,476 |
| Consultancy fees | - | 1,300 | 1,300 | - | 2,475 | 2,475 |
| Training and presentation fees | - | 3,200 | 3,200 | - | 3,489 | 3,489 |
| | 373,435 | 285,000 | 658,435 | 165,708 | 206,732 | 372,440 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**
**YEAR ENDED 31 DECEMBER 2023**

## 3. Donations and legacies

| | Restricted £ | Unrestricted £ | 2023 Total £ | Restricted £ | Unrestricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|
| Donations | - | 168,148 | 168,148 | - | 115,497 | 115,497 |
| Legacies | - | - | - | - | 5,000 | 5,000 |
| Fundraising events | - | 1,499 | 1,499 | - | 2,293 | 2,293 |
| | - | 169,647 | 169,647 | - | 122,790 | 122,790 |

## 4. Income from investments

| | Restricted £ | Unrestricted £ | 2023 Total £ | Restricted £ | Unrestricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|
| Deposit account interest | - | 5,266 | 5,266 | - | 1,447 | 1,447 |
| | - | 5,266 | 5,266 | - | 1,447 | 1,447 |

## 5. Expenditure

| | Activity Costs | | Support Costs | | |
|---|---|---|---|---|---|
| **2023:** | Staff £ | Other £ | Staff £ | Other £ | Total £ |
| Raising funds | 44,856 | 1,760 | 15,447 | 10,577 | 72,640 |
| Service user support | 146,599 | 14,349 | 47,478 | 37,008 | 245,434 |
| Legal service | 53,049 | 34,334 | 21,990 | 10,753 | 120,126 |
| Advocacy and influencing | 163,744 | 11,276 | 29,130 | 32,625 | 236,775 |
| Charitable activities | 363,392 | 59,959 | 98,598 | 80,386 | 602,335 |
| Total expenditure | 408,248 | 61,719 | 114,045 | 90,963 | 674,975 |
| **2022:** | | | | | |
| Raising funds | 37,601 | 8,400 | 7,655 | 7,066 | 60,722 |
| Service user support | 110,020 | 11,706 | 34,107 | 32,045 | 187,878 |
| Legal service | 46,105 | 4,324 | 14,660 | 11,659 | 76,748 |
| Advocacy and influencing | 154,846 | 26,481 | 29,653 | 33,498 | 244,478 |
| Charitable activities | 310,971 | 42,511 | 78,420 | 77,202 | 509,104 |
| Total expenditure | 348,572 | 50,911 | 86,075 | 84,268 | 569,826 |

## 5. Expenditure (continued)

| | 2023 £ | 2022 £ |
|---|---|---|
| Analysis of support costs by function: | | |
| Staff: | | |
| Strategic leadership | 37,376 | 29,356 |
| Financial management | 52,716 | 45,878 |
| Team assistance | 23,953 | 10,841 |
| | 114,045 | 86,075 |
| Other: | | |
| Rent and building | 34,554 | 33,381 |
| IT and telecoms | 17,569 | 17,636 |
| Office and operations | 8,851 | 7,484 |
| Depreciation | 3,852 | 3,141 |
| Staff training and development | 7,925 | 7,975 |
| Professional services | 12,350 | 10,685 |
| Fees and subscriptions | 3,253 | 1,922 |
| Governance | 2,609 | 2,044 |
| | 90,963 | 84,268 |
| | 205,008 | 170,343 |

## 6. Employees and trustees

| | 2023 £ | 2022 £ |
|---|---|---|
| Total cost of employees: | | |
| Salaries | 470,645 | 388,419 |
| Employer's national insurance contributions | 41,757 | 35,411 |
| Employer's pension contributions | 9,891 | 10,817 |
| | 522,293 | 434,647 |

Total employee benefits (including employer's pension contributions) in respect of key management personnel (namely the Executive Director) amounted to £60,979 (2022: £58,291).

No other employees received employee benefits (excluding employer's national insurance and pension contributions) over £60,000 in 2023 (2022: none).

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## 6. Employees and trustees (continued)

The average monthly number of employees during the year (full time equivalent) was as follows:

| | 2023 | 2022 |
|---|---|---|
| Executive director | 1.0 | 1.0 |
| Service user support | 4.4 | 3.2 |
| Legal service | 1.5 | 1.2 |
| Advocacy and influencing | 3.2 | 3.0 |
| Raising funds | 1.0 | 0.6 |
| Operations and finance | 1.4 | 1.2 |
| | 12.5 | 10.2 |

The average number of staff employed during the year (by head count, full-time and part-time) was 14 (2022: 12).

No trustees received any remuneration or other benefits in 2023 (2022: none). Expenses amounting to £1,173 (2022: £620) were reimbursed to, or paid to third parties on behalf of, four trustees (2022: five) in respect of travel, subsistence and training.

## 7. Tangible fixed assets

| | Computers £ |
|---|---|
| Cost: | |
| At 1 January 2023 | 14,206 |
| Additions | 3,140 |
| At 31 December 2023 | 17,346 |
| Depreciation: | |
| At 1 January 2023 | 9,045 |
| Charge for the year | 3,852 |
| At 31 December 2023 | 12,897 |
| Net book value: | |
| At 31 December 2023 | 4,449 |
| At 31 December 2022 | 5,161 |

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## 8. Debtors

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Accrued income | 3,982 | 30,677 |
| Sundry debtors | 9,819 | 14,407 |
| Prepayments | 14,043 | 13,769 |
| | 27,844 | 58,853 |

## 9. Creditors

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade creditors | 6,103 | 8,184 |
| Taxes and social security | 11,295 | 10,334 |
| Accrued expenses | 1,171 | 867 |
| | 18,569 | 19,385 |

## 10. Movements on restricted funds

| 2023: | 1 Jan 2023 £ | Income £ | Expend -iture £ | 31 Dec 2023 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust (2023) | - | 42,000 | (30,000) | 12,000 |
| Ben & Jerry's Foundation (2020) | 13,897 | - | (13,897) | - |
| Ben & Jerry's Foundation (2023) | - | 25,000 | (10,415) | 14,585 |
| Chris Graham-Bell Charitable Trust (2021) | 2,498 | 15,000 | (16,251) | 1,247 |
| Chris Graham-Bell Charitable Trust (2023) | - | 20,000 | (1,011) | 18,989 |
| City Bridge Foundation | - | 20,785 | (18,802) | 1,983 |
| The Henry Smith Charity | - | 70,000 | (40,666) | 29,334 |
| John Ellerman Foundation | - | 30,000 | (22,500) | 7,500 |
| Justice Together | 9,005 | 42,000 | (38,572) | 12,433 |
| The Law Society Charity | 1,934 | - | (1,934) | - |
| The National Lottery Community Fund: RC England Wide | - | 42,635 | (20,525) | 22,110 |
| The Southall Trust | - | 5,000 | (4,161) | 839 |
| Trust for London (2019) | 4,100 | - | (4,100) | - |
| Trust for London (2023) | - | 43,000 | (39,150) | 3,850 |
| The Tudor Trust (Wellbeing) | 1,921 | 2,000 | (1,782) | 2,139 |
| U.S. Department of State (Julia Taft Grant) | 1,960 | 16,015 | (17,975) | - |
| | 35,315 | 373,435 | 281,741 | 127,009 |

## 10. Movements on restricted funds(continued)

| 2022: | 1 Jan 2022 £ | Income £ | Expend -iture £ | 31 Dec 2022 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust (2021) | - | 25,000 | (25,000) | - |
| Ben & Jerry's Foundation (2020) | 41,286 | - | (27,389) | 13,897 |
| Better Bankside | 123 | - | (123) | - |
| Chris Graham-Bell Charitable Trust (2021) | 1,250 | 30,000 | (28,752) | 2,498 |
| Justice Together | 25,554 | 67,000 | (83,549) | 9,005 |
| The Law Society Charity | - | 4,748 | (2,814) | 1,934 |
| The National Lottery Community Fund (2022) | - | 10,000 | (10,000) | - |
| Protect LGBTQI+ Lives | 2,751 | - | (2,751) | - |
| Trust for London (2019) | 13,886 | 22,500 | (32,286) | 4,100 |
| Trust for London (London Community Response Fund) | 15,027 | - | (15,027) | - |
| The Tudor Trust (Wellbeing) | - | 2,000 | (79) | 1,921 |
| U.S. Department of State (Julia Taft Grant) | - | 4,460 | (2,500) | 1,960 |
| | 99,877 | 165,708 | (230,270) | 35,315 |

The restricted funds are for the following purposes:

Barrow Cadbury Trust (2023): towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2023).

Barrow Cadbury Trust (2021): towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2021).

Ben & Jerry's Foundation (2023): towards the salary costs of the Campaigns Manager for the No Pride in Detention campaign (£25,000 over one year from August 2023).

Ben & Jerry's Foundation (2020): for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Better Bankside: to fund the purchase of a new laptop, refreshments for support group meetings and Zoom licenses (£644 over one year from November 2019).

Chris Graham-Bell Charitable Trust (2023): a hardship fund for the costs of essential items and travel costs for asylum service users (£20,000 starting in 2023 until the funds are committed).

Chris Graham-Bell Charitable Trust (2021): towards the salary of a Casework Coordinator (£60,000 over three years from February 2021).

City Bridge Foundation: towards the support service and legal advice service to support LGBTQI+ people seeking asylum based in London (£128,489 over three years from August 2023).

**10. Movements on restricted funds(continued)**

The Henry Smith Charity: towards the running costs of the support service (£210,000 over three years from June 2023).

John Ellerman Foundation: towards the running costs of influencing work including policy, campaigning and communications (£90,000 over three years from April 2023).

Justice Together: to use evidence from LGBTQI+ immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from September 2021).

The Law Society Charity: towards the salary costs of a Legal Officer (£4,748 over one year from May 2022).

The National Lottery Community Fund RC England Wide (2023): towards the running costs of the support service (£452,703 over five years from October 2023).

The National Lottery Community Fund Awards for All (2022): towards the salary costs of a Legal and Support Services Assistant and a Support Services Manager (£10,000 over 6 months from June 2022).

Protect LGBTQI+ Lives: appeal launched in December 2020 in order to

- run communications campaigns to make the public and the LGBTQI+ community aware that the safety of LGBTQI+ people is under threat;
- provide evidence that demonstrates how important the right to asylum is;
- build alliances with refugee and LGBTQI+ organisations to push back against these threats in a strong and united way.

Trust for London (2023): for immigration advice on LGBTQI+ asylum and policy work to improve the asylum and immigration system for LGBTQI+ people (£133,000 over three years from February 2023).

Trust for London (2019): towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Trust for London (London Community Response Fund): towards costs related to service provision and preparation for office-based working (£50,000 over one year from April 2021).

The Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 for each of the years 2022 and 2023).

U.S. Department of State (Julia Taft Grant): to provide LGBTQI+ asylum seekers in the United Kingdom with access to quality and specialised legal information on the asylum process ($25,000 over one year from October 2022).

E-Sign ID: 6f9d0d18-72b2-479e-ad22-84646519d353



## 11. Net cash provided by / (used in) operating activities

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Net income for the year | 158,373 | (73,149) |
| Adjustments for: | | |
| Depreciation | 3,852 | 3,141 |
| Decrease/(increase) in debtors | 31,009 | 41,481 |
| (Decrease)/increase in creditors | (816) | 5,612 |
| Net cash provided/(used) by operating activities | 192,418 | (22,915) |

**RAINBOW MIGRATION**

England & Wales - Charity number 1158228

# Accounts

RAINBOW MIGRATION

**RAINBOW MIGRATION**
(Registered Charity number 1158228)

**REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 DECEMBER 2022**

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CONTENTS**
**YEAR ENDED 31 DECEMBER 2022**


| | Page |
|---|---|
| Charity details | 1 |
| Annual report | 2-13 |
| Independent examiner's report | 14 |
| Statement of financial activities | 15 |
| Balance sheet | 16 |
| Statement of cash flows | 17 |
| Notes to the financial statements | 18-25 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**CHARITY DETAILS**
**YEAR ENDED 31 DECEMBER 2022**

---

| | |
|---|---|
| Registered charity number: | 1158228 |
| Trustees: | Bojana Asanović (Chair until 9 August, retired 20 September 2022)<br>Christopher Scott Addison (Chair from 9 August 2022)<br>Kiki Banadzem (resigned 24 April 2023)<br>Charles Bishop (Secretary from 9 August 2022)<br>Dr. Eddie Bruce-Jones<br>Michael Egan (Treasurer)<br>Emma Finch<br>Usman Gul<br>Jackie Peirce (Secretary until 9 August 2022, retired 6 December 2022)<br>Hussein Said (appointed 16 February 2023) |
| Executive Director: | Leila Zadeh |
| Registered Office: | 7-14 Great Dover Street<br>London SE1 4YR |
| Bankers: | CAF Bank<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ |
| Independent Examiner: | Andrew Nicholas Cliffe<br>Nicholas Cliffe & Co. Limited<br>Chartered Accountants<br>Mill House<br>Mill Court<br>Great Shelford<br>Cambridge CB22 5LD |
| Regulator: | Office of the Immigration Services Commissioner<br>21 Bloomsbury Street<br>London WC1B 3HF<br>Registration number: N201700019 |

**RAINBOW MIGRATION**
**ANNUAL REPORT**
**YEAR ENDED 31 DECEMBER 2022**

## Introduction

The trustees present their annual report for the year ended 31 December 2022.

## Objectives and activities

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support
- conducting or commissioning research in immigration law and policy and publishing the same to the public
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy
- advocating for the rights of LGBTQI+ people outside the UK
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

# Achievements and performance

## Highlights

We are proud to have achieved so much in 2022 against the backdrop of an increasingly challenging external environment. Egregious policies and legislation such as the policy to send people seeking asylum to Rwanda and the Nationality and Borders Act, which acutely affect LGBTQI+ people seeking asylum, have caused heightened fear and anxiety among our service users. Our support services and specialist legal advice service have been a lifeline for many, helping LGBTQI+ people seeking asylum to reduce isolation, build support networks and succeed in the asylum process. Last year, our asylum services helped 365 people. We continued to campaign for improved treatment of LGBTQI+ people seeking asylum and a more humane asylum and immigration system. Some of our key highlights from 2022 include:

- We won a Big Issue Changemaker Award, an Attitude Pride Award and were Highly Commended at the LawWorks Pro Bono Awards.
- We returned to Pride in London with 36 of our service users after two years of not being able to attend due to Covid. We also attended London Trans+ Pride for the first time with seven of our service users.
- We secured LGBTQI-specific changes to Home Office guidance on implementation of the Nationality and Borders Act.
- 18 service users from countries such as Saudi Arabia, Brazil, Morocco, Egypt, and Zimbabwe who accessed our support services were granted asylum.

## Legal service

We delivered legal advice on asylum to 219 people. We secured legal representation for 46 people. Every service user who completed an evaluation form said that they now have a better understanding of the asylum process as a result of accessing our legal advice service. Feedback remains positive:

> "I am relieved about the asylum case after talking to you. In a kind, assertive and resourceful, true LGBTI supportive atmosphere, I can now proceed with finalizing the case and follow clear instructions for the process ahead. Thank you so much for the support and knowledge shared." – Asylum legal service user

> "[The Legal Officer] has been more than helpful and dealt with my case with such empathy and was so clear and professional throughout our telephone conversation. I feel so much better going forward." – Asylum legal service user

The ongoing legal aid crisis coupled with a lack of knowledge in LGBTQI+ asylum claims continues to make it difficult for us to find quality legal representation for our service users. We are extremely grateful to the law firm Linklaters for our longstanding and successful partnership whereby they continue to represent some of our service users.

Rainbow Migration is grateful to the volunteer lawyers who delivered advice on partnership and spouse visas.

> "Without their help, I do not believe we would have been successful so soon after filing the application and may have had to go to a lengthy appeal. Almost everyone except [the volunteer lawyer] was very doubtful we would be successful. They gave us advice on what to write and what not to write. We are very grateful to them." – Partnership legal service user

## Support service

We provided one-to-one emotional support to 145 people. We helped 75 people to access housing and supported 70 people to access physical, mental, and sexual health services. We supported 99 people to purchase essential items. For example, one individual who was living in a hotel in Belfast, extremely isolated and surviving on only £8 a week, did not have any hygiene items including underwear. We sent him a supermarket voucher, so he was able to purchase this. For another person who arrived in the UK with only the clothes that she was wearing, we helped her buy a mobile phone, hygiene products, and underwear.

The remote delivery model we developed as a response to Covid has provided us with more flexible ways to reach our service users. While we have begun offering face-to-face services once more, we are now using a hybrid approach, offering a blend of remote and face-to-face support to meet the individual needs of our service users. Remote support has generally been preferred by our service users since 2020 as appointments can be arranged flexibly at a time that suits them and removes the need to travel. This has also improved accessibility for our service users for whom keeping track of appointments can sometimes be a challenge.

The need for our services to be delivered with the assistance of professional interpreters grew. Between March and June, the amount of time spent on calls with interpreters was almost double the amount of time that had been spent on calls with interpreters in the previous three months. We also received referrals from other organisations specifically requesting this service. The most popular languages in 2022 were Arabic, Farsi, Kurdish Sorani and Spanish.

Historically, our service users presented with one complex need and a few smaller needs. From April 2022, we experienced a sharp increase in service users presenting with several complex needs which requires more in-depth casework from us. This was alongside an overall increase in the number of new enquiries and delays in decisions on asylum claims leaving people in need of our services for longer. This increased the number of active cases managed by our team at an unsustainable trajectory. We recruited an additional LGBTQI+ Asylum Seeker Support Worker in 2023 to help meet the increased demand.

### Case study – providing holistic support to LGBTQI+ people seeking asylum

F&V are a gay married couple. In their country of origin, they suffered significant persecution because of their sexual orientation and work to highlight LGBTQI+ rights in that country and beyond. They fled to Portugal but were forced to leave after being homophobically targeted and attacked by a local group.

When they first arrived in the UK, they intended to work as they were both freelance professionals. We provided advice on the limitations on working whilst seeking asylum, and on their options for receiving government support. They were unable to access Legal Aid due to income from previous work pushing them above the threshold. We supported them to find a private lawyer, and their friends were able to support them to privately fund their case.

In their first months here, they struggled hugely with their mental health and emotional wellbeing. We provided significant emotional support. They continued to be outspoken on LGBTQI+ rights in their country of origin and beyond. They joined us in the parade at London Pride last year, sporting handmade placards highlighting issues surrounding LGBTQI+ rights in their country of origin.

They were overjoyed to be granted refugee status in December 2022.

## Influencing

We continued to work with other LGBTQI+ organisations (Mermaids, Stonewall, African Rainbow Family, LGBT Foundation and Micro Rainbow) to campaign against the Nationality and Borders Bill. Worryingly and despite the best efforts of the refugee, migration and LGBTQI+ sectors, the Nationality Borders Act became law in April 2022. The changes introduced by the Nationality and Borders Act will acutely impact LGBTQI+ people seeking asylum.

We responded to the consultation on the Home Office's draft guidance on the implementation of the Nationality Borders Act and recommended changes to reflect LGBTQI+ specific challenges when claiming asylum. Most of our recommendations were incorporated. When published, the number of references to LGBT+ people had increased from two to seven. The Home Office have stated that the changes were made due to our input.

Following the results of our 2019 social media campaign, #LendYourVoice, which showed the potential to mobilise LGBTQI+ audiences on the issue of immigration detention, in June 2022 we launched our first multi-year public-facing campaign, No Pride in Detention. The campaign is calling for an end to detention of LGBTQI+ people and a 28-day time limit on all immigration detention. The campaign is being planned, delivered, and evaluated alongside a Campaigns Advisory Group made up of LGBTQI+ people who have lived experience of the asylum system. By the end of 2022, 3,500 people had signed a digital handraiser to express their support for ending LGBTQI+ detention and 19 LGBTQI+ organisations had joined the campaign.

## Communications

We launched our communications strategy in January 2022 which aligns our communications activities with our organisational outcomes. We recruited a full-time Communications and Campaigns Assistant to provide support to our public campaigning and external communications activities. With increased capacity and more activities, we have seen a surge in traffic to our website (43,000 users in 2022 vs 18,000 users in 2021) and a boost in social media engagement. We reached ten thousand followers on Twitter, and two thousand on Instagram in a little over 12 months.

Our work and the challenges facing LGBTQI+ people seeking asylum were widely featured in LGBTQI+ and mainstream media including in The Independent, ITV, BBC, The Guardian, Metro, The Huffington Post, The Times, Pink News, Gay Times, Attitude and DIVA.

We supported LGBTQI+ people with lived experience of the asylum system to engage with the media. We worked with a gay man from Rwanda to write an op-ed for the Metro about the UK Government's plan to send people seeking asylum to Rwanda. For International Migrants Day, alongside IMIX, who work with organisations across the refugee and migration sector to train, support and build communications capacity, and the International Organisation for Migration (IOM), we supported a service user to receive training in speaking to the media who went on to talk to the BBC and Metro.

## Training and capacity building

Our support services team delivered training to Journey Asylum Seekers Group (a support group in Birmingham for LGBT people seeking asylum) and Beacon (a charity in Bradford helping people seeking asylum). Our Legal and Policy Director provided training on LGBTQI+ to asylum to lawyers at Willkie Farr & Gallagher to support the setup of a new pro bono relationship whereby they will represent some of our service users.

## Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured new grants from:

A B Charitable Trust
Allen & Overy Foundation
Founders Pledge
GiveOut
The Law Society Charity
The National Lottery Community Fund
Oak Foundation
The Tudor Trust
U.S. Department of State
(Julia Taft Grant)

We are also pleased to record our grateful thanks to our continuing grant funders during the year, namely:

A B Charitable Trust
Barrow Cadbury Trust
Ben & Jerry's Foundation
Chris Graham-Bell Charitable Trust
Justice Together
Lloyds Bank Foundation for England & Wales
Paul Hamlyn Foundation
Trust for London
The Tudor Trust
Unbound Philanthropy

We received donations of over £14,000 from law firms and other commercial organisations; donations and legacies from individuals of over £90,000, much of which was unsolicited; and subscriptions from Friends and Members.

Rainbow Migration does not use any professional or third party services for public fundraising. We contracted a fundraising consultant in 2022 to assist with four funding applications, develop a funding pipeline, and the monitoring framework for our support service. In 2022, we also recruited our first Philanthropy Manager.

## Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

| | 2022 £'000 | 2021 £'000 |
|---|---|---|
| Income: | | |
| Grants (restricted) | 166 | 201 |
| Grants (unrestricted) | 200 | 113 |
| Donations, legacies and other | 123 | 152 |
| | 489 | 466 |
| Expenditure | (562) | (396) |
| Net income | (73) | 70 |
| Funds at start of year | 411 | 341 |
| Funds at end of year | 338 | 411 |
| Restricted funds | 35 | 100 |
| Unrestricted funds | 303 | 311 |
| | 338 | 411 |

The charity's agreed budget for 2022 incorporated a strategic decision to utilise some of our accumulated reserves in order to enhance capacity in direct support for people seeking asylum, fundraising, and operational management. During the year we were successful in recruiting staff in each of these key areas, taking our average staff complement for the year to 10.2 full time equivalent (2021: 8 FTE). The financial outcome for the year, a net deficit of £73,000 (2021: net surplus of £70,000), is entirely consistent with the agreed budget and the charity's overall operational plan for 2022.

The trustees regard the financial situation as at the end of 2022 as satisfactory, with reserves in the upper half of the agreed policy range (see below). Fundraising remains challenging, and we remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users in the current difficult economic circumstances.

## Reserves policy

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure.
- To be able take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place.
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2022 the target range was £160,000 - £320,000. For 2023 the target range is £180,000 - £360,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2022 are:

| | **£'000** |
|---|---|
| Unrestricted funds | 303 |
| Less: book value of fixed assets | (5) |
| Reserves | 298 |

This amount is within the target range for 2023.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As three months is at the lower end of the 'going concern' target range set out above, no further action is required.

# Future plans

We have a new organisational strategy for 2023-2025. In 2023-24, our strategic priorities are to:

- increase lived experience and involvement in all our work
- produce a service user journey and use this to improve how service users experience of our services
- explore what anti-racism and oppression means for Rainbow Migration
- work towards publishing and communicating our data

In 2023, we will also increase our partnerships with corporate law firms for pro bono representation of our service users, and introduce wellbeing activities for our service users.

# Structure, governance and management

## Charity constitution and governing document

Rainbow Migration CIO is a registered charity, number 1158228.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently at an Extraordinary General Meeting on 28 January 2021.

## Organisational structure

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met eight times in 2022 in addition to the AGM.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on four occasions in 2022 and also considered matters by telephone and email between meetings. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on four occasions in 2022 and also considered matters by telephone and email between meetings.

A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.

## Decision-making

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, either individually or through the subcommittees. Decisions can be by simple majority vote of the trustees but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings, decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

## Recruitment and appointment of new trustees

Trustees are required to be members of the CIO. Trustees are elected by the Annual General Meeting. One-third of trustees serving are required to retire by rotation at the AGM (those being the longest serving since their last appointment at the date of the AGM). Trustees may be appointed by the Trustee Board to fill a vacancy but their term is then only until the end of the next AGM, at which time they may stand for election. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment subject to due diligence. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an identified vacancy and active recruitment.

At the time of the 2022 AGM, Bojana Asanović and Jacqueline Peirce had served as trustees and officers of Rainbow Migration and the previous organisation unincorporated association since election in 2011. Bojana stepped down as chair on 9 August 2022 and as trustee at the AGM, Jacqueline stepped down as secretary on 9 August 2022 and remained a trustee until stepping down in December 2022.

We thank both Bojana and Jacqueline as they provided an immeasurable contribution to the organisation for many years. Rainbow Migration would not be the organisation it is today without their dedication, insight and wisdom.

Scott Addison was elected as the new chair and Charles Bishop as the new secretary 9 August 2022.

As part of trustee succession planning, an open recruitment was held to recruit a lawyer with experience in asylum law to join the Trustee Board. This process resulted in the successful appointment of Hussein Said to the Board in early 2023.

At the time of writing, the Trustee Board are recruiting one or two more trustees, with a particular, but not exclusive, focus on encouraging applications from LGBTQI+ people with lived experience of the asylum system, trans individuals or people with skills in service user involvement, safeguarding, ICT and digital, or anti-racism.

## Induction and training of new trustees

New trustees are provided with numerous resources, including from the Charity Commission, and training on good governance, the duties of a trustee and charity finance. Trustees are also given training on safeguarding, cyber-security and data protection in addition to key documents such as the constitution and organisational policies. Other training is provided as required on a case-by-case basis depending on the experience of the trustee. A 'buddying up' system with an existing trustee is offered to incoming trustees, and this is encouraged for those for whom this is their first time serving as a trustee. Induction meetings with Rainbow Migration staff are arranged to ensure new trustees understand all aspects of the operation and service delivery of the charity.

# Statement of Trustees' Responsibilities

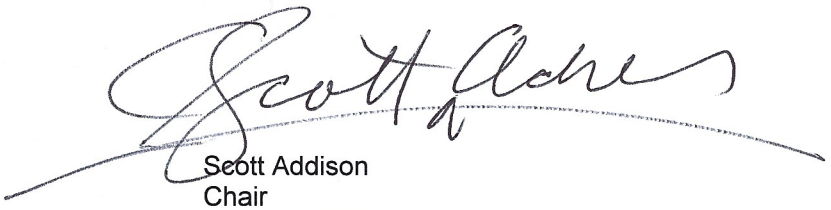
The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO 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 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) ('the Charities 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 CIO will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board



Scott Addison
Chair
1 August 2023

RAINBOW MIGRATION

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2022 set out on pages 15 to 25.

*Responsibilities and basis of report*
As the trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

*Independent examiner's statement*
The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that, in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Andrew Nicholas Cliffe
Nicholas Cliffe &Co. Limited
Chartered Accountants
Mill House
Mill Court
Great Shelford
Cambridge CB22 5LD

1 August 2023

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**STATEMENT OF FINANCIAL ACTIVITIES**
**YEAR ENDED 31 DECEMBER 2022**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 2 | - | 115,405 | 115,405 | 2,307 | 148,310 | 150,617 |
| Charitable activities | 3 | 165,708 | 206,732 | 372,440 | 200,750 | 114,990 | 315,740 |
| Investments | 4 | - | 1,447 | 1,447 | - | 263 | 263 |
| Total | | 165,708 | 323,584 | 489,292 | 203,057 | 263,563 | 466,620 |
| **Expenditure on:** | | | | | | | |
| Raising funds | | - | 556 | 556 | 6 | 390 | 396 |
| Charitable activities | 5 | 230,270 | 331,615 | 561,885 | 149,922 | 245,919 | 395,841 |
| Total | | 230,270 | 332,171 | 562,441 | 149,928 | 246,309 | 396,237 |
| **Net income** | 11 | (64,562) | (8,587) | (73,149) | 53,129 | 17,254 | 70,383 |
| Transfers between funds | 10 | - | - | - | - | - | - |
| **Net movement in funds** | | (64,562) | (8,587) | (73,149) | 53,129 | 17,254 | 70,383 |
| **Reconciliation of funds:** | | | | | | | |
| Funds at start of year | | 99,877 | 311,391 | 411,268 | 46,748 | 294,137 | 340,885 |
| **Funds at end of year** | | 35,315 | 302,804 | 338,119 | 99,877 | 311,391 | 411,268 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**BALANCE SHEET**
**31 DECEMBER 2022**

| | Note | Restricted £ | Unrestricted £ | 2022 Total £ | Restricted £ | Unrestricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|---|
| **Fixed assets** | | | | | | | |
| Tangible assets | 7 | - | 5,161 | 5,161 | - | 4,983 | 4,983 |
| **Current assets** | | | | | | | |
| Debtors | 8 | - | 58,853 | 58,853 | 47,500 | 52,834 | 100,334 |
| Cash at bank and in hand | | 35,315 | 258,175 | 293,490 | 52,377 | 267,347 | 319,724 |
| | | 35,315 | 317,028 | 352,343 | 99,877 | 320,181 | 420,058 |
| **Creditors** | | | | | | | |
| Amounts falling due within one year | 9 | - | (19,385) | (19,385) | - | (13,773) | (13,773) |
| **Net current assets** | | 35,315 | 297,643 | 332,958 | 99,877 | 306,408 | 406,285 |
| **Net assets** | | 35,315 | 302,804 | 338,119 | 99,877 | 311,391 | 411,268 |
| **The funds of the charity** | | | | | | | |
| Restricted income funds | 10 | 35,315 | - | 35,315 | 99,877 | - | 99,877 |
| Unrestricted funds | | - | 302,804 | 302,804 | - | 311,391 | 311,391 |
| **Total charity funds** | | 35,315 | 302,804 | 338,119 | 99,877 | 311,391 | 411,268 |

Approved by the Trustees and signed on their behalf by



Michael Egan
Treasurer
1 August 2023

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**STATEMENT OF CASH FLOWS**
**YEAR ENDED 31 DECEMBER 2022**

| | Note | 2022 £ | 2021 £ |
|---|---|---|---|
| **Cash flows from operating activities:** | | | |
| Net cash provided/(used) by operating activities | 11 | (22,915) | (922) |
| **Cash flows from investing activities:** | | | |
| Purchase of fixed assets | | (3,319) | (2,706) |
| Net cash provided/(used) by investing activities | | (3,319) | (2,706) |
| **Change in cash and cash equivalents in the year** | | (26,234) | (3,628) |
| Cash and cash equivalents at start of year | | 319,724 | 323,352 |
| **Cash and cash equivalents at end of year** | | 293,490 | 319,724 |

## 1. Accounting policies

*Basis of preparing the financial statements*
The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ('the Charities SORP').

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

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

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

*Tangible fixed assets*
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Computer equipment - 33% on cost.

*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.

## 2. Donations and legacies

| | Restricted £ | Unrestricted £ | 2022 Total £ | Restricted £ | Unrestricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|
| Donations | - | 108,112 | 108,112 | 2,307 | 143,479 | 145,786 |
| Legacies | - | 5,000 | 5,000 | - | 1,537 | 1,537 |
| Fundraising events | - | 2,293 | 2,293 | - | 2,222 | 2,222 |
| Coronavirus Job Retention Scheme | - | - | - | - | 1,072 | 1,072 |
| | - | 115,405 | 115,405 | 2,307 | 148,310 | 150,617 |

## 3. Income from charitable activities

| | Restricted £ | Unrestricted £ | 2022 Total £ | Restricted £ | Unrestricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|
| Grants: | | | | | | |
| A B Charitable Trust | - | 24,200 | 24,200 | - | 20,000 | 20,000 |
| Allen & Overy Foundation | - | 4,000 | 4,000 | - | - | - |
| Barrow Cadbury Trust | 25,000 | - | 25,000 | 25,000 | - | 25,000 |
| Ben & Jerry's Foundation | - | - | - | 25,000 | - | 25,000 |
| Ben & Jerry's Foundation (Covid-19) | - | - | - | 5,000 | - | 5,000 |
| Chris Graham-Bell Charitable Trust | 30,000 | - | 30,000 | 15,000 | - | 15,000 |
| Founders Pledge | - | 1,000 | 1,000 | - | - | - |
| GiveOut | - | 15,568 | 15,568 | - | - | - |
| Justice Together | 67,000 | - | 67,000 | 35,000 | - | 35,000 |
| The Law Society Charity | 4,748 | - | 4,748 | - | - | - |
| Lloyds Bank Foundation for England & Wales | - | 27,250 | 27,250 | - | - | - |
| The National Lottery Community Fund | 10,000 | - | 10,000 | - | - | - |
| Oak Foundation | - | 18,750 | 18,750 | - | - | - |
| Paul Hamlyn Foundation | - | 55,000 | 55,000 | - | 60,000 | 60,000 |
| Trust for London | 22,500 | - | - | 43,750 | - | 43,750 |
| Trust for London (London Community Response Fund) | - | - | - | 50,000 | - | 50,000 |
| The Tudor Trust | - | 30,000 | 30,000 | - | 33,333 | 33,333 |
| The Tudor Trust (Wellbeing) | 2,000 | - | 2,000 | 2,000 | - | 2,000 |
| U.S. Department of State (Julia Taft Grant) | 4,460 | - | 4,460 | - | - | - |
| Other grant funders | - | 25,000 | 25,000 | - | - | - |
| | 165,708 | 200,768 | 366,476 | 200,750 | 113,333 | 314,083 |
| Consultancy fees | - | 2,475 | 2,475 | - | - | - |
| Training and presentation fees | - | 3,489 | 3,489 | - | 1,657 | 1,657 |
| | 165,708 | 206,732 | 372,440 | 200,750 | 114,990 | 315,740 |

## 4. Income from investments

| | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|
| Deposit account interest | - | 1,447 | 1,447 | - | 263 | 263 |
| | - | 1,447 | 1,447 | - | 263 | 263 |

## 5. Expenditure on charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2022 Total £ | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ |
|---|---|---|---|---|---|---|
| Staff costs | 187,282 | 247,365 | 434,647 | 120,579 | 174,319 | 294,898 |
| Legal consultancy fees | - | - | - | 10,600 | 1,000 | 11,600 |
| Other consultancy fees | - | 18,407 | 18,407 | - | 3,990 | 3,990 |
| Rent and utilities | 10,989 | 22,392 | 33,381 | 10,356 | 21,433 | 31,789 |
| Travel | 1,396 | 238 | 1,634 | - | 430 | 430 |
| Volunteer costs | - | - | - | - | 25 | 25 |
| Insurance | 779 | 1,160 | 1,939 | 754 | 1,079 | 1,833 |
| Telephone | 556 | 1,923 | 2,479 | 17 | 1,331 | 1,348 |
| IT costs | 1,903 | 10,064 | 11,967 | 892 | 9,901 | 10,793 |
| Website development | - | - | - | - | 11,837 | 11,837 |
| Interpreting, translation and subtitling | 3,678 | 5,572 | 9,250 | 4,553 | - | 4,553 |
| Printing, postage and supplies | 32 | 1,541 | 1,573 | 28 | 1,092 | 1,120 |
| Small equipment and maintenance | 687 | 941 | 1,628 | 120 | 1,122 | 1,242 |
| Support groups and other meetings | 2,183 | 1,022 | 3,205 | - | 1,328 | 1,328 |
| Campaigning | 6,177 | 5,751 | 11,928 | - | - | - |
| Publicity | 11,460 | - | 11,460 | - | 3,590 | 3,590 |
| Training and welfare | 2,390 | 5,585 | 7,975 | 2,000 | 4,082 | 6,082 |
| Recruitment costs | - | 1,915 | 1,915 | - | 2,759 | 2,759 |
| Conference fees | 441 | 52 | 493 | - | 570 | 570 |
| Subscriptions and affiliations | - | 2,078 | 2,078 | - | 1,679 | 1,679 |
| Sundries | - | 39 | 39 | 5 | 452 | 457 |
| Independent examination fees | - | 830 | 830 | - | 816 | 816 |
| Payroll services | - | 553 | 553 | - | 396 | 396 |
| Other governance costs | - | 1,213 | 1,213 | - | - | - |
| Bank charges | - | 150 | 150 | 18 | 132 | 150 |
| Depreciation | 317 | 2,824 | 3,141 | - | 2,556 | 2,556 |
| | 230,270 | 331,615 | 561,885 | 149,922 | 245,919 | 395,841 |

## 6. Trustees and employees

No trustees received any remuneration or other benefits in 2022 (2021: none). Expenses amounting to £620 (2021: £nil) were reimbursed to, or paid to third parties on behalf of, five trustees (2021: none) in respect of travel, subsistence and training.

One employee received emoluments within the range £60,000-£70,000 in 2022 (2021: none). The average monthly number of employees during the year (full time equivalent) was as follows:

| | 2022 | 2021 |
|---|---|---|
| Executive director | 1.0 | 1.0 |
| Asylum seeker support | 3.3 | 3.3 |
| Legal and policy | 1.4 | 0.8 |
| Campaigns and communications | 2.6 | 1.9 |
| Operations and administration | 1.9 | 1.0 |
| | 10.2 | 8.0 |

## 7. Tangible fixed assets

| | Computers £ |
|---|---|
| Cost: | |
| At 1 January 2022 | 10,887 |
| Additions | 3,319 |
| At 31 December 2022 | 14,206 |
| Depreciation: | |
| At 1 January 2022 | 5,904 |
| Charge for the year | 3,141 |
| At 31 December 2022 | 9,045 |
| Net book value: | |
| At 31 December 2022 | 5,161 |
| At 31 December 2021 | 4,983 |

## 8. Debtors

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Grants receivable | 30,677 | 80,833 |
| Sundry debtors | 14,407 | 9,601 |
| Prepayments | 13,769 | 9,900 |
| | 58,853 | 100,334 |

## 9. Creditors

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trade creditors | 8,184 | 4,888 |
| Taxes and social security | 10,334 | 8,009 |
| Accrued expenses | 867 | 876 |
| | 19,385 | 13,773 |

## 10. Movements on restricted funds

| 2022: | 1 Jan 2022 £ | Income £ | Expend -iture £ | 31 Dec 2022 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | - | 25,000 | (25,000) | - |
| Ben & Jerry's Foundation | 41,286 | - | (27,389) | 13,897 |
| Better Bankside | 123 | - | (123) | - |
| Chris Graham-Bell Charitable Trust | 1,250 | 30,000 | (28,752) | 2,498 |
| Justice Together | 25,554 | 67,000 | (83,549) | 9,005 |
| The Law Society Charity | - | 4,748 | (2,814) | 1,934 |
| The National Lottery Community Fund | - | 10,000 | (10,000) | - |
| Protect LGBTQI+ Lives | 2,751 | - | (2,751) | - |
| Trust for London | 13,886 | 22,500 | (32,286) | 4,100 |
| Trust for London (London Community Response Fund) | 15,027 | - | (15,027) | - |
| The Tudor Trust (Wellbeing) | - | 2,000 | (79) | 1,921 |
| U.S. Department of State (Julia Taft Grant) | - | 4,460 | (2,500) | 1,960 |
| | 99,877 | 165,708 | (230,270) | 35,315 |

## 10. Movements on restricted funds (continued)

| 2021: | 1 Jan 2021 £ | Income £ | Expend -iture £ | 31 Dec 2021 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | - | 25,000 | (25,000) | - |
| Ben & Jerry's Foundation | 24,994 | 25,000 | (8,708) | 41,286 |
| Ben & Jerry's Foundation (Covid-19) | - | 5,000 | (5,000) | - |
| Better Bankside | 123 | - | - | 123 |
| Chris Graham-Bell Charitable Trust | - | 15,000 | (13,750) | 1,250 |
| Council of Europe | 6 | - | (6) | - |
| Justice Together | - | 35,000 | (9,446) | 25,554 |
| LGBT+ Futures Intersections Fund | 1,467 | - | (1,467) | - |
| LGBT+ Futures: National Emergencies Trust Fund | 624 | - | (624) | - |
| Lloyds Bank Foundation for England & Wales | 8,990 | - | (8,990) | - |
| Protect LGBTQI+ Lives | 450 | 2,307 | (6) | 2,751 |
| Trust for London | 10,094 | 43,750 | (39,958) | 13,886 |
| Trust for London (London Community Response Fund) | - | 50,000 | (34,973) | 15,027 |
| The Tudor Trust (Wellbeing) | - | 2,000 | (2,000) | - |
| | 46,748 | 203,057 | (149,928) | 99,877 |

The restricted funds are for the following purposes:

Barrow Cadbury Trust: towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2021).

Ben & Jerry's Foundation: for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Ben & Jerry's Foundation (Covid-19): towards salaries to meet increased demand for our support service.

Better Bankside: to fund the purchase of a new laptop, refreshments for support group meetings and Zoom licenses (£644 over one year from November 2019).

Chris Graham-Bell Charitable Trust: towards the salary of an LGBTQI+ Asylum Seeker Support Worker (£60,000 over three years from February 2021).

Council of Europe: for counselling to assist with the mental health needs of LGBTI asylum seekers in the UK whose needs have been exacerbated by the Covid-19 pandemic (€4,000 over three months from September 2020).

## 10. Movements on restricted funds (continued)

Justice Together: to use evidence from LGBTQI+ immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from June 2021).

The Law Society Charity: towards the salary costs of a Legal Officer (£4,748 over one year from May 2022).

LGBT+ Futures Intersections Fund: for a support group for LBTQI+ women seeking asylum (£2,160 over one year from April 2020).

LGBT+ Futures: National Emergencies Trust Fund: for the purchase of six laptops to ensure better data security as Rainbow Migration deliver services remotely (£4,914 over six months from October 2020).

Lloyds Bank Foundation for England & Wales: towards the salaries of support workers and associated costs (£74,949 over three years from May 2018).

The National Lottery Community Fund: towards the salary costs of a Legal and Support Services Assistant and a Support Services Manager (£10,000 over 6 months from June 2022).

Protect LGBTQI+ Lives: appeal launched in December 2020 in order to

- run communications campaigns to make the public and the LGBTQI+ community aware that the safety of LGBTQI+ people is under threat
- provide evidence that demonstrates how important the right to asylum is
- build alliances with refugee and LGBTQI+ organisations to push back against these threats in a strong and united way

Trust for London: towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Trust for London (London Community Response Fund): towards costs related to service provision and preparation for office-based working (£50,000 over one year from April 2021).

The Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 for each of the years 2021 and 2022).

U.S. Department of State (Julia Taft Grant): to provide LGBTQI+ asylum seekers in the United Kingdom with access to quality and specialised legal information on the asylum process ($25,000 over one year from October 2022).

## 11. Net cash provided by / (used in) operating activities

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Net income for the year | (73,149) | 70,383 |
| Adjustments for: | | |
| Depreciation | 3,141 | 2,556 |
| Decrease/(increase) in debtors | 41,481 | (78,760) |
| Increase/(decrease) in creditors | 5,612 | 4,899 |
| Net cash provided/(used) by operating activities | (22,915) | (922) |

**RAINBOW MIGRATION**

England & Wales - Charity number 1158228

# Accounts

RAINBOW MIGRATION

# RAINBOW MIGRATION
## (Formerly UK Lesbian and Gay Immigration Group)

(Registered Charity number 1158228)

## REPORT AND FINANCIAL STATEMENTS

## YEAR ENDED 31 DECEMBER 2021

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**CONTENTS**
**YEAR ENDED 31 DECEMBER 2021**


| | Page |
|---|---|
| Charity details | 1 |
| Annual report | 2-13 |
| Independent examiner's report | 14 |
| Statement of financial activities | 15 |
| Balance sheet | 16 |
| Statement of cash flows | 17 |
| Notes to the financial statements | 18-25 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**CHARITY DETAILS**
**YEAR ENDED 31 DECEMBER 2021**

---

| | |
|---|---|
| Registered charity number: | 1158228 |
| Trustees: | Bojana Asanović (Chair)<br>Christopher Scott Addison<br>Kiki Banadzem<br>Charles Bishop (appointed 9 November 2021)<br>Dr. Eddie Bruce-Jones<br>Dr. David Chirico (retired 13 September 2021)<br>Michael Egan (Treasurer)<br>Emma Finch<br>Usman Gul<br>Nina Nasim<br>Jackie Peirce (Secretary) |
| Executive Director: | Leila Zadeh |
| Registered Office: | 7-14 Great Dover Street<br>London SE1 4YR |
| Bankers: | CAF Bank<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ |
| Independent Examiner: | Andrew Nicholas Cliffe<br>Nicholas Cliffe & Co. Limited<br>Chartered Accountants<br>Mill House<br>Mill Court<br>Great Shelford<br>Cambridge CB22 5LD |
| Regulator: | Office of the Immigration Services Commissioner<br>21 Bloomsbury Street<br>London WC1B 3HF<br>Registration number: N201700019 |

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**ANNUAL REPORT**
**YEAR ENDED 31 DECEMBER 2021**

## Introduction

The trustees present their annual report for the year ended 31 December 2021.

The name of the charity was changed from UK Lesbian and Gay Immigration Group (UKLGIG) to Rainbow Migration on 17 May 2021.

## Objectives and activities

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support
- conducting or commissioning research in immigration law and policy and publishing the same to the public
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy
- advocating for the rights of LGBTQI+ people outside the UK
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

## Achievements and performance

### ★Highlights★

Due to ongoing Covid restrictions and high infection rates, we continued to work remotely throughout 2021. As services continued to be delivered successfully, we will be continuing with online support groups on a long-term basis, enabling people who are moved to asylum accommodation outside London to continue benefitting from this unique service. Other notable achievements included:

- An organisational rebrand and new identity, from the UK Lesbian and Gay Immigration Group to Rainbow Migration
- Agreement by the UK Government to include LGBTQI+ people as a priority group for resettlement from the Afghanistan region
- Securing a commitment from UNHCR to update their guidelines on LGBTQI+ asylum
- Recognition of our concerns about cultural stereotyping of LGB people in the Equal Treatment Bench Book, used by the Judiciary of England and Wales
- Starting to deliver services to non-English speakers with the assistance of professional interpreters
- Over 80 per cent of the members of our men's group were granted refugee status.

We also developed a set of organisational values to guide the implementation of our mission:

1. Safety: We believe everyone should be safe from persecution and safe to be themselves. We strive to create a safe workplace culture, and we place importance on the wellbeing of everyone involved with Rainbow Migration.
2. Integrity: We are thorough and honest in everything we do, and we take responsibility for our actions. We want to be accountable to our communities and those who support us.
3. Belonging: We welcome and include all LGBTQI+ people, and we celebrate and value their range of experience in terms of gender, religion, race, age, disability status and class. We try to remove obstacles to participation, champion equality and promote a sense of family or home through our services.
4. Respect: We believe that every person is equal and deserves the same level of courtesy, care, and attention. We respect the rights, wishes and feelings of our service users, and campaign for their rights to be respected as they go through the asylum and immigration system.

## Legal information and advice

We delivered 186 consultations on asylum. Feedback on our asylum advice from our service users remained positive with almost all respondents saying they understood the asylum process better, they felt more confident about preparing their statements and their next steps, and felt better equipped to present their claims. We referred around 30 people to legal aid or pro bono representatives for their asylum claims. Finding good quality legal representation for LGBTQI+ asylum claims continues to be challenging due to cuts in legal aid.

Rainbow Migration is grateful to the volunteer lawyers who delivered advice on partnership and spouse visas to around 6 people every month.

Case study – providing legal support

One of our service users had legal aid funding for his asylum appeal refused by his lawyer, as they said that there were insufficient merits to warrant the grant of funding. Despite the reasoning being poor, other lawyers then refused to take his case on because of that assessment. We appealed the refusal of funding directly to the Legal Aid Agency, and the decision was overturned following an independent review. We then managed to find the service user another lawyer to represent him at his appeal despite the complexities involved because of the previous refusal of funding.

## Psychosocial and wellbeing support

Thanks to the support of our grant funders, we made the fixed-term contract for one of our LGBTQI+ Asylum Seeker Support Workers into a permanent role, which provided us with capacity to start delivering services with the assistance of professional interpreters.

Our men's and women's support groups continued to meet every two weeks, with preparations underway at the end of the year to start a new group for trans, non-binary and intersex individuals. Due to the pandemic, our social events remained suspended. Demand for emotional support stabilised after a dramatic increase in 2020. However, it became increasingly difficult to find suitable and safe accommodation for our service users. We carried out casework for 55 individuals to successfully secure housing for them and 38 individuals to access health services. This work can be complex and time-consuming: we have to navigate interpreters, waiting lists, ensuring relevant services are safe for LGBTQI+ people to access, help with travel planning or expenses, among other challenges. Our work continues even after accommodation has been secured, as we may need to be on hand for any problems that arise or if individuals need extra emotional support.

We wrote 27 letters of support for service users we had worked with intensively to use as evidence in their asylum claims. Eight of these individuals were granted asylum last year. In one case, a judge recognised not only the value of our evidence in helping establish the service user's sexual orientation but also named the letter as being a key part of the evidence establishing a service user's poor mental health after there was contention around his clinical psychologist's report.

Case study – helping people in detention

We received a request to help someone who had been detained at Colnbrook detention centre. As always, our objective was to get him out of detention but also to support him whilst in detention. We provided legal advice and ensured he found a lawyer. The service user then contacted us again on Christmas Eve as the government wanted to remove him from the country that day. We gave him emotional support, ensured he engaged with the medical team in the detention centre and spoke to his solicitor. His removal was stopped. He was released from detention on 13 January and is now in safe accommodation.

Case study – providing psychosocial and wellbeing support

A gay man who attended our May 2019 monthly asylum meeting was assessed as being particularly vulnerable, suffering from low mood and panic attacks as a consequence of the abuse he suffered as a child. From a young age, his parents had decided he would marry his female cousin. He said he realised he was gay when he was 15 years old and that it took him a long time to come to terms with his sexuality. When his family found out about his sexuality, they disowned him and he became aware he would no longer be able to return home. He did not claim asylum as soon as he arrived in the UK because he was not aware that refugee protection was available to LGBTQI+ people.

We provided a series of one-to-one support sessions specific to his needs and secured him legal representation. He also attended a number of our social events and joined our men's support group in November 2019. During his time in the group, he made friends and played an active role in lifting the spirits of other group members.

Within the support group setting, he opened up about his struggles with his physical and mental health, as well as the difficulties he faced in accepting his own sexuality. He discussed the pain and impact of his father's rejection, how hard it was for his family to have cut him off because of his sexuality, how long it had been since he last saw them and how much he missed them. He explained how hard it was to know he would not be safe to return to his country of origin.

He is from a Muslim background and described the discrimination and exclusion he felt from some Muslims and fellow nationals in the UK. In one group session, he spoke about workers in a local eatery telling his friend he was gay and that he would be injured if he returned to the establishment. Fortunately, he was already 'out' to the friend, who was supportive.

He felt that discussing his mental health and developing a sense of pride from being in the support group were very beneficial to his recovery. He spoke about the importance of building a 'chosen family' where he was loved and respected for who he was, and said that this is one of the reasons he appreciated the support group and the services he received from Rainbow Migration. He said he felt respected and accepted for who he was, and that the support group members were like his gay family.

*"Rainbow Migration is one of the best LGBTQI+ organisations in the UK. Staff is always ready for help. I feel completely safe myself when I communicate with them. Bless you all."*

He had his substantive asylum interview cancelled twice, in June and July 2021, which caused him great distress. He felt let down by the Home Office and reported his mental and physical health were deteriorating as a result of the delays and uncertainty. He was finally interviewed in December 2021 and granted refugee status five days later.

## Influencing

Rainbow Migration recruited our first Legal and Policy Director and Campaigns Manager, providing much needed capacity to effectively influence policy and practice.

We campaigned successfully with Stonewall for the UK Government to agree to evacuate LGBTQI+ people from Afghanistan and include them as a priority group for resettlement.

Working with partners from four other countries, we secured commitment from UNHCR at their LGBTQI+ global roundtable to update their guidelines on LGBTQI+ asylum.

The latest edition of the Equal Treatment Bench Book, used by the Judiciary of England and Wales, cited our 2018 research report *Still Falling Short* and warned against "culturally loaded, misconceptions might be that someone cannot be LGB because ... They cannot describe their emotional journey to realising their identity."

Rainbow Migration has grave concerns about the potential impact of the Nationality and Borders Bill on the lives of LGBTQI+ people in need of refugee protection, believing many will be refused asylum and there will be a risk to their lives as a result. From March, we worked with other charities to campaign against the New Plan for Immigration and the subsequent Bill, including providing briefings, securing a parliamentary debate and running a campaign action for supporters to write to their MPs. Our messages were raised by MPs on several occasions.

## Communications

We launched our new name – Rainbow Migration – on 17 May 2021. The new branding aimed to reflect the full diversity of the LGBTQI+ community and differentiate us from others in the refugee and LGBTQI+ sectors. As part of the launch of the name change, we also launched a new visual identity and website. Our new logo combines two themes, a rainbow and an arrow. The rainbow is a symbol of freedom in many cultures and reflects the idea of hope and possibilities that are out there. It is also the most widely recognised LGBTQI+ symbol in the world. The arrow symbolises migration and movement. It is also a nod to our previous logo. We are grateful to Tribal Worldwide, Keltie and Linklaters for their help in developing this rebrand and website redesign.

Rainbow Migration's work and the challenges facing LGBTQI+ people seeking asylum were widely featured in the press including coverage in The Mirror, BBC London, Metro, The Telegraph, The Independent, Pink News, DIVA, gal-dem, Gay Times and Attitude.

With assistance from Public Interest Research Centre and NEON, we produced and circulated a message guide on LGBTQI+ asylum in time for the publication of the New Plan for Immigration.

## Training and capacity building

Rainbow Migration delivered training on delivering services to LGBTQI+ people seeking asylum to the British Red Cross Glasgow, Citizens Advice North & West Kent, Positively UK and Galop. We published a guide to setting up a support group on our website.

## Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured £145,000 in new grants from:

Justice Together
London Community Response Fund
Paul Hamlyn Foundation.

We are also pleased to record our grateful thanks to Rainbow Migration's continuing grant funders during the year, namely:

A B Charitable Trust
Barrow Cadbury Trust
Ben & Jerry's Foundation
Chris Graham-Bell Charitable Trust
LGBT+ Futures
Lloyds Bank Foundation
Trust for London
The Tudor Trust
Unbound Philanthropy.

Rainbow Migration received donations of over £70,000 from law firms and other commercial organisations; donations from individuals of over £55,000, much of which was unsolicited; and subscriptions from Friends and Members.

Rainbow Migration does not use any professional fundraising services.

## Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

| | 2021 £'000 | 2020 £'000 |
|---|---|---|
| Income: | | |
| Grants (restricted) | 201 | 145 |
| Grants (unrestricted) | 113 | 188 |
| Donations, legacies and other | 152 | 156 |
| | 466 | 489 |
| Expenditure | (396) | (299) |
| Net income | 70 | 190 |
| Funds at start of year | 341 | 151 |
| Funds at end of year | 411 | 341 |
| Restricted funds | 100 | 47 |
| Unrestricted funds | 311 | 294 |
| | 411 | 341 |

Our 2021 income was comparable to that of 2020, which the trustees regard as a considerable success, as 2020 saw a significant growth in income and the fundraising environment remains challenging. Accordingly, we were able to increase expenditure on charitable activities by nearly £100,000 while still maintaining an appropriate level of reserves. Rainbow Migration will need to invest resources in our fundraising capacity to ensure that our higher level of expenditure can be maintained in future years.

We remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users throughout the Covid pandemic.

## Reserves policy

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure.
- To be able take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place.
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2021 the target range was £125,000 - £250,000. For 2022 the target range is £160,000 - £320,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2021 are:

| | **£'000** |
|---|---|
| Unrestricted funds | 311 |
| Less: book value of fixed assets | (5) |
| Reserves | 306 |

This amount is within the target range for 2022.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As three months is at the lower end of the 'going concern' target range set out above, no further action is required.

## Future plans

In 2022, we will write a new organisational strategy. We also plan to launch a campaign against immigration detention, work with partners improve the next iteration of UNHCR's guidelines on LGBTQI+ asylum claims and increase our partnerships with corporate law firms for pro bono representation of our service users.

## Structure, governance and management

### Charity constitution and governing document

Rainbow Migration CIO, formerly UK Lesbian and Gay Immigration Group CIO ('UKLGIG') is a registered charity, number 1158228. The change of name took effect on 17 May 2021.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently at an Extraordinary General Meeting on 28 January 2021 in order to change the charity's name.

### Organisational structure

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met nine times in 2021 in addition to the AGM.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on three occasions in 2021 and also considered matters by telephone and email between meetings. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on nine occasions in 2021 and also considered matters by telephone and email between meetings.

A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.

## Decision-making

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, by its members and through the subcommittees. Decisions can be by simple majority vote of the trustees but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings, decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

## Recruitment and appointment of new trustees

Trustees are required to be members of the CIO. Trustees are elected by the Annual General Meeting. One-third of trustees serving are required to retire by rotation at the AGM (those being the longest serving since their last appointment at the date of the AGM). Trustees may be appointed by the Trustee Board to fill a vacancy but their term is then only until the end of the next AGM, at which time they may stand for election. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment subject to due diligence. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an identified vacancy and active recruitment.

At the time of the 2021 AGM, Jacqueline Peirce had served 9 years as a trustee of Rainbow Migration and the previous organisation unincorporated association. Members expressed that they wished to reappoint Jackie and she was duly re-elected, as permitted under the terms of the current constitution.

As part of trustee succession planning, an open recruitment was held to recruit a lawyer to join the Trustee Board. After a process involving both advertising and actively soliciting applications, a competitive recruitment resulted in a successful appointment of Charles Bishop to the Board.

There are currently no vacancies on the Board, but trustees are engaged in the process of succession planning for future retirements as will be required by term limits in the Constitution.

We thank our retiring trustee, David Chirico, for everything he gave to the organisation during his 9 years as a trustee and 15 years as a volunteer. David's world outlook and huge legal and political knowledge were a great asset to us. We will miss his insight, clarity and unwavering support.

## Induction and training of new trustees

New trustees are provided with guidance from the Charity Commission and copies of key documents, namely the constitution, minutes of past trustees' meetings, the main organisational policies, the terms and conditions of current grants and the latest annual report and accounts. If they have not already done so, they are encouraged to observe some of our services although opportunities for this in 2021 were limited by the pandemic. For trustees without previous experience, another trustee will offer one-to-one mentoring or support. Training on key governance issues including the role of the trustee board and understanding financial information is also offered.

## Statement of Trustees' Responsibilities

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO 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 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) ('the Charities 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 CIO will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board



Bojana Asanović
Chair
13 June 2022

RAINBOW MIGRATION

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2021.

*Responsibilities and basis of report*
As the trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

*Independent examiner's statement*
The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that, in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts did not accord with those records; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Andrew Nicholas Cliffe
Nicholas Cliffe &Co. Limited
Chartered Accountants
Mill House
Mill Court
Great Shelford
Cambridge CB22 5LD

13 June 2022

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**STATEMENT OF FINANCIAL ACTIVITIES**
**YEAR ENDED 31 DECEMBER 2021**

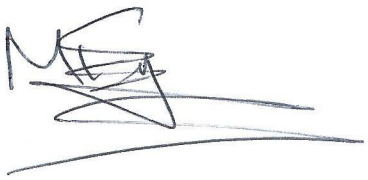
| | Note | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 2 | 2,307 | 148,310 | 150,617 | 450 | 146,588 | 147,038 |
| Charitable activities | 3 | 200,750 | 114,990 | 315,740 | 145,071 | 196,358 | 341,429 |
| Investments | 4 | - | 263 | 263 | - | 576 | 576 |
| Total | | 203,057 | 263,563 | 466,620 | 145,521 | 343,522 | 489,043 |
| **Expenditure on:** | | | | | | | |
| Raising funds | | 6 | 390 | 396 | - | 588 | 588 |
| Charitable activities | 5 | 149,922 | 245,919 | 395,841 | 142,235 | 156,030 | 298,265 |
| Total | | 149,928 | 246,309 | 396,237 | 142,235 | 156,618 | 298,853 |
| **Net income** | 11 | 53,129 | 17,254 | 70,383 | 3,286 | 186,904 | 190,190 |
| Transfers between funds | 10 | - | - | - | (4,748) | 4,748 | - |
| **Net movement in funds** | | 53,129 | 17,254 | 70,383 | (1,462) | 191,652 | 190,190 |
| **Reconciliation of funds:** | | | | | | | |
| Funds at start of year | | 46,748 | 294,137 | 340,885 | 48,210 | 102,485 | 150,695 |
| **Funds at end of year** | | 99,877 | 311,391 | 411,268 | 46,748 | 294,137 | 340,885 |

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**BALANCE SHEET**
**31 DECEMBER 2021**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|---|
| **Fixed assets** | | | | | | | |
| Tangible assets | 7 | - | 4,983 | 4,983 | - | 4,833 | 4,833 |
| **Current assets** | | | | | | | |
| Debtors | 8 | 47,500 | 52,834 | 100,334 | 1,000 | 20,574 | 21,574 |
| Cash at bank and in hand | | 52,377 | 267,347 | 319,724 | 45,748 | 277,604 | 323,352 |
| | | 99,877 | 320,181 | 420,058 | 46,748 | 298,178 | 344,926 |
| **Creditors** | | | | | | | |
| Amounts falling due within one year | 9 | - | (13,773) | (13,773) | - | (8,874) | (8,874) |
| **Net current assets** | | 99,877 | 306,408 | 406,285 | 46,748 | 289,304 | 336,052 |
| **Net assets** | | 99,877 | 311,391 | 411,268 | 46,748 | 294,137 | 340,885 |
| **The funds of the charity** | | | | | | | |
| Restricted income funds | 10 | 99,877 | - | 99,877 | 46,748 | - | 46,748 |
| Unrestricted funds | | - | 311,391 | 311,391 | - | 294,137 | 294,137 |
| **Total charity funds** | | 99,877 | 311,391 | 411,268 | 46,748 | 294,137 | 340,885 |

Approved by the Trustees and signed on their behalf by



Michael Egan
Treasurer
13 June 2022

RAINBOW MIGRATION

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**STATEMENT OF CASH FLOWS**
**YEAR ENDED 31 DECEMBER 2021**

| | Note | 2021 £ | 2020 £ |
|---|---|---|---|
| **Cash flows from operating activities:** | | | |
| Net cash provided/(used) by operating activities | 11 | (922) | 199,232 |
| **Cash flows from investing activities:** | | | |
| Purchase of fixed assets | | (2,706) | (4,248) |
| Net cash provided/(used) by investing activities | | (2,706) | (4,248) |
| **Change in cash and cash equivalents in the year** | | (3,628) | 194,984 |
| Cash and cash equivalents at start of year | | 323,352 | 128,368 |
| **Cash and cash equivalents at end of year** | | 319,724 | 323,352 |

## 1. Accounting policies

*Basis of preparing the financial statements*
The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ('the Charities SORP').

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

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

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

*Tangible fixed assets*
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Computer equipment - 33% on cost.

*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.

## 2. Donations and legacies

| | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|
| Donations | 2,307 | 143,479 | 145,786 | 450 | 88,642 | 89,092 |
| Legacies | - | 1,537 | 1,537 | - | 56,576 | 56,576 |
| Fundraising events | - | 2,222 | 2,222 | - | 1,370 | 1,370 |
| Coronavirus Job Retention Scheme | - | 1,072 | 1,072 | - | - | - |
| | 2,307 | 148,310 | 150,617 | 450 | 146,588 | 147,038 |

## 3. Income from charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2021 Total £ | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|
| Grants: | | | | | | |
| A B Charitable Trust | - | 20,000 | 20,000 | - | 15,000 | 15,000 |
| Barrow Cadbury Trust | 25,000 | - | 25,000 | 13,000 | - | 13,000 |
| Ben & Jerry's Foundation | 25,000 | - | 25,000 | 25,000 | - | 25,000 |
| Ben & Jerry's Foundation (Covid-19) | 5,000 | - | 5,000 | - | - | - |
| Chris Graham-Bell Charitable Trust | 15,000 | - | 15,000 | - | - | - |
| Council of Europe | - | - | - | 3,514 | - | 3,514 |
| Justice Together | 35,000 | - | 35,000 | - | - | - |
| LGBT+ Futures Intersections Fund | - | - | - | 2,160 | - | 2,160 |
| LGBT+ Futures: National Emergency Trust Fund | - | - | - | 4,914 | - | 4,914 |
| Lloyds Bank Foundation | - | - | - | 24,983 | - | 24,983 |
| London Community Response Fund | 50,000 | - | 50,000 | - | - | - |
| Paul Hamlyn Foundation | - | 60,000 | 60,000 | - | - | - |
| Paul Hamlyn Foundation: Covid-19 Emergency Fund | - | - | - | 20,000 | - | 20,000 |
| Refugee Action: Respond & Adapt | - | - | - | - | 30,000 | 30,000 |
| Sigrid Rausing Trust | - | - | - | - | 35,000 | 35,000 |
| Trust for London | 43,750 | - | 43,750 | 41,500 | - | 41,500 |
| The Tudor Trust | - | 33,333 | 33,333 | - | 33,333 | 33,333 |
| The Tudor Trust (Wellbeing) | 2,000 | - | 2,000 | - | - | - |
| Unbound Philanthropy | - | - | - | - | 75,000 | 75,000 |
| Wakefield & Tetley Trust | - | - | - | 10,000 | - | 10,000 |
| | 200,750 | 113,333 | 314,083 | 145,071 | 188,333 | 333,404 |
| Outreach support | - | - | - | - | 275 | 275 |
| Training and presentation fees | - | 1,657 | 1,657 | - | 7,750 | 7,750 |
| | 200,750 | 114,990 | 315,740 | 145,071 | 196,358 | 341,429 |

## 4. Income from investments

| | Restricted £ | Unrestricted £ | 2021 Total £ | Restricted £ | Unrestricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|
| Deposit account interest | - | 263 | 263 | - | 576 | 576 |
| | - | 263 | 263 | - | 576 | 576 |

## 5. Expenditure on charitable activities

| | Restricted £ | Unrestricted £ | 2021 Total £ | Restricted £ | Unrestricted £ | 2020 Total £ |
|---|---|---|---|---|---|---|
| Staff costs | 120,579 | 174,319 | 294,898 | 124,208 | 96,252 | 220,460 |
| Legal consultancy fees | 10,600 | 1,000 | 11,600 | 1,290 | 1,710 | 3,000 |
| IT consultancy fees | - | 3,990 | 3,990 | - | - | - |
| Rent and utilities | 10,356 | 21,433 | 31,789 | - | 30,178 | 30,178 |
| Travel | - | 430 | 430 | - | 1,000 | 1,000 |
| Volunteer costs | - | 25 | 25 | - | 118 | 118 |
| Insurance | 754 | 1,079 | 1,833 | 960 | 840 | 1,800 |
| Telephone | 17 | 1,331 | 1,348 | 355 | 824 | 1,179 |
| IT costs | 892 | 9,901 | 10,793 | 130 | 15,645 | 15,775 |
| Website development | - | 11,837 | 11,837 | - | - | - |
| Interpreting, translation and subtitling | 4,553 | - | 4,553 | 11,813 | 432 | 12,245 |
| Printing, postage and stationery | 28 | 1,092 | 1,120 | 50 | 235 | 285 |
| Small equipment and maintenance | 120 | 1,122 | 1,242 | 569 | 958 | 1,527 |
| Support groups and other meetings | - | 1,328 | 1,328 | 450 | 1,171 | 1,621 |
| Client counselling | - | - | - | 2,319 | 381 | 2,700 |
| Publicity | - | 3,590 | 3,590 | - | 647 | 647 |
| Training and welfare | 2,000 | 4,082 | 6,082 | 20 | 2,505 | 2,525 |
| Recruitment costs | - | 2,759 | 2,759 | - | - | - |
| Conference fees | - | 570 | 570 | - | - | - |
| Subscriptions and affiliations | - | 1,679 | 1,679 | - | 834 | 834 |
| Sundries | 5 | 452 | 457 | 59 | 172 | 231 |
| Independent examination fees | - | 816 | 816 | - | 827 | 827 |
| Payroll services | - | 396 | 396 | - | 360 | 360 |
| Bank charges | 18 | 132 | 150 | 12 | 120 | 132 |
| Depreciation | - | 2,556 | 2,556 | - | 821 | 821 |
| | 149,922 | 245,919 | 395,841 | 142,235 | 156,030 | 298,265 |

## 6. Trustees and employees

No trustees received any remuneration or other benefits in 2021 (2020: none). No trustees received reimbursement for expenses in 2021 (2020: one trustee, £349).

No employees received emoluments in excess of £60,000 in 2021 (2020: none). The average monthly number of employees during the year (full time equivalent) was as follows:

| | 2021 | 2020 |
|---|---|---|
| Executive director | 1.0 | 1.0 |
| Asylum seeker support | 2.8 | 2.2 |
| Legal and policy | 0.8 | 1.0 |
| Campaigns and communications | 1.4 | 0.8 |
| Operations and administration | 1.0 | 0.4 |
| Team assistants | 1.0 | 0.7 |
| | 8.0 | 6.1 |

## 7. Tangible fixed assets

| | Computers £ |
|---|---|
| Cost: | |
| At 1 January 2021 | 8,181 |
| Additions | 2,706 |
| At 31 December 2021 | 10,887 |
| Depreciation: | |
| At 1 January 2021 | 3,348 |
| Charge for the year | 2,556 |
| At 31 December 2021 | 5,904 |
| Net book value: | |
| At 31 December 2021 | 4,983 |
| At 31 December 2020 | 4,833 |

## 8. Debtors

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Grants receivable | 80,833 | 1,000 |
| Sundry debtors | 9,601 | 11,552 |
| Prepayments | 9,900 | 9,022 |
| | 100,334 | 21,574 |

## 9. Creditors

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Trade creditors | 4,888 | 451 |
| Taxes and social security | 8,009 | 6,755 |
| Accrued expenses | 876 | 1,668 |
| | 13,773 | 8,874 |

## 10. Movements on restricted funds

| 2021: | 1 Jan 2021 £ | Income £ | Expend -iture £ | 31 Dec 2021 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | - | 25,000 | (25,000) | - |
| Ben & Jerry's Foundation | 24,994 | 25,000 | (8,708) | 41,286 |
| Ben & Jerry's Foundation (Covid-19) | - | 5,000 | (5,000) | - |
| Better Bankside | 123 | - | - | 123 |
| Chris Graham-Bell Charitable Trust | - | 15,000 | (13,750) | 1,250 |
| Council of Europe | 6 | - | (6) | - |
| Justice Together | - | 35,000 | (9,446) | 25,554 |
| LGBT+ Futures Intersections Fund | 1,467 | - | (1,467) | - |
| LGBT+ Futures: National Emergencies Trust Fund | 624 | - | (624) | - |
| Lloyds Bank Foundation | 8,990 | - | (8,990) | - |
| London Community Response Fund | - | 50,000 | (34,973) | 15,027 |
| Protect LGBTQI+ Lives | 450 | 2,307 | (6) | 2,751 |
| Trust for London | 10,094 | 43,750 | (39,958) | 13,886 |
| Tudor Trust (Wellbeing) | - | 2,000 | (2,000) | - |
| | 46,748 | 203,057 | (149,928) | 99,877 |

## 10. Movements on restricted funds (continued)

| 2020: | 1 Jan 2020 £ | Income £ | Expend -iture £ | 31 Dec 2020 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | 12,000 | 13,000 | (25,000) | - |
| Ben & Jerry's Foundation | - | 25,000 | (6) | 24,994 |
| Better Bankside | 631 | - | (508) | 123 |
| Chris Graham-Bell Charitable Trust | 5,000 | - | (5,000) | - |
| Council of Europe | - | 3,514 | (3,508) | 6 |
| LGBT+ Futures Fund | 10,068 | - | (10,068) | - |
| LGBT+ Futures Intersections Fund | - | 2,160 | (693) | 1,467 |
| LGBT+ Futures: National Emergencies Trust Fund | - | 4,914 | (4,290) | 624 |
| Lloyds Bank Foundation | 6,230 | 24,983 | (22,223) | 8,990 |
| National Lottery Awards for All | 2,500 | - | (2,500) | - |
| Paul Hamlyn Foundation: Covid-19 Emergency Fund | - | 20,000 | (20,000) | - |
| Protect LGBTQI+ Lives | - | 450 | - | 450 |
| Trust for London | 11,781 | 41,500 | (43,187) | 10,094 |
| Wakefield & Tetley Trust | - | 10,000 | (10,000) | - |
| | 48,210 | 145,521 | (146,983) | 46,748 |

Restricted expenditure was allocated as follows:

| | £ |
|---|---|
| Purchase of fixed assets (2020) | (4,248) |
| Purchase of fixed assets (2019) | (500) |
| Revenue expenditure | (142,235) |
| Total expenditure | (146,983) |

The restricted funds are for the following purposes:

Barrow Cadbury Trust: towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2021, and previously £50,000 over two years from January 2019).

Ben & Jerry's Foundation: for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Ben & Jerry's Foundation (Covid-19): towards salaries to meet increased demand for our support service.

Better Bankside: to fund the purchase of a new laptop and refreshments for support group meetings (£644 over one year from November 2019).

## 10. Movements on restricted funds (continued)

Chris Graham-Bell Charitable Trust: towards the salary of an LGBTQI+ Asylum Seeker Support Worker (£60,000 over three years from February 2021), and previously also towards the translation of key documents for the asylum legal and support service (£5,000 over one year from December 2019).

Council of Europe: for counselling to assist with the mental health needs of LGBTI asylum seekers in the UK whose needs have been exacerbated by the COVID-19 pandemic (€4,000 over three months from September 2020).

Justice Together: to use evidence from LGBTQI + immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from June 2021).

LGBT+ Futures Fund: for translating and subtitling legal information videos and text on Rainbow Migration's website (£10,578 over one year from April 2019).

LGBT+ Futures Intersections Fund: for a new support group for LBTQI+ women seeking asylum (£2,160 over one year from April 2020).

LGBT+ Futures: National Emergencies Trust Fund: for the purchase of six laptops to ensure better data security as Rainbow Migration deliver services remotely (£4,914 over six months from October 2020).

Lloyds Bank Foundation: towards the salaries of support workers and associated costs (£74,949 over three years from May 2018).

London Community Response Fund: towards costs related to service provision and preparation for office-based working (£50,000 over one year).

National Lottery Awards for All: towards the LGBTQI+ asylum seekers support service (£10,000 over one year from May 2019).

Paul Hamlyn Foundation: Covid-19 Emergency Fund: towards core support during the Covid-19 pandemic.

Protect LGBTQI+ Lives: appeal launched in December 2020 in order to

- run communications campaigns to make the public and the LGBTQI+ community aware that the safety of LGBTQI+ people is under threat;
- provide evidence that demonstrates how important the right to asylum is;
- build alliances with refugee and LGBTQI+ organisations to push back against these threats in a strong and united way.

## 10. Movements on restricted funds (continued)

Trust for London: towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 over one year).

Wakefield & Tetley Trust: towards LGBTQI+ asylum services, specifically to benefit the residents of Southwark and Tower Hamlets (£10,000 over one year from January 2020).

## 11. Net cash provided by / (used in) operating activities

| | 2021<br>£ | 2020<br>£ |
|---|---|---|
| Net income for the year | 70,383 | 190,190 |
| Adjustments for: | | |
| Depreciation | 2,556 | 821 |
| Decrease/(increase) in debtors | (78,760) | 5,831 |
| Increase/(decrease) in creditors | 4,899 | 2,390 |
| Net cash provided/(used) by operating activities | (922) | 199,232 |

**RAINBOW MIGRATION**

England & Wales - Charity number 1158228

# Accounts

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**

(Registered Charity number 1158228)

# REPORT AND FINANCIAL STATEMENTS

**YEAR ENDED 31 DECEMBER 2020**

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**CONTENTS**
**YEAR ENDED 31 DECEMBER 2020**


| | Page |
|---|---|
| Charity details | 1 |
| Annual report | 2-12 |
| Independent examiner's report | 13 |
| Statement of financial activities | 14 |
| Balance sheet | 15 |
| Statement of cash flows | 16 |
| Notes to the financial statements | 17-23 |

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**CHARITY DETAILS**
**YEAR ENDED 31 DECEMBER 2020**

---

| | |
|---|---|
| Registered charity number: | 1158228 |
| Trustees: | Bojana Asanović (Chair)<br>Christopher Scott Addison<br>Kiki Banadzem (appointed 16 March 2020)<br>Dr. Eddie Bruce-Jones<br>Dr. David Chirico<br>Michael Egan (Treasurer)<br>Emma Finch<br>Usman Gul (appointed 17 September 2020)<br>Nina Nasim (appointed 16 November 2020)<br>Jackie Peirce (Secretary)<br>Sami Belaid (retired 16 June 2020) |
| Executive Director: | Leila Zadeh |
| Registered Office: | 7-14 Great Dover Street<br>London SE1 4YR |
| Bankers: | CAF Bank<br>25 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent ME19 4JQ |
| Independent Examiner: | Andrew Nicholas Cliffe<br>Nicholas Cliffe & Co. Limited<br>Chartered Accountants<br>Mill House<br>Mill Court<br>Great Shelford<br>Cambridge CB22 5LD |
| Regulator: | Office of the Immigration Services Commissioner<br>21 Bloomsbury Street<br>London WC1B 3HF<br>Registration number: N201700019 |

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**ANNUAL REPORT**
**YEAR ENDED 31 DECEMBER 2020**

---

## INTRODUCTION

The trustees present their annual report and financial statements for the year ended 31 December 2020.

The name of the charity was changed from UK Lesbian and Gay Immigration Group (UKLGIG) to Rainbow Migration on 17 May 2021.

## OBJECTIVES AND ACTIVITIES

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources;
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support;
- conducting or commissioning research in immigration law and policy and publishing the same to the public;
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication;
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public;
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials;
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy;
- advocating for the rights of LGBTQI+ people outside the UK;
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

## ACHIEVEMENTS AND PERFORMANCE

When the UK entered the first lockdown in March 2020, all Rainbow Migration face-to-face services were suspended for the remainder of the year. Our legal advice, support service, outreach service to Birmingham, visits to detention centres, and partnership advice service were delivered by phone and email instead. We purchased phone credit for clients where necessary to ensure they could access our services remotely, as well as food for those struggling because of the pandemic. Our monthly asylum meetings, client social events and quarterly legal workshops were cancelled altogether.

Despite these challenges, Rainbow Migration continued to deliver against its operational plan as described below.

*Legal information and advice*

We published new text and videos in nine languages on How to Apply for Asylum on the basis of sexual orientation or gender identity. The webpage was visited almost 11,000 times in 2020 and the videos had over 2,200 views.

We delivered 318 consultations on asylum to 243 individuals. We held 8 consultations with people in detention until the end of March, after which requests for advice and support from people in detention significantly reduced as many people were released. Feedback on our asylum advice from our service users was consistently positive with almost all respondents saying they understood the asylum process better, they felt more confident about preparing their statements and their next steps, and felt better equipped to present their claims. Respondents were all satisfied or very satisfied with the legal information and advice they received.

We referred 36 people to legal representatives for their asylum claims.

Replacing the monthly partnership meetings with phone consultations had the advantage of making our partnership service more accessible to people outside London. Rainbow Migration is grateful to the volunteer lawyers who carried out 54 consultations to people from a diverse range of countries and in a variety of circumstances.

*Psychosocial and wellbeing support*

In the run-up to the lockdown in March, we prepared our asylum service users by providing them with sanitary products, condoms, clothes and food. As soon as we started operating remotely, we collated a list of services that we checked were open and available, including emergency food, mental health and sexual health services. We sent service users advice on staying safe and well and managing anxiety. We made calls to every service user we were supporting on an ongoing basis to check on their wellbeing. For those we were most concerned about, we booked one-to-one video calls with them.

From March, we delivered three times as much emotional support as usual. In 2020, we provided emotional support to 304 people, including 87 people in detention. To address this rise in demand, we recruited an additional LGBTQI+ Asylum Seeker Support Worker on a 6-month contract. We also paid for counselling for a small number of service users to assist with mental health needs exacerbated by Covid-19, thanks to a grant from the Council of Europe.

The women's and men's support groups were initially paused when lockdown started as service users did not feel able to engage. These were restarted online later in the year and we ran 36 support group meetings in 2020.

We helped 220 people access health services and 230 people access housing. We wrote 26 letters of support for service users we had worked with intensively to use as evidence in their asylum claims.

**CASE STUDY**

Roger first contacted Rainbow Migration by attending our monthly asylum meeting in April 2019. He presented as street homeless and at that time had no recourse to public funds. Roger had been in the UK for three years. He spoke little English, but one of our volunteers spoke his language and was able to interpret for him during a needs assessment with our support services manager. Roger had been previously held in detention. At the time, he did not have enough food or warm clothing and had been sleeping rough for several months, surviving on support from a local homelessness charity.

Roger had a medical condition that badly affected his eyesight as a result of being tortured in his home country. He was very concerned that his eyesight was rapidly worsening and he struggled to access the medical care he needed due to his lack of English and understanding of the health system. We advocated with his GP to ensure that he received treatment; his condition was successfully treated and his eyesight has not since deteriorated.

Roger also met with our legal officer and provided extensive documentation regarding his immigration history. It transpired that his first lawyer had stopped acting for him after his appeal to the First-tier Tribunal against a refusal of asylum by the Home Office was dismissed. Neither the Home Office nor the judge believed he was bisexual. He subsequently made a fresh claim for asylum on the basis of new evidence, but he was refused again by the Home Office and this time with no right of appeal, leaving him liable to immediate removal from the UK. We considered his documents and identified the reasons that his fresh claim was refused. We advised him how there were grounds for a second fresh claim and, on the basis of his instructions, we identified new evidence that he could produce. We referred him to a new lawyer under legal aid.

Roger continued to access Rainbow Migration support services for over a year. He attended fortnightly support group meetings, one-to-one emotional and casework support, and workshops for example on sleep hygiene, personal resilience, advocating for yourself, Pride and LGBTQI+ history. Roger also attended Rainbow Migration client social events and trips. He took part in the Pride in London parade as part of our group and spoke about how it improved his wellbeing, sense of pride and feeling of being accepted. We sourced warm clothes and blankets for him in the winter after he informed us that his current housing provider was unable to keep the heating on all night and he was feeling cold. We helped to mediate between him and the hostel he was staying in and eventually sourced Home Office asylum accommodation for him to move into. We also applied for hardship grants, referred him for food parcel deliveries and provided him with phone credit. After months of working closely with him, Rainbow Migration provided him with a letter outlining our engagement with him to use as evidence in his claim.

Roger was granted refugee status in August 2020.

*'I feel so happy. I feel pride. I would be lost without [Rainbow Migration]. They helped me with everything: lawyer, health, food, eyesight. Support groups are my lifeline and I am not alone anymore. Lovely.'*

*Policy and advocacy*

We secured support from Members of the House of Lords for amendments to the Immigration Bill for a time limit on detention and judicial oversight. The amendments passed in the House of Lords but were defeated in the Commons.

The Independent Chief Inspector of Borders and Immigration published an audit of the Home Office's 'Adults at Risk in Immigration Detention' policy, to which we had made a submission in 2019. We are pleased that the Chief Inspector looked into our concerns. The report highlighted that on the one hand, the Home Office says sexual orientation is not a risk factor in detention, while at the same time recognising that open expression of your sexual orientation could lead to bullying. The report also found that the Home Office is not collecting any data on LGBTQI+ people held in detention and that therefore it cannot say if its risk assessments are meeting the needs of LGBTQI+ people.

The Chief Inspector also published his inspection report on the Home Office's use of language services in the asylum process, and drew on the submission we made to that inspection in 2019. He found that the Home Office share the same concerns as Rainbow Migration about bias among interpreters, and recommended giving consideration to specific training.

We submitted a paper to the Home Office with concerns about the number of LGB asylum claims that are certified, i.e. given no right of appeal if the asylum claim is refused, and asked for their guidance on certification to be reviewed. They responded that the Office of the Chief Asylum Caseworker would look at it and Rainbow Migration would be consulted on a draft update of their guidance on sexual orientation claims. Their guidance on certification was not being revised at this time as they were focusing on broader post-Brexit border policy.

Rainbow Migration worked with a number of other organisations on policy work related to Covid-19. For example, we input into joint submissions with other NGOs to the Home Affairs and Women and Equalities Select Committees; worked with Freedom From Torture to develop and analyse surveys on developments in asylum interviews and decision-making; and signed a number of joint letters on health charges and data sharing, asylum support, and minimum income requirements. Rainbow Migration also worked with the Red Cross to set up two email groups to help the refugee and migration sector communicate about Covid-19.

The Asylum Reform Initiative, which Rainbow Migration helped set up in 2019 with Refugee Action, Refugee Council, Scottish Refugee Council, the Red Cross and Freedom From Torture, recruited its first member of staff. As this work gained momentum, Rainbow Migration stepped back from the Coordination Group and supported the involvement of Asylum Matters instead.

*Communications*

In 2020, we continued the process of rebranding. Following extensive consultation with more than 500 supporters and stakeholders to launch a name that reflects our mission, we launched our new name – Rainbow Migration – on 17 May 2021. The new branding aimed to reflect the full diversity of the LGBTQI+ community and differentiate us from others in the refugee and LGBTQI+ sectors. As part of the launch of the name change, we also launched a new visual identity and website. The new logo combines two themes, a rainbow and an arrow. The rainbow is a symbol of freedom in many cultures and reflects the idea of hope and possibilities that are out there. It is also the most widely recognised LGBTQI+ symbol in the world. The arrow symbolises migration and movement. It is also a nod to our previous logo. We are grateful to Tribal Worldwide, Keltie and Linklaters for their help in developing this rebrand and website redesign.

Rainbow Migration's work and the challenges facing LGBTQI+ people seeking asylum widely were featured in the press coverage including in BBC News, The Guardian, The Independent, The Telegraph, Metro, the i paper, Bustle, Gay Times, Gay Star News and Pink News.

*Training and capacity building*

Rainbow Migration delivered two free training webinars to lawyers on LGBTQI+ asylum claims in collaboration with the Immigration Law Practitioners' Association (ILPA). Each was attended by approximately 70 participants.

Rainbow Migration advised Derbyshire LGBT, Mermaids UK and Nottingham Refugee Forum on setting up and running support or legal services for LGBTQI+ people seeking asylum. We also delivered a workshop at the Refugee Solidarity Summit in London for refugee organisations or individuals working with LGBTQI+ people seeking asylum to learn about their needs and challenges facing them, and how mainstream organisations can be more inclusive. In addition, we gave training to members of the Association of Visitors to Detention (AVID) on the needs of LGBTQI+ people in detention who are seeking asylum.

*Fundraising activities*

Rainbow Migration secured funding from a variety of sources. We secured £127,160 in new grants from:

A B Charitable Trust;
Ben & Jerry's Foundation;
LGBT+ Futures: Intersections Fund;
Unbound Philanthropy;
Wakefield & Tetley Trust.

We also secured £58,428 specifically to help us respond to the Covid-19 pandemic from:

LGBT+ Futures: National Emergencies Trust Fund;
The Council of Europe;
Paul Hamlyn Foundation: Covid-19 Emergency Fund (*)
Refugee Action: Respond and Adapt.

We are also pleased to record our grateful thanks to Rainbow Migration's continuing grant funders during the year, namely:

Barrow Cadbury Trust;
Better Bankside;
Chris Graham-Bell Charitable Trust;
LGBT+ Futures Fund;
Linklaters;
Lloyds Bank Foundation;
National Lottery Awards for All;
Sigrid Rausing Trust;
Trust for London;
The Tudor Trust.

Rainbow Migration received a legacy of nearly £57,000 and donations from individuals totalling close to £55,000, much of which was unsolicited and a result of the Black Lives Matter movement and Pride. We also received subscriptions from Friends and Members.

Rainbow Migration does not use any professional fundraising services.

## FINANCIAL REVIEW

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

| | 2020 £'000 | 2019 £'000 |
|---|---|---|
| Income: | | |
| Grants (restricted) | 145 | 108 |
| Grants (unrestricted) | 223 | 83 |
| Donations, legacies and other | 121 | 29 |
| | 489 | 220 |
| Expenditure | (299) | (200) |
| Net income | 190 | 20 |
| Funds at start of year | 151 | 131 |
| Funds at end of year | 341 | 151 |
| Restricted funds | 47 | 48 |
| Unrestricted funds | 294 | 103 |
| | 341 | 151 |

The table above illustrates the substantial increase in income compared with 2019. This additional funding has enabled Rainbow Migration to start implementing our ambitious programme of activities in accordance with our strategic objectives. It has also enabled us to react quickly to the Covid-19 pandemic, so that we could provide the necessary support to our clients in their changed circumstances and our staff could work effectively from home. We have been able to employ an additional support worker to meet the increased demand for emotional support, recruit a new post to help with our rebranding and diversify our income, and make our team assistant post full-time.

We are grateful to all of our funders, donors and supporters for engaging with Rainbow Migration and our work on behalf of our clients in these unprecedented circumstances.

*Reserves policy*

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure.
- To be able take advantage of opportunities as they arise, such as the ability to employ high-calibre people before specific funding is in place.
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2020 the target range was £75,000 - £150,000. For 2021 the target range is £125,000 - £250,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2020 are:

| | **£'000** |
|---|---|
| Unrestricted funds | 294 |
| Less: book value of fixed assets | (5) |
| Reserves | 289 |

This amount is somewhat greater than the upper end of the target range for 2021, as an unrestricted grant of £75,000 covering three years was received in full in the second half of 2020. If this grant had been receivable in equal annual instalments, reserves as at 31 December 2020 would have been £239,000 which is within the target range for 2021. The trustees plan to maintain reserves towards the upper end of the target range while restrictions entailed by the Covid-19 pandemic remain in place.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As this amount is at the lower end of the 'going concern' target range set out above, no further action is required.

## FUTURE PLANS

In 2021, we plan to increase our policy and influencing capacity, replace our solicitors affiliation policy with a new programme for engaging with lawyers, start delivering services in other languages and set up a refugee advisory group.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

*Charity constitution and governing document*

Rainbow Migration CIO, formerly UK Lesbian and Gay Immigration Group CIO ('UKLGIG') is a registered charity, number 1158228. The change of name took effect on 17 May 2021.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution (dated 13 August 2014 and subsequently amended most recently on 30 September 2020).

Amendments to the constitution of the charity were approved by the AGM on 30 September 2020 to allow for remote attendance and voting at General Meetings. This was prompted by the pandemic but will facilitate wider participation in General Meetings in future.

*Organisational structure*

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met eight times in 2020 in addition to the AGM.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on two occasions in 2020 and also considered matters by telephone and email between meetings. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on six occasions in 2020 and also considered matters by telephone and email between meetings.

A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.

*Decision-making*

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, by its members and through the subcommittees. Decisions can be by simple majority vote of the trustees but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

*Recruitment and appointment of new trustees*

Trustees are required to be members of the CIO. Trustees are elected by the Annual General Meeting. One-third of trustees serving are required to retire by rotation at the AGM (those being the longest serving since their last appointment at the date of the AGM). Trustees may be appointed by the Trustee Board to fill a vacancy but their term is then only until the end of the next AGM, at which time they may stand for election. The Trustee board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an identified vacancy and active recruitment.

A recruitment round for a further trustee with lived experience as an LGBTQI+ asylum seeker was successfully completed at the start of 2020 with the appointment of two trustees with such lived experience, both of whom bring additional skills and expertise to the Board. Additionally, the Board identified that it and the wider organisation would greatly benefit from having a trustee who identifies as trans. After a process involving both advertising and actively soliciting applications, a competitive recruitment resulted in a successful appointment of a trustee who is happy for us to identify her openly as a trans woman.

There are currently no vacancies on the Board, but trustees are engaged in the process of succession planning for future retirements as will be required by term limits in the Constitution.

We thank our retiring trustee for his work with the organisation.

*Induction and training of new trustees*

New trustees are provided with guidance from the Charity Commission and copies of key documents, namely the constitution, minutes of past trustees' meetings, the main organisational policies, the terms and conditions of current grants and the latest annual report and accounts. If they have not already done so, they are encouraged to observe some of our services although opportunities for this in 2020 were limited by the pandemic. For trustees without previous experience, another trustee will offer one-to-one mentoring or support. Training on key governance issues including the role of the trustee board and understanding financial information is also offered.

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO 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 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) ('the Charities 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 CIO will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board

Bojana Asanović
Chair
25 May 2021

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2020.

*Responsibilities and basis of report*
As the trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

*Independent examiner's statement*
The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that, in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts did not accord with those records; or
3. the accounts did not comply with the applicable requirements concerning the form and content of set out in the Charities (Accounts and Reports) Regulations 2008, other than any requirement that the accounts give a 'true and fair' view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Andrew Nicholas Cliffe
Nicholas Cliffe &Co. Limited
Chartered Accountants
Mill House
Mill Court
Great Shelford
Cambridge CB22 5LD

25 May 2021

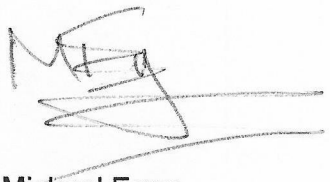
**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**STATEMENT OF FINANCIAL ACTIVITIES**
**YEAR ENDED 31 DECEMBER 2020**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 2 | 450 | 111,588 | 112,038 | - | 27,173 | 27,173 |
| Charitable activities | 3 | 145,071 | 231,358 | 376,429 | 107,655 | 85,082 | 192,737 |
| Investments | 4 | - | 576 | 576 | - | 227 | 227 |
| Total | | 145,521 | 343,522 | 489,043 | 107,655 | 112,482 | 220,137 |
| **Expenditure on:** | | | | | | | |
| Raising funds | | - | 588 | 588 | - | 135 | 135 |
| Charitable activities | 5 | 142,235 | 156,030 | 298,265 | 96,396 | 103,539 | 199,935 |
| Total | | 142,235 | 156,618 | 298,853 | 96,396 | 103,674 | 200,070 |
| **Net income** | 11 | 3,286 | 186,904 | 190,190 | 11,259 | 8,808 | 20,067 |
| Transfers between funds | 10 | (4,748) | 4,748 | - | - | - | - |
| **Net movement in funds** | | (1,462) | 191,652 | 190,190 | 11,259 | 8,808 | 20,067 |
| **Reconciliation of funds:** | | | | | | | |
| Funds at start of year | | 48,210 | 102,485 | 150,695 | 36,951 | 93,677 | 130,628 |
| **Funds at end of year** | | 46,748 | 294,137 | 340,885 | 48,210 | 102,485 | 150,695 |

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**BALANCE SHEET**
**31 DECEMBER 2020**

| | Note | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|---|
| **Fixed assets** | | | | | | | |
| Tangible assets | 7 | - | 4,833 | 4,833 | - | 1,406 | 1,406 |
| **Current assets** | | | | | | | |
| Debtors | 8 | 1,000 | 20,574 | 21,574 | 12,000 | 15,405 | 27,405 |
| Cash at bank and in hand | | 45,748 | 277,604 | 323,352 | 36,210 | 92,158 | 128,368 |
| | | 46,748 | 298,178 | 344,926 | 48,210 | 107,563 | 155,773 |
| **Creditors** | | | | | | | |
| Amounts falling due within one year | 9 | - | (8,874) | (8,874) | - | (6,484) | (6,484) |
| **Net current assets** | | 46,748 | 289,304 | 336,052 | 48,210 | 101,079 | 149,289 |
| **Net assets** | | 46,748 | 294,137 | 340,885 | 48,210 | 102,485 | 150,695 |
| **The funds of the charity** | | | | | | | |
| Restricted income funds | 10 | 46,748 | - | 46,748 | 48,210 | - | 48,210 |
| Unrestricted funds | | - | 294,137 | 294,137 | - | 102,485 | 102,485 |
| **Total charity funds** | | 46,748 | 294,137 | 340,885 | 48,210 | 102,485 | 150,695 |

Approved by the Trustees and signed on their behalf by



Michael Egan
Treasurer
25 May 2021

**RAINBOW MIGRATION**
**(Formerly UK Lesbian and Gay Immigration Group)**
**STATEMENT OF CASH FLOWS**
**YEAR ENDED 31 DECEMBER 2020**

| | Note | 2020<br>£ | 2019<br>£ |
|---|---|---|---|
| **Cash flows from operating activities:** | | | |
| Net cash provided by operating activities | 11 | 199,232 | 10,990 |
| **Cash flows from investing activities:** | | | |
| Purchase of fixed assets | | (4,248) | (1,753) |
| Net cash (used in) investing activities | | (4,248) | (1,753) |
| **Change in cash and cash equivalents in the year** | | 194,984 | 9,237 |
| Cash and cash equivalents at start of year | | 128,368 | 119,131 |
| **Cash and cash equivalents at end of year** | | 323,352 | 128,368 |

## 1. Accounting policies

*Basis of preparing the financial statements*
The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ('the Charities SORP').

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

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

*Tangible fixed assets*
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:
Computer equipment - 33% on cost.

*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.

## 2. Donations and legacies

| | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|
| Donations | 450 | 53,642 | 54,092 | - | 25,807 | 25,807 |
| Legacies | - | 56,576 | 56,576 | - | - | - |
| Fundraising events | - | 1,370 | 1,370 | - | 1,366 | 1,366 |
| | 450 | 111,588 | 112,038 | - | 27,173 | 27,173 |

## 3. Income from charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|
| Grants: | | | | | | |
| A B Charitable Trust | - | 15,000 | 15,000 | - | - | - |
| Barrow Cadbury Trust | 13,000 | - | 13,000 | 24,000 | - | 24,000 |
| Ben & Jerry's Foundation | 25,000 | - | 25,000 | - | - | - |
| Better Bankside | - | - | - | 644 | - | 644 |
| Chris Graham-Bell Charitable Trust | - | - | - | 5,000 | - | 5,000 |
| Council of Europe | 3,514 | - | 3,514 | - | - | - |
| East End Community Foundation | - | - | - | 1,000 | - | 1,000 |
| The Law Society Charity | - | - | - | 2,500 | - | 2,500 |
| LGBT+ Futures Fund | - | - | - | 10,578 | - | 10,578 |
| LGBT+ Futures: Intersections Fund | 2,160 | - | 2,160 | - | - | - |
| LGBT+ Futures: National Emergency Trust Fund | 4,914 | - | 4,914 | - | - | - |
| Linklaters | - | 35,000 | 35,000 | - | 15,000 | 15,000 |
| Lloyds Bank Foundation | 24,983 | - | 24,983 | 24,983 | - | 24,983 |
| National Lottery Awards for All | - | - | - | 10,000 | - | 10,000 |
| Paul Hamlyn Foundation: Covid-19 Emergency Fund | 20,000 | - | 20,000 | - | - | - |
| Refugee Action: Respond & Adapt | - | 30,000 | 30,000 | - | - | - |
| Sigrid Rausing Trust | - | 35,000 | 35,000 | - | 35,000 | 35,000 |
| Trust for London | 41,500 | - | 41,500 | 20,250 | - | 20,250 |
| The Tudor Trust | - | 33,333 | 33,333 | - | 33,334 | 33,334 |
| Unbound Philanthropy | - | 75,000 | 75,000 | - | - | - |
| Wakefield & Tetley Trust | 10,000 | - | 10,000 | 8,700 | - | 8,700 |
| | 145,071 | 223,333 | 368,404 | 107,655 | 83,334 | 190,989 |
| Outreach support | - | 275 | 275 | - | 150 | 150 |
| Training and presentation fees | - | 7,750 | 7,750 | - | 1,598 | 1,598 |
| | 145,071 | 231,358 | 376,429 | 107,655 | 85,082 | 192,737 |

## 4. Income from investments

| | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|
| Deposit account interest | - | 576 | 576 | - | 227 | 227 |
| | - | 576 | 576 | - | 227 | 227 |

## 5. Expenditure on charitable activities

| | Rest-ricted £ | Unrest-ricted £ | 2020 Total £ | Rest-ricted £ | Unrest-ricted £ | 2019 Total £ |
|---|---|---|---|---|---|---|
| Staff costs | 124,208 | 96,252 | 220,460 | 85,126 | 51,108 | 136,234 |
| Supervising solicitor's fees | 1,290 | 1,710 | 3,000 | 4,371 | 4,551 | 8,922 |
| Rent and utilities | - | 30,178 | 30,178 | 6,369 | 24,276 | 30,645 |
| Travel | - | 1,000 | 1,000 | - | 3,750 | 3,750 |
| Volunteer costs | - | 118 | 118 | - | 877 | 877 |
| Insurance | 960 | 840 | 1,800 | 517 | 1,045 | 1,562 |
| Telephone | 355 | 824 | 1,179 | - | 2,223 | 2,223 |
| IT costs | 130 | 15,645 | 15,775 | - | 4,143 | 4,143 |
| Translation and subtitling | 11,813 | 432 | 12,245 | - | - | - |
| Printing, postage and stationery | 50 | 235 | 285 | - | 1,490 | 1,490 |
| Small equipment and maintenance | 569 | 958 | 1,527 | - | 1,148 | 1,148 |
| Support groups and other meetings | 450 | 1,171 | 1,621 | 13 | 3,473 | 3,486 |
| Client counselling | 2,319 | 381 | 2,700 | - | - | - |
| Publicity | - | 647 | 647 | - | 943 | 943 |
| Training and welfare | 20 | 2,505 | 2,525 | - | 1,085 | 1,085 |
| Conference fees | - | - | - | - | 447 | 447 |
| Subscriptions and affiliations | - | 834 | 834 | - | 1,233 | 1,233 |
| Sundries | 59 | 172 | 231 | - | 142 | 142 |
| Independent examination fees | - | 827 | 827 | - | 804 | 804 |
| Payroll services | - | 360 | 360 | - | 360 | 360 |
| Bank charges | 12 | 120 | 132 | - | 94 | 94 |
| Depreciation | - | 821 | 821 | - | 347 | 347 |
| | 142,235 | 156,030 | 298,265 | 96,396 | 103,539 | 199,935 |

## 6. Trustees and employees

No trustees received any remuneration or other benefits in 2020 (2019: none). One trustee received reimbursement for expenses totalling £349 in 2020 (2019: none).

No employees received emoluments in excess of £60,000 in 2020 (2019: none). The average monthly number of employees during the year (full time equivalent) was as follows:

| | 2020 | 2019 |
|---|---|---|
| Executive director | 1.0 | 1.0 |
| Legal officer | 1.0 | 0.8 |
| Senior communications and fundraising officer | 0.8 | - |
| Asylum seeker support manager | 1.0 | 0.9 |
| Asylum seeker support workers | 1.2 | 0.8 |
| Administrator | 0.4 | 0.4 |
| Team assistant | 0.7 | - |
| | 6.1 | 3.9 |

## 7. Tangible fixed assets

| | Computers £ |
|---|---|
| Cost: | |
| At 1 January 2020 | 3,933 |
| Additions | 4,248 |
| At 31 December 2020 | 8,181 |
| Depreciation: | |
| At 1 January 2020 | 2,527 |
| Charge for the year | 821 |
| At 31 December 2020 | 3,348 |
| Net book value: | |
| At 31 December 2020 | 4,833 |
| At 31 December 2019 | 1,406 |

## 8. Debtors

| | 2020 | 2019 |
|---|---|---|
| | £ | £ |
| Grants receivable | 1,000 | 12,000 |
| Sundry debtors | 11,552 | 7,483 |
| Prepayments | 9,022 | 7,922 |
| | 21,574 | 27,405 |

## 9. Creditors

| | 2020 | 2019 |
|---|---|---|
| | £ | £ |
| Trade creditors | 451 | 416 |
| Taxes and social security | 6,755 | 3,793 |
| Accrued expenses | 1,668 | 2,275 |
| | 8,874 | 6,484 |

## 10. Movements on restricted funds

| 2020: | 1 Jan 2020 £ | Income £ | Expend -iture £ | 31 Dec 2020 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | 12,000 | 13,000 | (25,000) | - |
| Ben & Jerry's Foundation | - | 25,000 | (6) | 24,994 |
| Better Bankside | 631 | - | (508) | 123 |
| Chris Graham-Bell Charitable Trust | 5,000 | - | (5,000) | - |
| Council of Europe | - | 3,514 | (3,508) | 6 |
| LGBT+ Futures Fund | 10,068 | - | (10,068) | - |
| LGBT+ Futures: Intersections Fund | - | 2,160 | (693) | 1,467 |
| LGBT+ Futures: National Emergencies Trust Fund | - | 4,914 | (4,290) | 624 |
| Lloyds Bank Foundation | 6,230 | 24,983 | (22,223) | 8,990 |
| National Lottery Awards for All | 2,500 | - | (2,500) | - |
| Paul Hamlyn Foundation: Covid-19 Emergency Fund | - | 20,000 | (20,000) | - |
| Protect LGBTQI+ Lives | - | 450 | - | 450 |
| Trust for London | 11,781 | 41,500 | (43,187) | 10,094 |
| Wakefield & Tetley Trust | - | 10,000 | (10,000) | - |
| | 48,210 | 145,521 | (146,983) | 46,748 |

## 10. Movements on restricted funds (continued)

Restricted expenditure is allocated as follows:

| | £ |
|---|---|
| Purchase of fixed assets (2020) | (4,248) |
| Purchase of fixed assets (2019) | (500) |
| Revenue expenditure | (142,235) |
| Total expenditure | (146,983) |

| 2019: | 1 Jan 2019 £ | Income £ | Expend -iture £ | 31 Dec 2019 £ |
|---|---|---|---|---|
| Barrow Cadbury Trust | 12,615 | 24,000 | (24,615) | 12,000 |
| Better Bankside | - | 644 | (13) | 631 |
| Chris Graham-Bell Charitable Trust | - | 5,000 | - | 5,000 |
| East End Community Foundation | - | 1,000 | (1,000) | - |
| The Law Society Charity | - | 2,500 | (2,500) | - |
| LGBT+ Futures Fund | - | 10,578 | (510) | 10,068 |
| Lloyds Bank Foundation | 11,677 | 24,983 | (30,430) | 6,230 |
| National Lottery Awards for All | - | 10,000 | (7,500) | 2,500 |
| Trust for London | 12,659 | 20,250 | (21,128) | 11,781 |
| Wakefield & Tetley Trust | - | 8,700 | (8,700) | - |
| | 36,951 | 107,655 | 96,396 | 48,210 |

The restricted funds are for the following purposes:

Barrow Cadbury Trust: towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2019).

Ben & Jerry's Foundation: for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Better Bankside: to fund the purchase of a new laptop and refreshments for support group meetings (£644 over one year from November 2019).

Chris Graham-Bell Charitable Trust: towards the salaries of the LGBTQI+ asylum seeker support workers and translation of key documents for the asylum legal and support service (£5,000 over one year from December 2019).

Council of Europe: for counselling to assist with the mental health needs of LGBTI asylum seekers in the UK whose needs have been exacerbated by the COVID-19 pandemic (€4,000 over three months from September 2020).

## 10. Movements on restricted funds (continued)

LGBT+ Futures Fund: for translating and subtitling legal information videos and text on Rainbow Migration's website (£10,578 over one year from April 2019).

LGBT+ Futures: Intersections Fund: for a new support group for LBTQI+ women seeking asylum (£2,160 over one year from April 2020).

LGBT+ Futures: National Emergencies Trust Fund: for the purchase of six laptops to ensure better data security as Rainbow Migration deliver services remotely (£4,914 over six months from October 2020).

Lloyds Bank Foundation: towards the salaries of support workers and associated costs (£74,949 over three years from May 2018).

National Lottery Awards for All: towards the LGBTQI+ asylum seekers support service (£10,000 over one year from May 2019).

Paul Hamlyn Foundation: Covid-19 Emergency Fund: towards core support during the Covid-19 pandemic.

Protect LGBTQI+ Lives: appeal launched in December 2020 in order to

- run communications campaigns to make the public and the LGBTQI+ community aware that the safety of LGBTQI+ people is under threat;
- provide evidence that demonstrates how important the right to asylum is;
- build alliances with refugee and LGBTQI+ organisations to push back against these threats in a strong and united way.

Trust for London: towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Wakefield & Tetley Trust: towards LGBTQI+ asylum services, specifically to benefit the residents of Southwark and Tower Hamlets (£10,000 over one year from January 2020).

## 11. Net cash provided by / (used in) operating activities

| | 2020 | 2019 |
|---|---|---|
| | £ | £ |
| Net income for the year | 190,190 | 20,067 |
| Adjustments for: | | |
| Depreciation | 821 | 347 |
| Decrease/(increase) in debtors | 5,831 | (11,991) |
| Increase/(decrease) in creditors | 2,390 | 2,567 |
| Net cash provided by operating activities | 199,232 | 10,990 |