



**Breaking
Barriers**

Meaningful employment
for refugees

Annual Report and Accounts

For the year ended 31 May 2025

2024–2025



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Foreword

It's astonishing how much can happen in a year.

For many of the people we serve at Breaking Barriers – refugees building new lives from the ground up – a year can mean the chance to find safety, stability, and take the first steps towards a new beginning. For others, it's defined by reaching a huge milestone, as they secure meaningful employment and start an exciting, if challenging, new chapter.



Ciara Devlin,
CEO

For the team at Breaking Barriers, the 2024–25 financial year has been no less momentous. In April, we marked our 10th anniversary and reflected on our journey from a start-up established by Matt Powell, with the support of a small, visionary group of donors, to a national charity. Over the past decade, our mission to support refugees into meaningful employment has remained a constant, and we are so proud of our staff, volunteers, funders, donors and partners who have supported 3,848 people during this time.

2024-25 has been our most impactful year yet. We supported 1,450 individuals - the highest number in any single year and a 16% increase on 2023-24. But we know that these aren't just numbers. They represent transformed lives, unlocked potential, and strengthened futures.

Change was a defining theme, as we responded to a world in flux. We welcomed RefuAid's award-winning Language and Re-accreditation Programmes into our service offering.

This was a bold decision amid a difficult funding climate. But it is one that not only strengthened our expertise and reach, but reflects our unwavering commitment to holistic, high-quality support for refugees and asylum seekers.

Beyond our organisation, the shifting political and economic climate also presented new challenges and opportunities. We refreshed our Theory of Change and began redesigning our service model to meet growing need in a sustainable way, with sharper ambitions to reach more people in more places across the UK.

Now, as we look ahead, we do so with hope. Not because the path is easy, but because the people we walk alongside show us what can be overcome with belief, determination and collaboration.

Thank you to everyone who has been part of our journey so far. We can't wait to see what the next year holds for us.



Alba Chiara Lamberti,
Chair of the Board of Trustees

About Us

Our vision

We're Breaking Barriers so every refugee can access meaningful employment and build a new life.

Our mission

We welcome refugees into meaningful employment with advice, experience, and education. We believe in the power of responsible business to change society for the better through our innovative partnerships.

Our values

Mission-led

We put refugees first in everything we do. We listen and respond. We act with integrity. We're focused on impact.



Welcoming

We welcome people of all backgrounds with an open mind. We will make everybody feel comfortable working with us every step of the way. We treat everybody fairly. We champion diversity, equality, and inclusion.



Entrepreneurial

We believe in the entrepreneurial spirit of every individual to build a better life. We believe in the power of responsible businesses to achieve social change. We're brave and bold enough to give new things a go. We're driven by making a lasting impact.



Collaborative

We believe in the power of teamwork and partnerships. We work collaboratively with colleagues to find creative solutions for the greater good. We're proud to share our expertise and knowledge with partners to further our positive impact.



Why we exist

Refugees flee their homes in fear.
From war, persecution, and violence.
With yet more hardship waiting in the
UK. A new country and language.
Stigma and suspicion.

While they wait for a decision on their asylum application, most people are not permitted to work, cannot choose where they live, and typically rely on government grants of £7 per day for food, sanitation, and clothing.

After they are granted humanitarian status, refugees still face many obstacles to gaining employment and building new lives. These can include:

- Language barriers
- Gaps on CVs due to lengthy asylum processes
- Lack of UK work experience
- Non-recognition of qualifications
- Limited understanding of the UK job market
- No local professional network
- Cultural differences
- Public misconceptions and discrimination

Refugees in the UK are almost three times more likely to be unemployed than people born here. And often, they are left to face these barriers alone.

We think that's wrong. And it's why we exist.

Our team at Breaking Barriers, alongside more than 100 volunteers, provides one-to-one advice and guidance, education, and training to support refugees.

We also work with partners and employers to build employability skills and UK experience, provide education and employment opportunities for refugees, and promote inclusive, equitable hiring practices and workplaces.

Together we break down barriers, so that every refugee will be welcomed into meaningful employment. Because we know that employment is about more than just a job.

For refugees, meaningful work doesn't just offer financial independence. It can restore a sense of identity, purpose and belonging. It can help people who've lost everything to connect with their new communities and build new lives. And, at the same time, employers can benefit from welcoming talented new colleagues with skills, experience and potential for innovation that can impact us all for the better.



Diversity, equity and inclusion

Our commitment to diversity, equity and inclusion (DEI) embodies two of our core organisational values – Welcoming and Collaborative. In 2024-25, we built on previous activity to embed DEI even further:

Workplace diversity

We exceeded targets for diversifying our staff profile in age, LGBTQ+, disability, and ethnicity at senior levels. We are working towards increasing ethnic diversity at all levels.

DEI Working Group

Our well-established DEI working group:

- Fed into an internal policy review to ensure inclusivity
- Led regular sessions to encourage staff involvement in DEI activities
- Arranged events to celebrate occasions such as Race Equality Week and Mental Health Awareness Week
- Organised ‘Deepening Awareness’ sessions on global issues to enhance staff knowledge of the challenges faced by our refugee clients and colleagues

Staff support

- We achieved [Pregnant Then Screwed](#) accreditation to support our pregnancy, maternity and paternity policies
- We recruited and trained more volunteer Mental Health First Aiders who provide valuable wellbeing support across the organisation



Anna Kingsley-Nyinah, Director of People

Lived Experience

- We updated and relaunched our Lived Experience Strategy, placing greater emphasis on internal support and career progression, to assist staff from refugee backgrounds or with experience of seeking sanctuary or forced migration. To help us meet these objectives, we also improved our employee data and started a programme to offer targeted learning and development for staff with lived experience
- The voice of diversity and lived experience continued to feature prominently in our work through the Lived Experience Panel, with increasing influence on strategy, operations and amplifying our presence externally

As we continue to embed DEI initiatives across the organisation, we are always learning and evolving our processes. We also remain committed to advocating for DEI and the benefits of diverse workplaces among businesses and employers.

Lived Experience Panel

The Lived Experience Panel (LEP) continues to be a driving force for inclusive change at Breaking Barriers.

Changing how we work

In 2024-25, LEP members contributed more than 400 hours of paid consultancy, embedding their professional and lived experience knowledge across service design, recruitment, partnerships, fundraising, communications and strategic development. The consultants:

- Contributed to our new Theory of Change
- Participated in the DEI working group
- Influenced our DEI strategy
- Designed interview processes to support inclusive recruitment
- Participated in shortlisting and interview panels for new staff and LEP members
- Ensured practices reflected our values and centred clients' voices
- Enhanced internal communications
- Informed HR policy
- Guided staff learning on forced displacement and cultural sensitivity

Representing Breaking Barriers externally

LEP members supported campaigns, contributed to fundraising applications, and represented Breaking Barriers at sector events and roundtables alongside our business and charity partners.

Notably, 100% of staff who worked with the LEP reported satisfaction with their involvement, praising the panel's professionalism and insight.

The LEP's work is about more than representation – it is about co-creation, shared leadership, and shifting power. We are proud to keep building on the panel's valuable contribution together.



Nanou, Lived Experience Consultant

Nanou, Lived Experience Consultant, 2024-25

66 Being part of the Lived Experience Panel at Breaking Barriers has been a powerful leadership journey. One of my proudest moments was interviewing the current and former CEOs of Breaking Barriers, where I brought forward the voices of refugee communities. I also spoke directly with business partners, advocating for fairer employment opportunities and more culturally responsive practices.

These experiences deepened my confidence and positioned me as a changemaker within the organisation. Collaborating with my Breaking Barriers colleagues and panel members, I've helped shape services and policies that reflect real needs.

It's been an honour to lead with purpose and ensure lived experience is at the heart of everything Breaking Barriers does.

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Find out more about our
[Lived Experience Consultants](#)

Mika's story



66 I am from Azerbaijan and came to the UK on 21 February, 2016. I still remember that day. Isn't it strange remembering the dates while other people do not even remember their anniversaries?

As a refugee, I faced many challenges – navigating a new system while dealing with language barriers, homelessness, and the responsibility of caring for my disabled mother. It was overwhelming at times, especially not knowing where to turn for support.

For example, when I was granted refugee status, my mother and I became homeless and had to rely on the local council. At the same time, I was trying to continue my education while being my mother's full-time carer.

Despite these challenges, I stayed focused on my goals. I pushed through university and got my degree, and I became passionate about helping others in similar situations.

The support I received from Breaking Barriers has been such an important part of my journey.

While I was still studying, my caseworker was Anisa – she was absolutely lovely and incredibly supportive. After I'd graduated, Abdul became my new caseworker, and he's been even more supportive. I felt quite lost, unsure of what direction to take. We started having regular online check-ins every two weeks. He listened patiently to all my worries – and even my rants!

Thanks to Abdul's support and encouragement, I got a full-time role at the Refugee and Migrant Centre as an adviser and became a Lived Experience Consultant at Breaking Barriers. It's been an amazing journey with Breaking Barriers, and I'm so grateful for everything.

Meaningful employment is about being in a place where I feel I truly belong – working alongside people who share the same mindset and being part of a compassionate and understanding environment where my values are reflected in the work I do.

My ultimate goal is to become a lawyer. I know it's a long and challenging journey, but I'm committed and truly believe I'll achieve my dream. Step by step, I'm working towards building a career that reflects my passion for justice and helping others.

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A decade of impact

During 2024-25, Breaking Barriers reached a significant milestone, as we marked our 10th anniversary.

In 2015 our founder, Matt Powell, launched Breaking Barriers' mission to support refugees into meaningful employment from his parents' kitchen table. From those modest but ambitious beginnings, we have since grown into a charity with national reach.

Our [Breaking Barriers: Building Futures](#) campaign began in April 2025, creating an opportunity to look back on a decade of our clients' achievements, and ahead to the future we want to see for refugees. It featured 10 of our clients, reflecting on their journey to meaningful employment, plus insights and highlights from 10 Breaking Barriers partners and long-term supporters.

10 years

3,848

clients supported across the UK between 2016-17 and 2024-25



1,920

clients have achieved

3,540

positive outcomes in employment, education and volunteering



1,558

employment outcomes

1,663

education and training outcomes

319

volunteering outcomes

1,435

clients have participated in education programmes



279

group recruitment and skills sessions hosted by

74

corporate partners



50%

of clients have achieved a positive outcome during their time enrolled with us



2024-25: A momentous year

In December 2024, Breaking Barriers integrated two successful programmes from partner charity, RefuAid, into our service offering:

Language: Working with English language teaching institutions across the country, this service offers refugees structured tuition to help them achieve a high level of English or gain the language qualifications they need to enter UK higher education or employment.

Re-accreditation: This programme provides expert guidance to help refugees who have international qualifications to achieve the certifications they require to re-enter their chosen field in the UK.

These two services joined our established **Employability Programme**, which provides support and training to help refugees identify, access and apply for workplace and education opportunities. It combines one-to-one advice, group recruitment and skills sessions led by our corporate partners, plus pathways that bring together refugees and employers to build knowledge and create opportunities in specific job sectors.

Each of these programmes tackles different barriers to employment, and in combination they allow us to offer tailored support to meet each of our clients' needs. Because every refugee's situation is unique. As are the skills, talents and experience that they can bring to workplaces across the UK.

We are also excited that the integration of the Language and Re-accreditation Programmes has further expanded Breaking Barriers' geographical reach. We continue to support clients from our hubs in London, Manchester, Birmingham and Glasgow. But our re-accreditation support is offered fully remotely to clients country-wide. And our language education partners provide both online and in-person courses across the UK.



Click to watch the joint CEO interview about the integration of the Language and Re-accreditation Programmes from RefuAid into Breaking Barriers

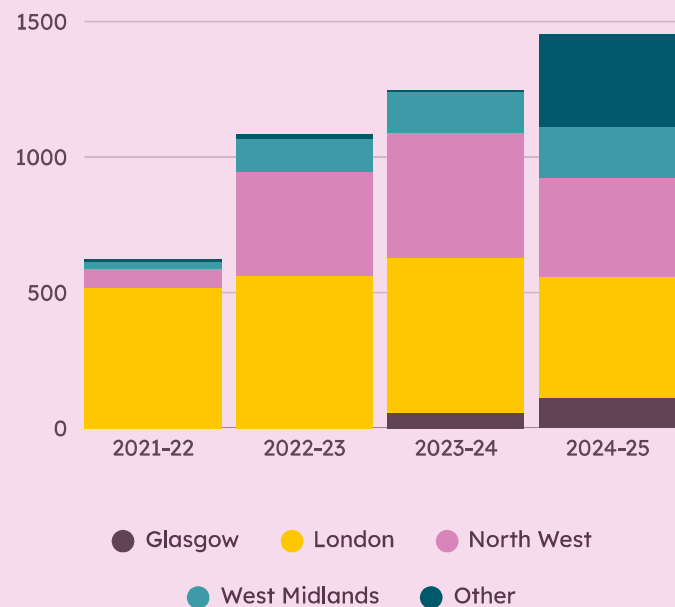


Our year in numbers

Together, in 2024-25*, our Employability, Language and Re-accreditation Programmes increased Breaking Barriers' impact and allowed us to reach more refugees, wherever they are in the country. 1,450 people benefitted from our support – the highest number in any year to date, and a 16% increase on 2023-24.

**Our financial year runs from June to May.*

Clients supported by location¹



1,450

clients supported -
more than any
previous year



42%

of clients achieved outcomes

4%

higher than 2023-24

269

new jobs started
by clients



904

positive outcomes
achieved by

612

clients
– the highest number
of outcomes ever,
and a

27%

increase on 2023-24



90%

of clients reported an improved understanding of their
preferred sector of work



126

dedicated volunteers
gave one-to-one
employability support,
mentoring or tutoring
to clients

41

group recruitment
and skills sessions
hosted by

29

corporate partners



88%

of clients reported
increased
confidence in
meeting their
employment goals

¹ Client location is determined either by the Breaking Barriers hub through which they receive support, or their address,

Esraa's story

66 I have a job and I'm studying for my master's degree.

People see that and think I'm successful. But I want to share the struggles I went through. So that anyone reading this is inspired to help refugees. Or, if you are a refugee, to show that you just have to keep working and waiting for your time.

I'm from Sudan. I have two degrees in computer science, and I worked as an ICT teacher for primary children. I'd worked since I'd graduated, I lived a good life, and I was very independent.

I arrived in the UK to study a master's degree in business analysis and consulting. However, war broke out in Sudan, my company was no longer able to sponsor my studies, and it was not safe for me to go home. In one moment, I went from excitement for my master's, to becoming a refugee. I lost everything.

I started to apply for jobs. It was so hard. Most companies didn't answer my applications. I had some interviews but I didn't get the jobs and they didn't give me any feedback, so I didn't know how to improve.



Then I came to Breaking Barriers and I met Safia, my Employment Adviser. We worked on my CV and cover letters. She also helped me with my interview skills. I went on courses and workshops with Breaking Barriers and their partners too.

Safia saw my potential and helped me gain the confidence to apply for jobs where I could develop my skills. I applied for a role as an Employer Engagement Officer and got an interview. This was good news! Breaking Barriers helped me to prepare and, 10 minutes after I left the interview, the manager called me and offered me the job.

I came to the UK to complete my master's, and that is still my primary goal. I began my course in September 2024, but I've continued working at the same time. I also hope to pass my driving test soon, and become fully independent again.

The people we work with

Who are our clients?

Breaking Barriers supports people in the UK who've been granted refugee status or other humanitarian protection – such as those with visas under the 'Ukrainian Family' or 'Homes for Ukraine' schemes, and British National (Overseas) visa holders from Hong Kong.

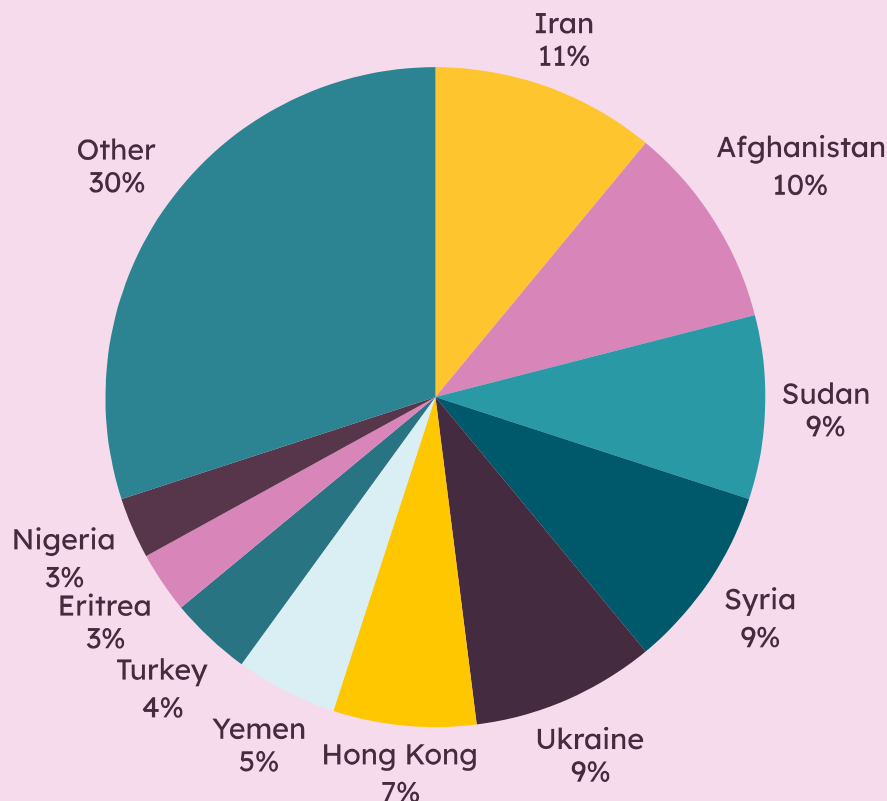
We also support, asylum seekers who have the right to work and, on our Language Programme, those who have the right to study in the UK.

Our clients have a diverse range of backgrounds and experiences. Here is a snapshot of the people we supported in 2024-25.²

Country of Origin

Our clients came from 76 countries, but almost half were from just five: Iran, Afghanistan, Sudan, Syria and Ukraine.

Top 10 countries of origin

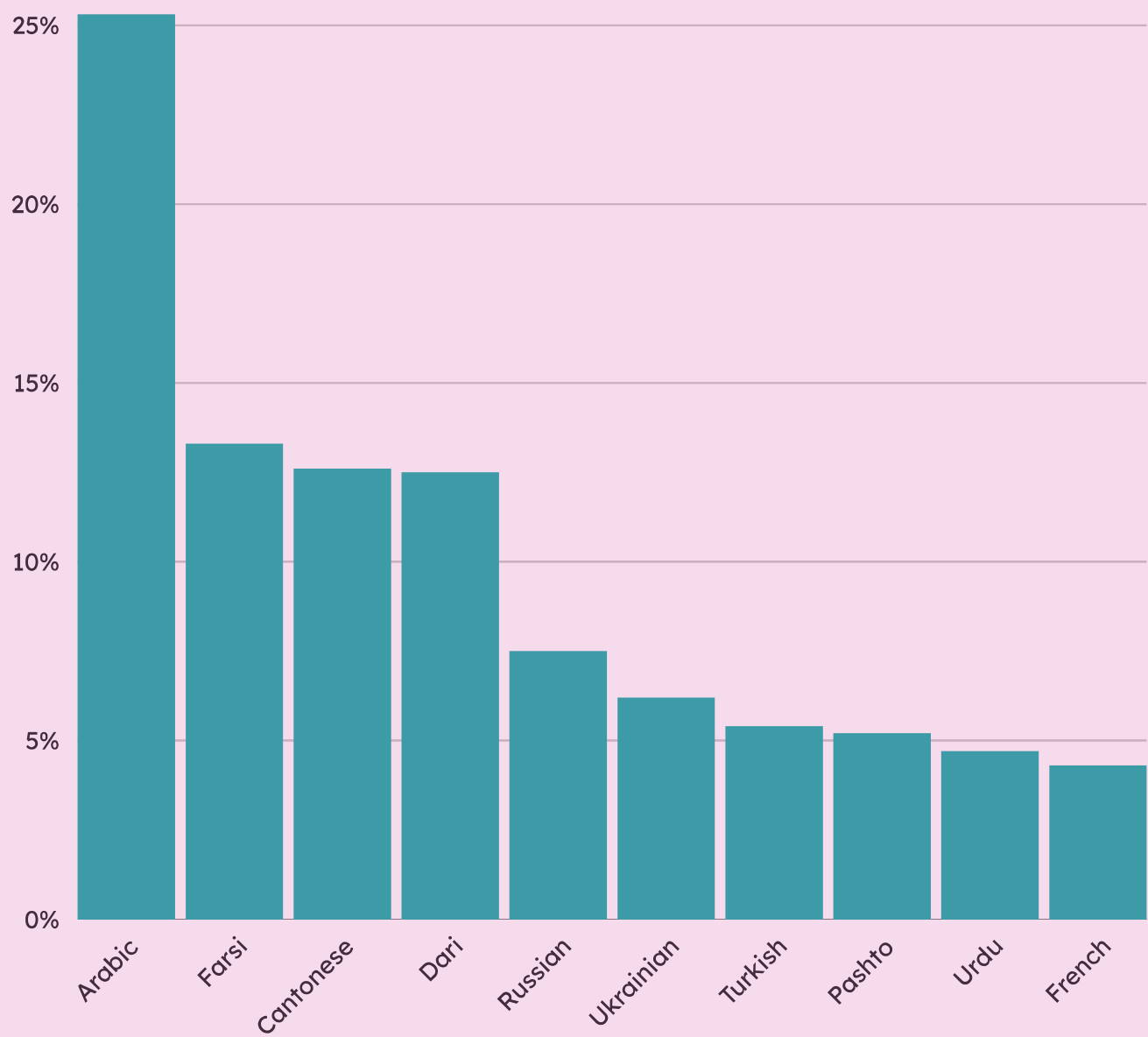


² The information collected about clients receiving employability support differs from that historically collected for the Language and Re-accreditation programmes integrated from RefuAid. Where specified, insights for 2024-25 relate to a sub-set of clients.

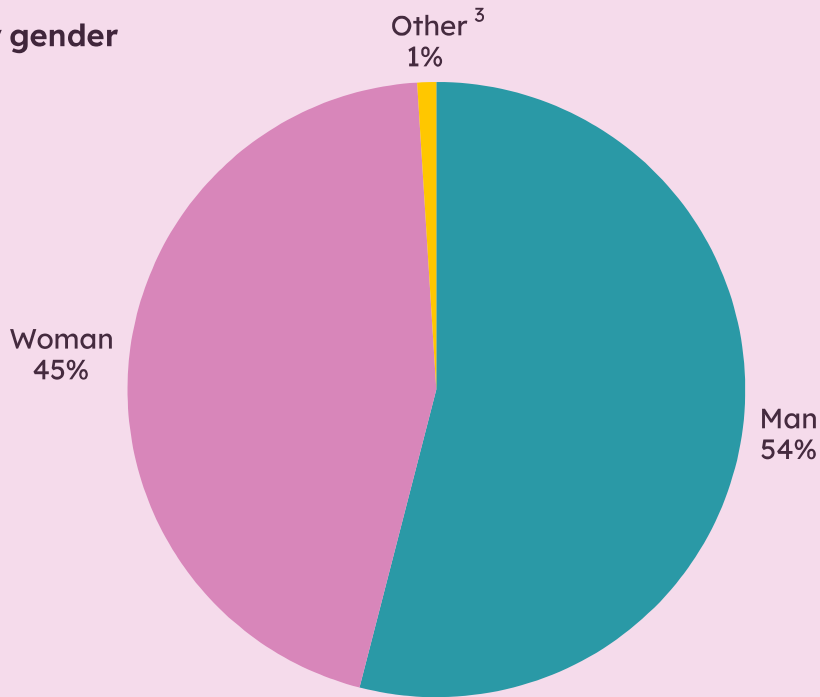
Languages

More than 100 languages are spoken by clients on our Employability Programme, with the most common being Arabic, Farsi, Cantonese and Dari.

Top 10 languages spoken by clients



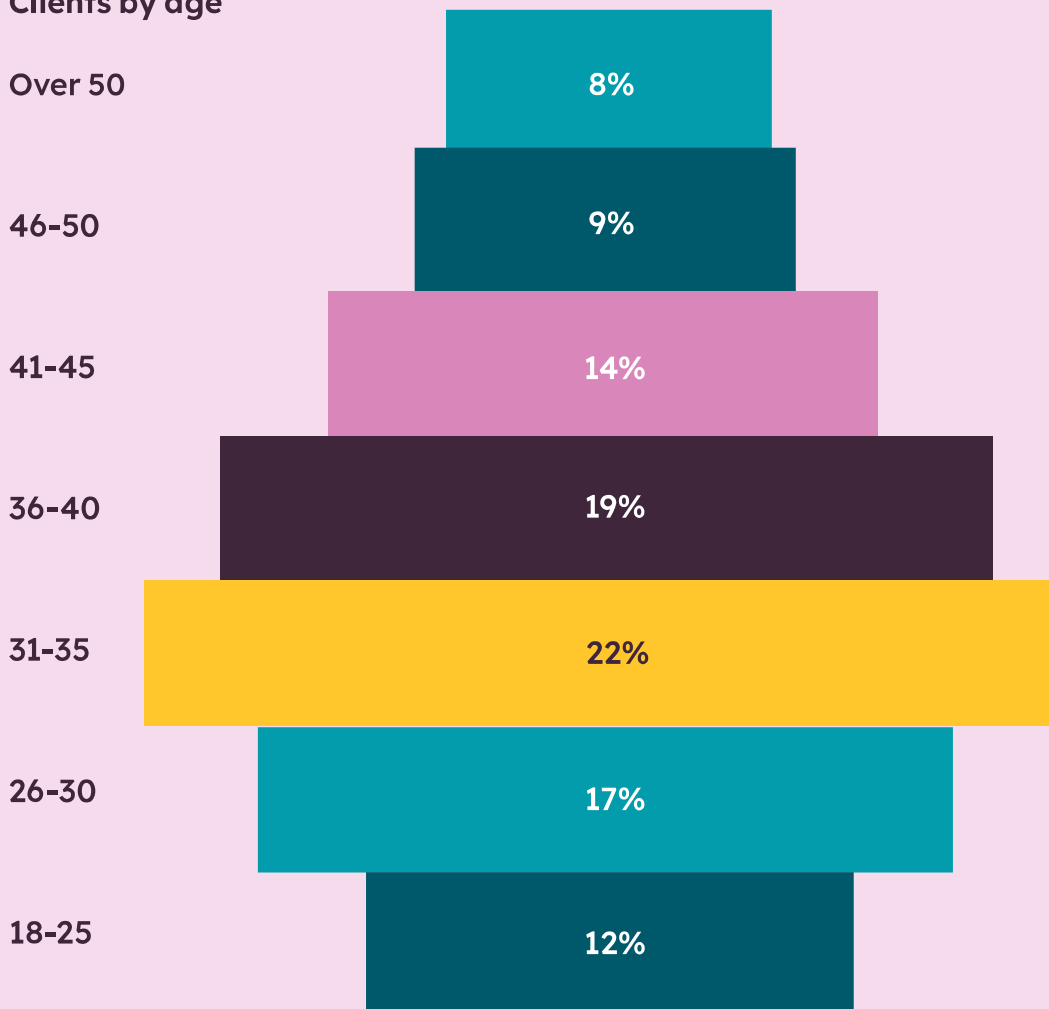
Clients by gender



Gender

54% of our clients identify as a man and 45% identify as a woman. This compares with 58% and 41% respectively in 2023-24.

Clients by age



Age

Our clients' ages range from 18 to 50+. Over two-thirds are aged 40 or under.

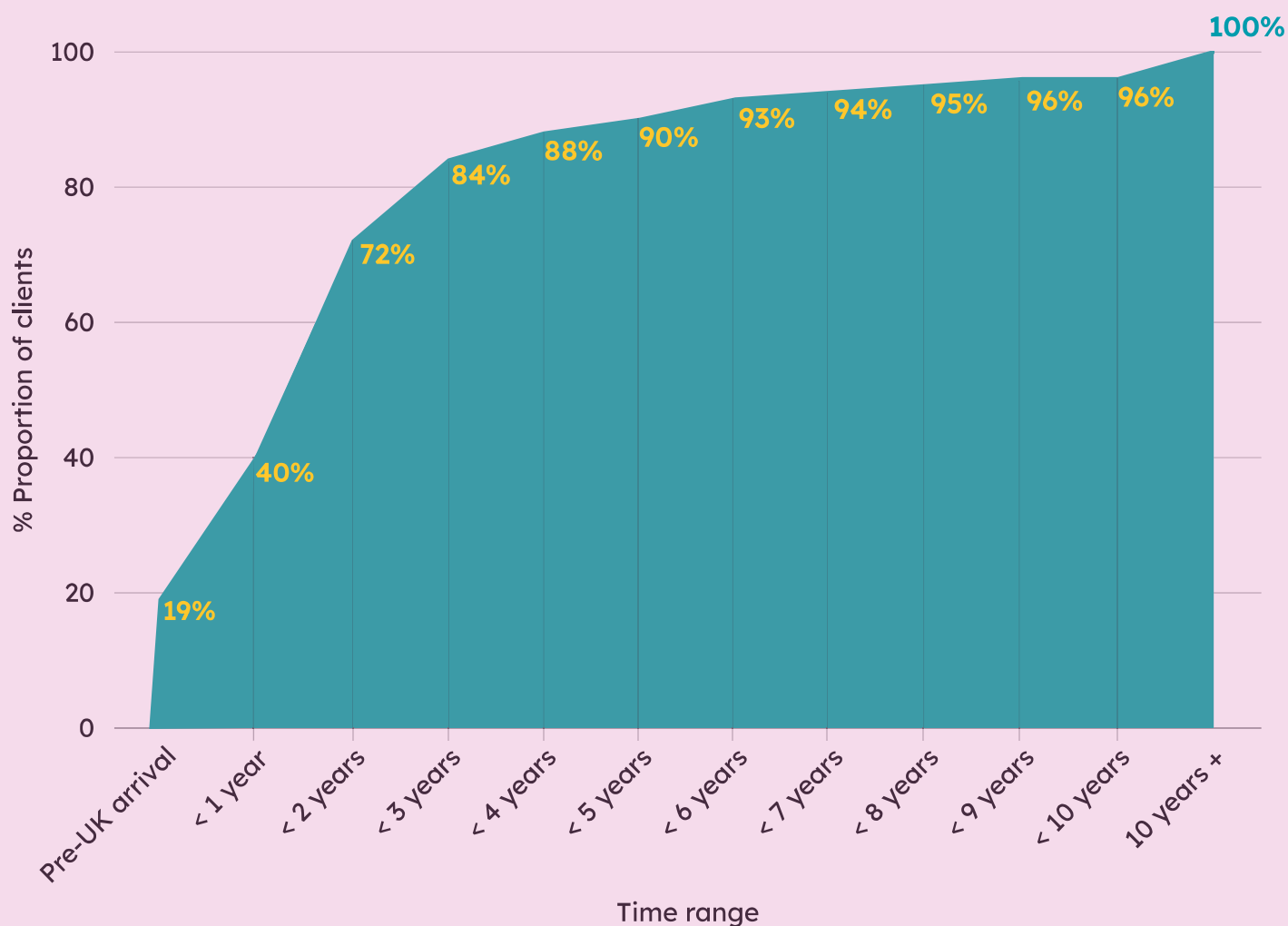
³ 'Other' includes one non-binary client and where the client's gender is not known.

Time waiting for refugee status

Our data indicates that more than a quarter of clients receiving our employability support in 2024-25 had waited for over two years to receive their refugee status. Some waited considerably longer – with 4% waiting 10 years or more.

Because most of our clients are only permitted to work after their asylum claim has been granted, many face lengthy gaps on their CVs and risk falling behind with the skills and advancements in their industries.

Clients by time spent awaiting refugee status





Rebecca, Employment Adviser

66 My caseload includes clients at different stages of their lives and in a range of circumstances. While it is rewarding to support those beginning their careers — helping them explore options and what excites them — it's equally inspiring to work with experienced clients who are retraining in a new industry or returning to a familiar one.

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Education and qualifications

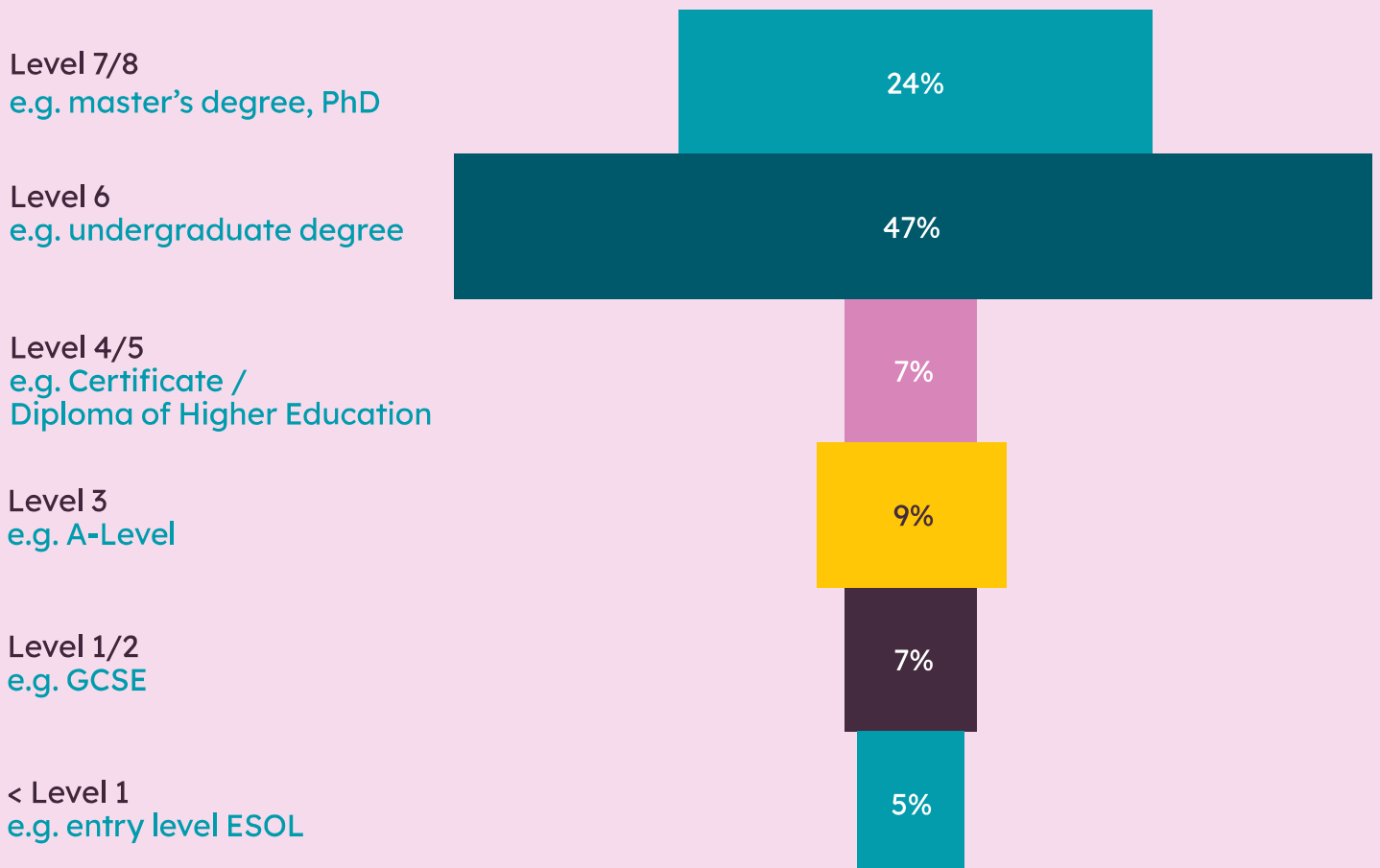
Most of our clients are highly educated. Our data indicates almost three-quarters (71%) of those supported in 2024-25 have at least an undergraduate degree or other Level 6 qualification, such as a Graduate Diploma. And 24% hold a master's degree, PhD or other Level 7/8 qualification.

Overall, our clients have a higher level of education than the British public as a whole. 78% of clients have at least a Level 4 qualification (eg, Certificate/Diploma of Higher Education or equivalent), compared to 37% of the general public.

For more information on British Qualification Levels, visit:

<https://www.gov.uk/what-different-qualification-levels-mean>

Highest level of client education



⁴ Based on 2021 census data from the [Office for National Statistics](#) (for England & Wales) and the [Northern Ireland Statistics and Research Agency](#), and 2022 census data from [Scotland's Census](#). Census data is for residents aged 16 or above, so may understate education levels relative to Breaking Barriers clients, who are all aged 18+.

English Language

Learning a new language is one of the biggest challenges many refugees face when they reach the UK.

Nearly 90% of the people we supported in 2024-25 were recorded as having good English speaking ability at enrolment. But complex language in recruitment or contracts can still create a barrier to employment. Whilst workplace jargon and unfamiliar communication styles can make jobs harder for those who are learning English.

Breaking Barriers works one-to-one with clients to help them navigate recruitment and onboarding processes. We also support corporate partners to make recruitment more accessible and open-up job opportunities to our clients. And we work with professional bodies to try to set inclusive recruitment standards across industries.

We also work alongside a network of over 160 language teaching institutions across the UK to address the fact that applicants for many jobs – and most higher education courses – must pass an English language test.

Preparing for and taking these tests can be time-consuming and expensive, often putting jobs or courses out of reach for refugees and asylum seekers. So, we connect clients with free, structured English tuition, and cover travel and exam costs, to help them achieve the qualifications they need to enter university or rejoin their previous profession.



Work experience and employment status

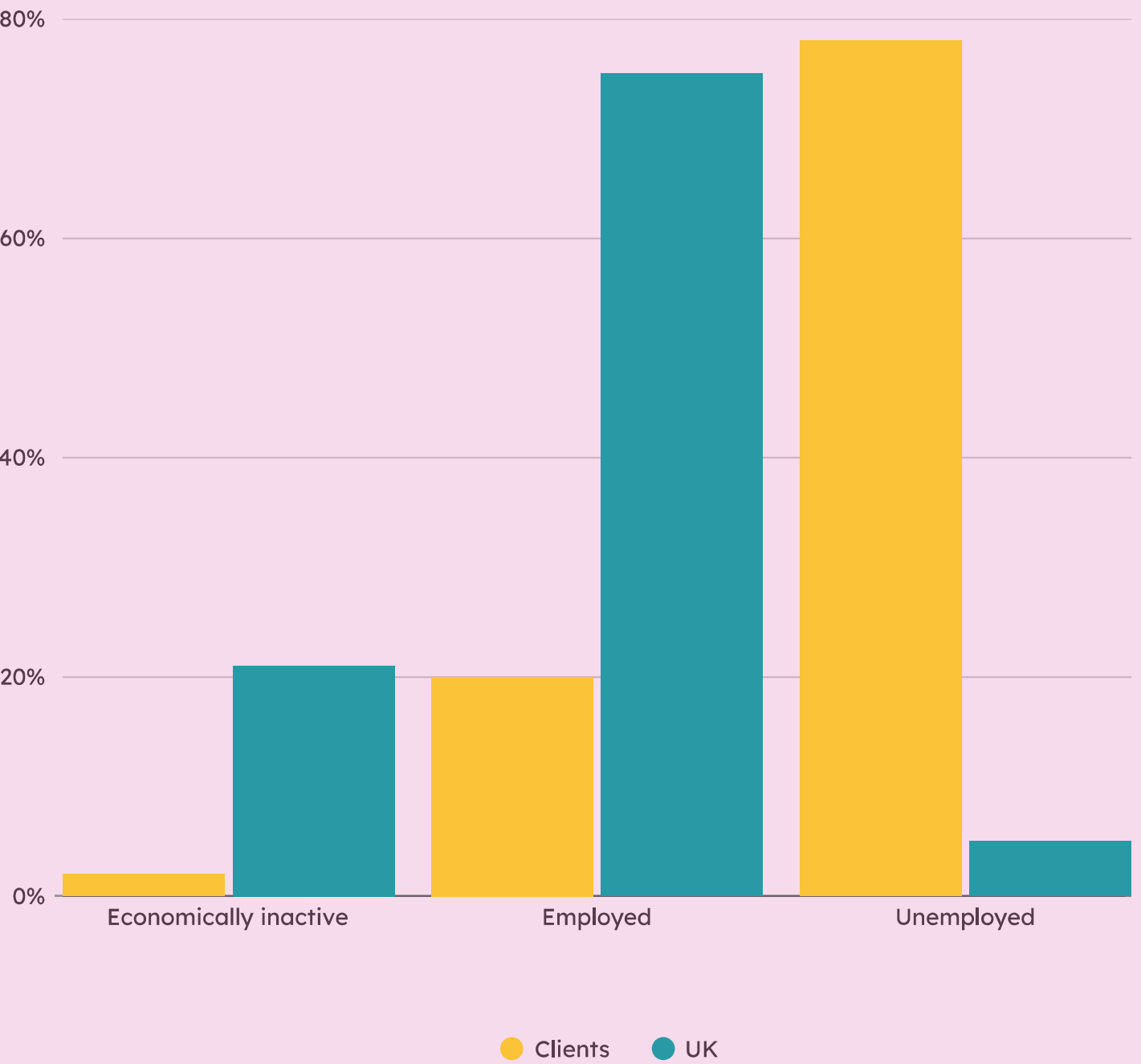
Before enrolling with us, most of the people we supported in 2024-25 had substantial work experience abroad or in the UK. Our data indicates that two-thirds had at least three years' experience, while 30% had worked for 10 years or more.

Despite high levels of education and experience, and four fifths having already started their job search, 78% of clients on our Employability Programme were unemployed when they enrolled with us. This compares to 5% of the UK population as a whole, and reflects the many challenges refugees face when looking for work in the UK.⁵

Years of work experience at enrolment



Clients’ employment status at enrolment



Labour market knowledge

One of the barriers between refugees and meaningful employment is understanding how UK recruitment processes and the labour market work.

When they enrolled, three quarters of clients on our Employability Programme felt they knew where to look for job opportunities, and over 70% had applied for jobs in the previous three months. But almost half of those who'd started their job search had never had a UK job interview, and nearly a third had been looking for work for at least a year.

Our one-to-one employment advice, client workshops with corporate partners, and sector-specific training pathways can all help bridge the gaps in refugees' knowledge of the UK and improve their chances of success in job applications.

87%

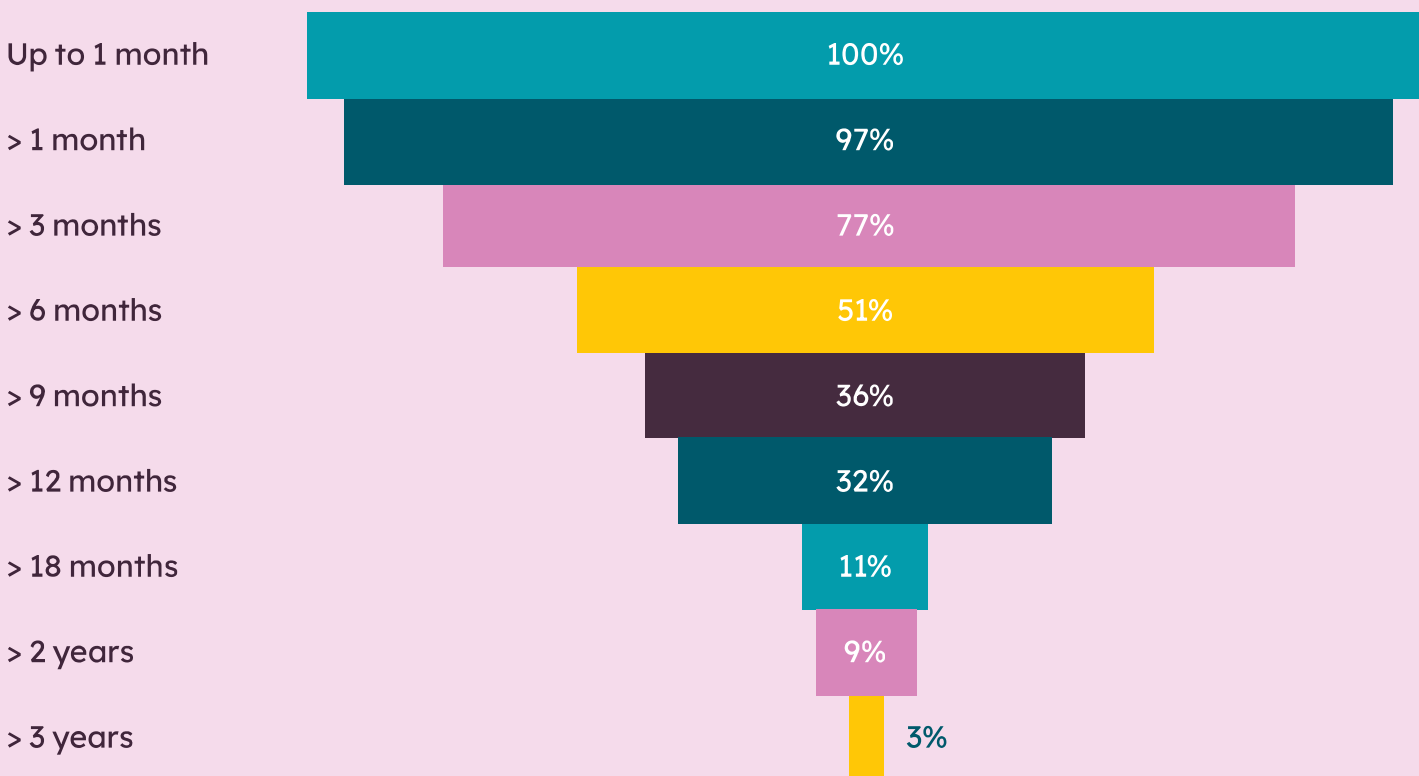
of employability clients had a CV when they enrolled, but only



43%

felt confident about writing a cover letter

Active job seekers: Time looking for work pre-enrolment



Said, Employability Programme client

66 Before joining Breaking Barriers, I had attended a few interviews but was unsuccessful. At that time, I lacked confidence and wasn't sure how to approach job applications or interviews, especially since I had no work experience in the UK.

After joining Breaking Barriers, my confidence started to grow. I even began considering new career paths. Breaking Barriers helped me see different options and opened my mind to new opportunities. Even though I only attended one job club session, it gave me the knowledge and confidence I needed to move forward and prepare for interviews. During a one-to-one Zoom session, I practised answering interview questions, which really helped me prepare.

Shortly after that, I attended my first interview since joining Breaking Barriers, and I got the job! This experience showed me just how valuable the support from Breaking Barriers is. Sometimes, people just need a small spark to ignite their potential.

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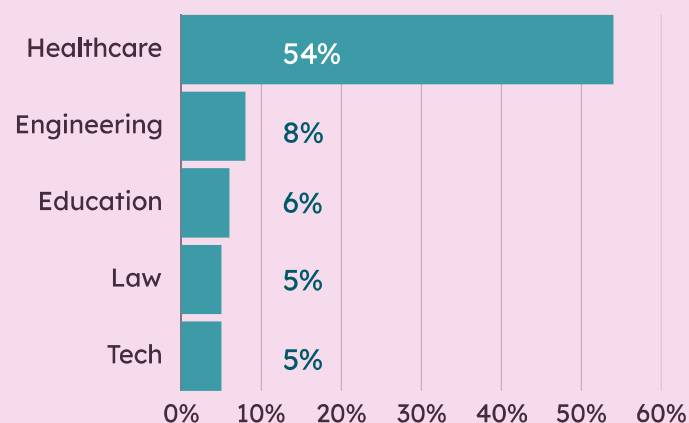
Professions and job sectors

Clients join us with a wide variety of employment goals. For example, they may be seeking their first UK work experience, looking for a role where they can build their English skills, or trying to progress from insecure employment.

But many of our clients have a specific employment path in mind and need help either to access specific training or education, or to restart previous careers. These goals are a particular focus for our Language and Re-accreditation Programmes.

In 2024-25, our Language and Re-accreditation teams supported a diverse range of professionals, from doctors and teachers to electricians, pharmacists and even a Merchant Navy Officer. Healthcare was the most popular sector within these programmes – with over half of clients wanting to kickstart their UK career in this field.

Top employment sectors for Language and Re-accreditation clients



Interrelated challenges

The challenges and barriers faced by refugees are complex and interrelated. So, whilst we focus on refugee employment, we work alongside organisations with other expertise to extend the support for our clients. In particular, we refer clients to – and have clients referred to us by – organisations that provide support with housing and mental health.

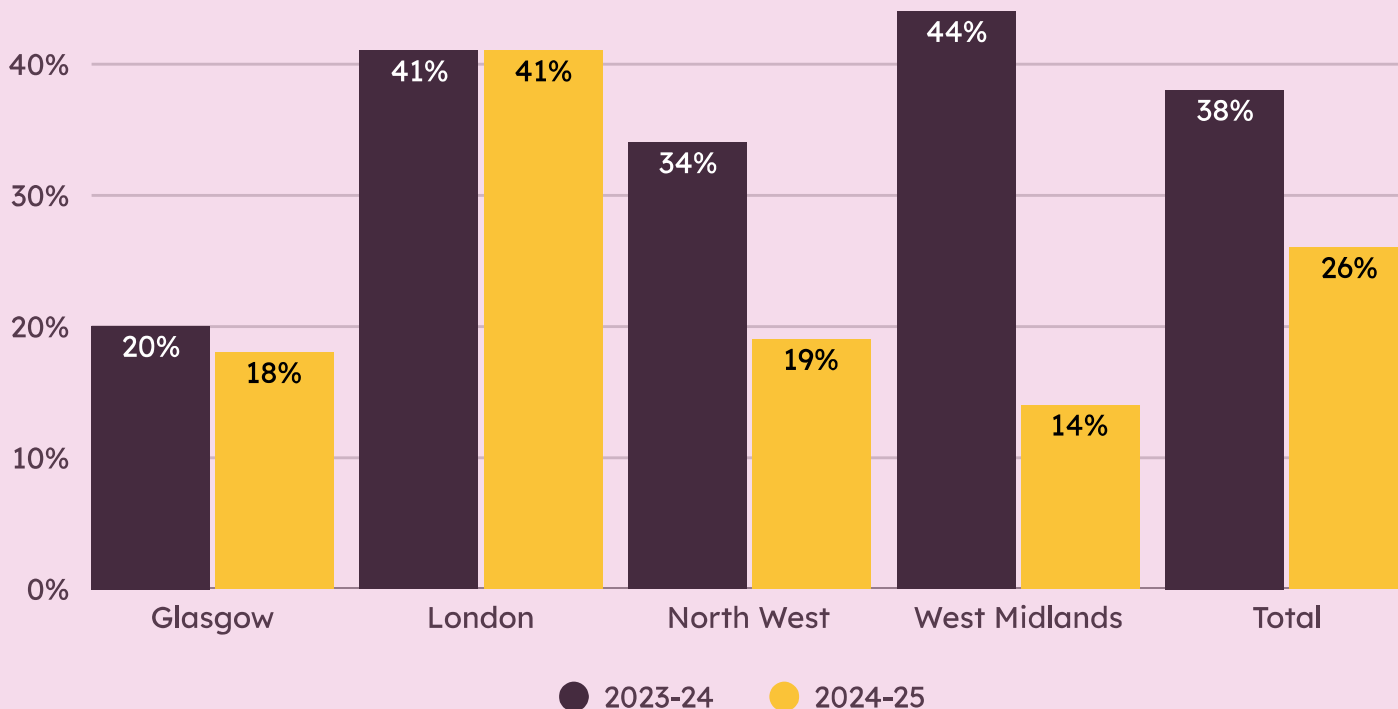
Homelessness

Many of our clients struggle with homelessness and insecure housing.

The percentage of clients on our Employability Programme who were homeless at enrolment fell outside London in 2024-25. However, over a quarter were experiencing homelessness when they joined us. This creates many challenges and can affect people's ability to find employment.

For example, clients without a secure home may not know how long they'll be living in a particular area. They may not have access to WiFi, or a desk or table to sit at. And they may be in overcrowded or shared accommodation without a private space for online job interviews or to work.

Employability clients experiencing homelessness



Mental health

The proportion of our employability clients who said they were experiencing mental health difficulties when they joined us fell from 25% in 2023-24 to 21% in 2024-25. However, this still means that one in five reported that they regularly struggled with their mental health.

It's also important to note that, due to ongoing stigma and different cultural perceptions or understanding of mental illness, this challenge may be under-reported.

The causes of mental health challenges for our clients are often complex, but can include:

- **Complicated and lengthy legal and asylum processes**
- **Homelessness or insecure housing**
- **Language barriers**
- **Financial stress**
- **Fears for family and friends who are unsafe**
- **Racism, discrimination and prejudice**
- **Trauma**
- **Social isolation**

Aziia, Employability Programme client

66 I am very grateful for Breaking Barriers' support. Maybe I haven't achieved any significant or desired results yet, but what I've done and where I am now is also an achievement for me. Because honestly speaking, this was the most psychologically difficult year of my life and I'm glad that I went through certain things in it, and I was not alone.

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Outcomes and Impact

Thanks to the determination of our clients, dedication of our teams, and the support of our volunteers, partners and donors, 2024-25 was a record-breaking year for Breaking Barriers.

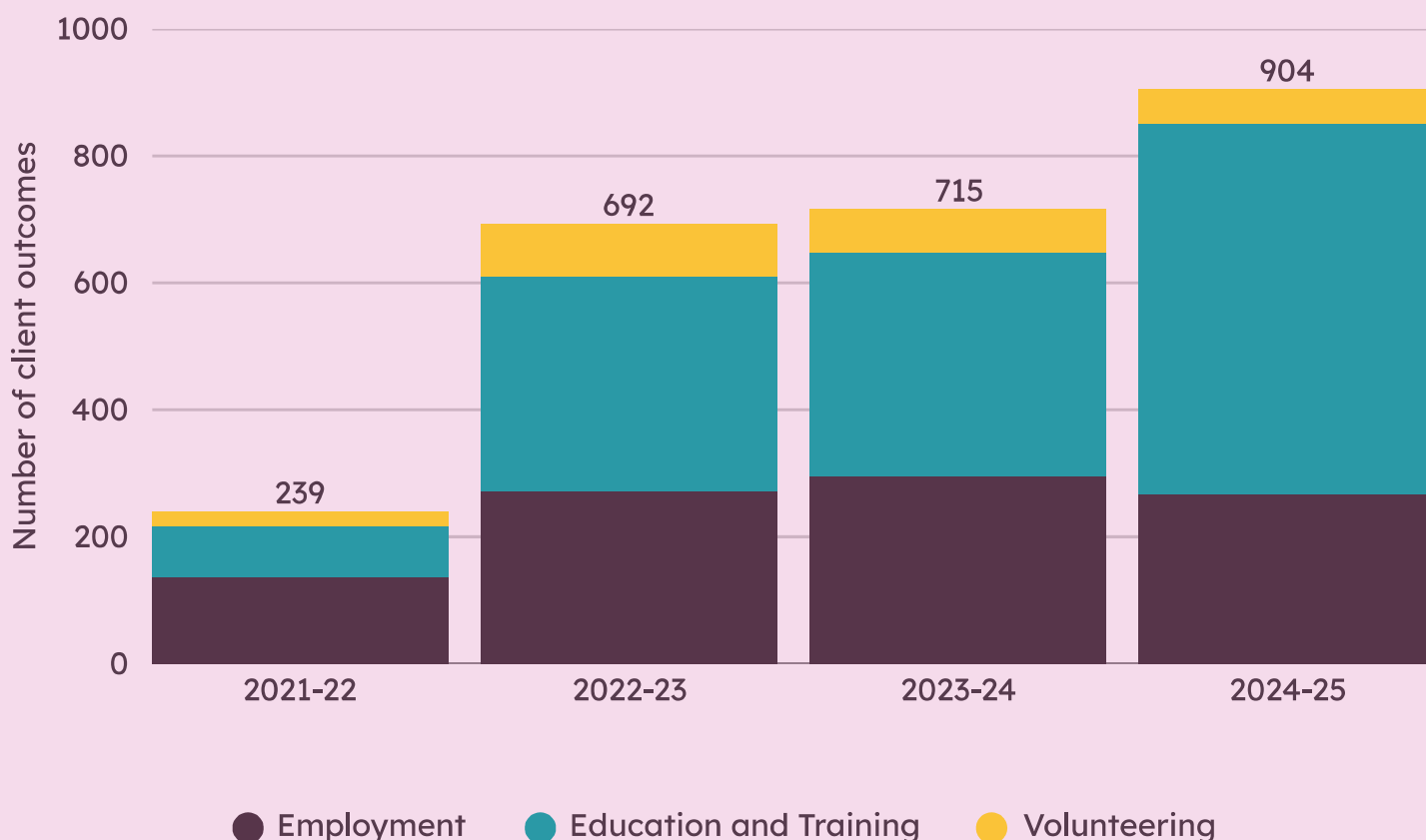
Across our Employability, Language and Re-accreditation Programmes, we supported a total of 1,450 clients. This is more than any previous year, and 16% higher than 2023-24.

2024-25 also saw 612 clients achieve a record 904 positive outcomes on their employment journeys. These outcomes include starting jobs, achieving education or training goals, or entering volunteering – which can help refugees to gain UK work experience, practise English and integrate into their new communities.

The number of outcomes is a 27% increase on 2023-24. And the percentage of clients achieving at least one outcome also increased, from 38% in 2023-24 to 42% in 2024-25.

Here, we highlight some of the key factors behind these figures, before exploring our clients' employment, education and training outcomes in more detail.

Client outcomes by year



Our corporate partners

We believe in the power of responsible business to change society for the better. And our corporate partnerships can help to meet the needs of refugees at various stages of their employment journey.

Our partners provide critical funding for our services, free access to training and other resources, employment opportunities and, in many cases, hands-on assistance for refugees.

In 2024-25, 192 clients were supported in 41 group recruitment and skills sessions delivered by 29 of our corporate partners. These included:

- Jobs fairs that create opportunities for clients to connect directly with a range of local employers
- Insight sessions on sectors as diverse as law, health care, and green jobs
- Employability workshops on topics ranging from CVs to transferable skills and using AI in job searches.

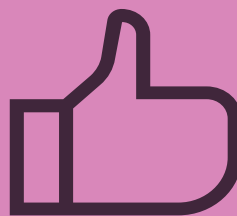
Clients may join individual sessions, or a pathway of events focused on building knowledge and experience of a particular sector. These pathways can also lead directly to paid work experience for our clients.

85%

of clients giving feedback on workshops felt their confidence applying for jobs and their understanding of the UK workforce had increased.

84%

also felt that the workshops had increased their job interview confidence.



Laura Mountain,
Head of Foundation,
Social Value & Sustainability,
City & Guilds Foundation

66 Working with partners like Breaking Barriers is absolutely critical for achieving our social impact goals. We simply couldn't do it without them.

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Breaking Barriers with Macquarie

66 At Macquarie, we're passionate about driving social impact through both our financial and non-financial resources. We recognise that many people face systemic barriers to employment, so much of the Macquarie Group Foundation's support focuses on building effective pathways into work. Given this, working with Breaking Barriers felt like a perfect fit.

We began our collaboration with three main goals:

- To support refugees by funding Breaking Barriers' employment and education programmes
- To contribute directly to individuals achieving employment outcomes
- To grow national support through skills-based volunteering within Macquarie.

The immense challenges refugees face, from language barriers to lack of UK work experience, make them around three times more likely to be unemployed than UK-born individuals. Such challenges can't be fixed overnight. But we are proud to have supported the achievements of many Breaking Barriers' clients.

Our CV and Interview Skills workshop, led by volunteers from Macquarie, showed how meaningful direct connections with refugees can be for all involved. This was demonstrated more recently at Employer Insight Sessions, where Macquarie employees shared their personal employment journeys, and offered advice to attendees.

Being part of Breaking Barriers' Business Behind Refugees movement has connected us with like-minded companies across sectors.



Rachel Engel,
Regional Director of the Macquarie
Group Foundation

This unique, non-profit-led initiative offers a safe space for collaboration, allowing us to share best practices and increase our collective impact.

Reflecting on the past year, the personal stories of refugees like Fatima and Nanou, from Breaking Barriers' Lived Experience Panel, have been especially inspiring. These stories bring the data on employment barriers and support programmes to life, reinforcing the importance of listening to those with lived experience.

Meaningful collaboration has been key to success. By respecting each partner's expertise and including refugees in decision-making, we have created a truly impactful partnership. We encourage our employees to engage in ways that suit them best, whether through workshops, mentoring, or fundraising challenges with matched donations.

In summary, if your company seeks to address systemic employment barriers and support motivated, talented individuals, a collaborative partnership with refugees could be the right fit.

Volunteering

Volunteers play a vital role in supporting Breaking Barriers' clients.

In 2024-25 this included workshop volunteering by corporate partner employees, volunteer-led, one-to-one employability sessions covering everything from job searches to interview practice, and longer-term relationships between clients and a volunteer tutor or mentor.

Volunteer tutoring is allied primarily with our Language Programme. It pairs teachers with refugees who need one-on-one support to develop their English language skills to enter employment or education.

Mentoring is an established part of Breaking Barriers' work. It connects clients with someone who has experience in a particular role or sector, or who is able to give guidance to help them progress into a better role.

With the integration of the Re-accreditation Programme, we are also excited to be partnering with the CIPD Trust, whose commitment to opening doors for refugees through mentoring and professional development has transformed lives. Together, we connect refugee professionals with experienced UK-based volunteers who provide not only career guidance but also encouragement and confidence, helping refugees believe in the possibility of rebuilding meaningful careers in the UK.

Jolie, Breaking Barriers volunteer

66 Volunteering at Breaking Barriers broadened my own world outlook and gave me a better understanding of the hurdles faced by refugees in the UK. I was humbled by the experiences the clients had been through and the challenges they had overcome to get to the start of their life in the UK. Their resilience impressed me greatly.

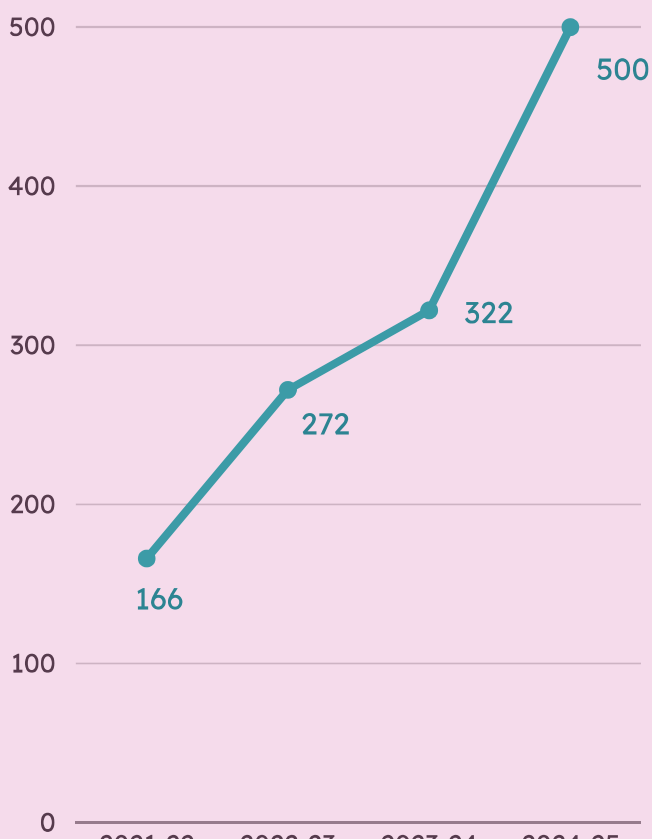
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Education classes

We supported 500 clients to access education opportunities in 2024-25. Because of the integration of the Language Programme, this was an increase of 55% compared to 2023-24, and more than triple the number of clients in 2021-22.

The education support offered during the year comprised a mix of education classes delivered in-house and structured English courses offered by our UK-wide network of partner language schools, universities and online learning platforms.

Clients participating in education programmes





Fiona Dunlop, Principal at Wimbledon School of English

66 Wimbledon School of English has a long and rewarding history working with the Language Programme, which was part of RefuAid and is now part of Breaking Barriers. We have offered nearly 100 scholarships to students from the programme since 2016 and look forward to welcoming many more.

We have had so many positive results from the students coming to study with us over the years. They are always inspirational and driven, bringing so much to our student body and to the school in general. We are humbled by their stories, their efforts and their progress as we see them making friends, achieving academic goals and rebuilding study journeys or careers.

We thank Breaking Barriers for all that it does in allowing us to support these students. Its support and hard work makes this happen so seamlessly. All in all, it's a great partnership, building something positive in the lives of those in need of a little support, through no fault of their own.

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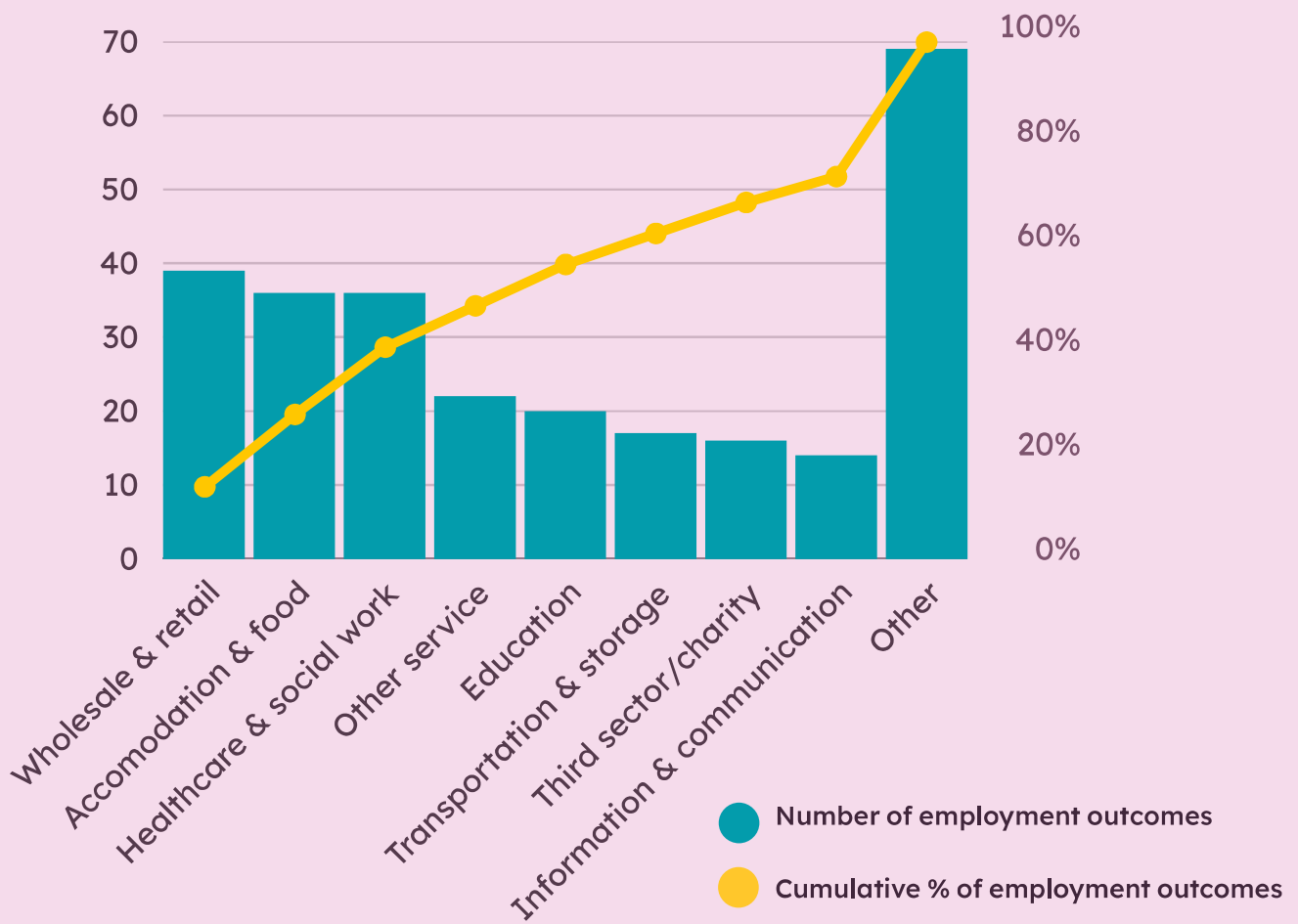
Employment related outcomes

Despite a challenging economic climate, our teams were proud to support 219 clients to achieve 269 new jobs in 2024-25.

Client employment outcomes by sector

In 2024-25, our clients secured jobs in a wide range of industries, from construction and engineering to the arts and entertainment. But almost three-quarters gained positions in just eight sectors.

Top sectors for clients' new jobs



The top three sectors for employment outcomes were:

- Wholesale and retail
- Accommodation and Food
- Health and social work

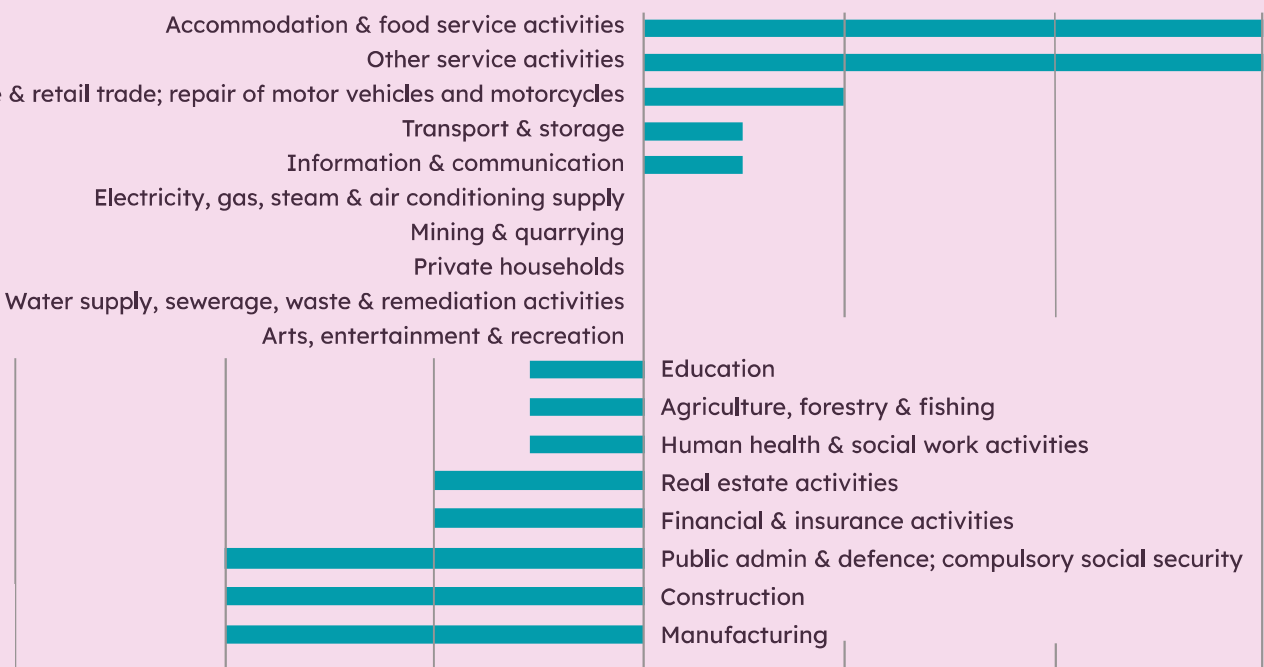


How does this compare to the UK population as a whole?

The proportion of Breaking Barriers clients entering jobs in the accommodation and services sectors is significantly higher than the proportion of UK workers in these industries. Our clients were also over-represented in wholesale and retail roles, following a -3% under-representation relative to the UK workforce in 2023-24.

The sectors our clients entered at the lowest rate relative to overall UK employment were professional, scientific & technical activities, and administrative & support services. But, with the integration of the Language and Re-accreditation Programmes, previous under-representation in health & social work (-5% in 2023-24) and education (-4% in 2023-24) largely disappeared in 2024-25.

Client employment outcomes by sector vs the UK workforce



Role seniority and contracts

Despite our clients’ often high levels of experience and education, the majority of new jobs achieved in 2024-25 by clients on our Employability Programme were at a junior level – with 70% of roles being either entry level or internships.

This may indicate underemployment, with refugees being overqualified for the job they hold. But, for many clients, such roles represent a valuable stepping-stone towards their long-term employment goals. For example, allowing them to build their English skills or gain UK experience whilst completing education or training.

More than a third of our clients’ employment outcomes in 2024-25 were permanent jobs, while 31% were temporary roles and 26% were zero-hours contracts.

Again, some clients will have been seeking fixed-term or flexible employment to fit around education, family or other commitments. But, for others, a lack of income security may present a challenge, and is one of the reasons refugees can benefit from our support even after they’ve achieved their first employment in the UK.

Thomas' story



66 My name is Thomas and I'm from Hong Kong. I moved to the UK in September 2023 and now live in Manchester. Like many people starting over in a new country, I knew I needed to find work, but I didn't know where to begin. Everything felt unfamiliar: housing, the weather, even the lifestyle. It was overwhelming.

I first heard about Breaking Barriers through Manchester City Council. I received one-to-one support from Rebecca, my adviser at Breaking Barriers, who guided me through everything. She helped me to improve my CV and cover letter writing skills, prepare for interviews, and feel more confident overall.

In the autumn of 2024, Breaking Barriers partnered with IKEA to offer places on an eight-week internship.

Rebecca supported me with applications and interview practice and, as a result, I got the internship. Just four weeks in, IKEA offered me a permanent contract for a Sales Coworker position. I never imagined that I could be so successful.

Having meaningful employment means so much to me. At work, I enjoy talking to customers, answering their questions, and even having small chats about life. It brings me satisfaction and helps me feel part of the community. It's also improved my mental health and given me the confidence to explore new opportunities.

Since receiving support from Breaking Barriers, I feel my life has changed quite a lot. I joined a football refereeing course and now work part-time as a referee, taking part in more local activities to integrate into the city.

My next goal is to pass my driving test. If I do, I'd love to return to my previous career - I worked as a postman for almost 10 years in Hong Kong. I'd like to bring that experience here, continue to build a life in the UK, and contribute my skills and abilities to the local community.

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Watch a video interview with Thomas on breaking-barriers.co.uk



Education and training outcomes

Accessing education or training is vital to many of our clients' employment goals.

We measure a range of outcomes in this area. From accessing entry-level digital skills courses and professional development training, to passing vocational qualifications or formal English language tests and securing places on university courses.

Our clients achieved a phenomenal 584 positive education and training outcomes in 2024-25. This represents a 66% increase on 2023-24, associated primarily with our Language and Re-accreditation Programmes.

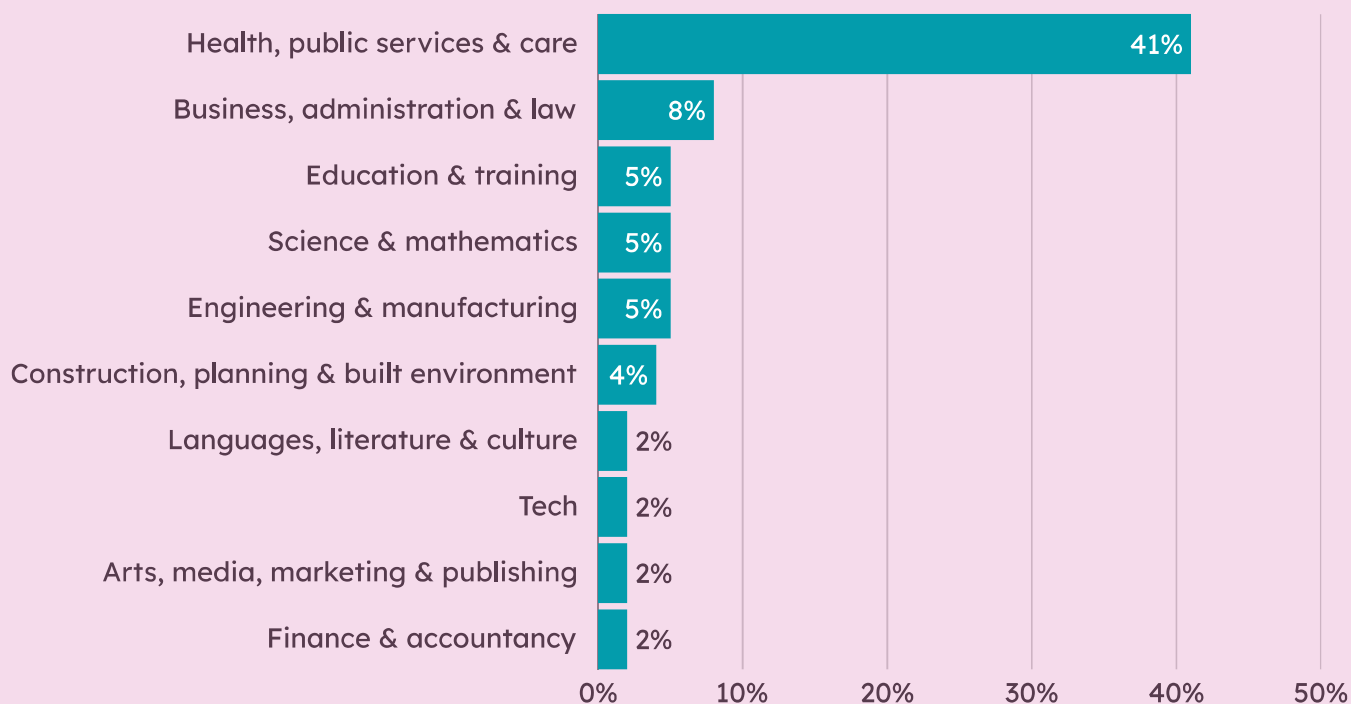
It's also worth highlighting that these programmes were integrated into Breaking Barriers in December 2024, so only six months' outcomes are included in this 2024-25 report.

Connecting education and training to jobs

Many of our clients' education and training outcomes are either in a subject specific to a particular industry, or a language qualification taken by a client seeking to enter that sector in the UK.

In 2024-25, over 40% of all our clients' education and training outcomes were related to health, public services & care. Other common sectors included business, administration & law, education & training, engineering & manufacturing, and science & mathematics.

Top 10 sectors for education and training outcomes



Oleksii's story

66 Of all the support Breaking Barriers provided, the most valuable opportunity for me was the fully funded course arranged in partnership with BARBRI and Linklaters.

It included a preparation course for the Solicitors Qualifying Examination (SQE1) and a funded place for the exam itself. I applied and was fortunate to be awarded one of the places.

To further support my preparation, I was matched with a mentor who was a Managing Associate at Linklaters. During our one-to-one sessions, she generously shared her own experience of sitting the exam, helped me navigate complex aspects of the material, and reinforced my belief that with dedication and hard work, anything is achievable...

In January 2025, I successfully passed the SQE1 exam, bringing me one step closer to qualifying as a solicitor in England and Wales.

To help you understand how meaningful this achievement is to me, I would like to share a bit of my personal story. On 23 February 2022, I had my first court trial as a qualified advocate in Ukraine. I still remember delivering my closing speech – it was shaky and rushed due to nerves, but I won the case.



However, the very next morning, life changed completely for me and for millions of Ukrainians when Russia launched its full-scale invasion of Ukraine and left an indelible mark on an entire generation. Everything that had mattered just a day before suddenly felt meaningless, and the future became painfully uncertain.

When I arrived in the UK, I never imagined I would have the opportunity to work in litigation again, let alone pursue qualification as a solicitor. Now, it feels not only possible – it feels real. I am genuinely grateful for the support and encouragement I have received on this incredible journey.

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What our clients say

We use an impact survey to understand the benefits that our support is bringing to clients in helping them achieve their career goals.⁷ In 2024-25, the responses to this survey showed:

- 88% of clients increased their confidence in achieving their goals
- 81% of clients believed their chances of starting a new job had increased
- 85% of clients reported increased confidence during job interviews
- 90% of clients reported an improved understanding of their preferred sector of work

These insights are vital to help us measure the personal impact of our support beyond the employment, education, training and volunteering outcomes our clients achieve.

And, just as important to us as data, is the individual feedback we receive from clients. About the changes to their lives, and the impact that Breaking Barriers, our partners and supporters have had on their employment journey.

⁷ This impact survey is sent at a timepoint agreed between the client and their Employment Adviser when the client enrolls with us. The timing will vary depending on how much the client is able to engage with our services and what the client's goals are, but the usual time for a client to receive the survey is around three months after their enrolment.

66 Maybe most of us asylum seekers or refugees feel at some point frustrated, disappointed, or worried that maybe we won't get a job. But when you come to organisations like Breaking Barriers, they help you and provide support. I think that changes everything.

– Baldomero

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66 I have already found my next steps and new job and I am happy. I want to thank Breaking Barriers for giving me a chance. The feeling of having someone who truly stood by my side and genuinely wanted to help, made me feel like I wasn't fighting alone... A newcomer in the UK might not have the means to find employment opportunities, but Breaking Barriers gives us a chance.

– Michelle

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66 I want to say a special thanks to this organisation and appreciate my adviser, Abdul. He is a real angel in my life. I can't compare how I feel now to around six months ago. I owe my situation to him and Breaking Barriers. God bless you all and I hope to reach my goals to show you how you impacted my personal life and career. Thank you all.

– Mahmood

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Looking ahead

With demand for our services rising, our mission is more urgent than ever. The world around us presents real challenges, from hostile rhetoric about refugees to shrinking funding and the rollback of DEI initiatives. These pressures make our work harder, but also underline just how vital it is.

Thankfully, we're supported by a powerful coalition of individuals, funders, employers, and allies who not only invest in our mission but help create real opportunities for refugees.

Our donors and corporate partners recognise that not everyone starts from the same place and that meaningful change requires rethinking systems to address structural inequality. That's why we work with employers to build inclusive pathways into work, and celebrate those who lead by example.

In 2025-26, we'll continue growing a network of like-minded organisations and businesses who share our values and commitment to driving change. Whether through advocacy or direct collaboration, collective effort remains one of our greatest strengths.

We're also excited to welcome new trustees to our board, bringing fresh insight, lived experience, and strategic leadership to ensure Breaking Barriers continues to thrive, evolve, and deliver lasting impact.

Looking ahead, we'll continue to adapt our services to meet refugees' needs in a changing job market. We're reviewing how we monitor and evaluate our outcomes and impact for clients.

And we're exploring the transformative potential of AI - investing in our ability to harness this evolving technology responsibly in service of our mission.

Our vision is for Breaking Barriers to support many more refugees, in more communities, across the UK. Helping them to achieve their career goals and build new lives. And we want to see more businesses realise that hiring refugees isn't just morally right, it enriches workplaces and is smart economics. The UK stands to gain enormously from the skills, perspectives and resilience refugees bring.

It's powerful to imagine a future where Breaking Barriers is no longer needed because refugees face a truly level playing field in the UK labour market. That remains our aspiration. But, until that time comes, we'll stand firmly beside each of our clients on their journey towards meaningful employment. And, together, we'll keep breaking down the barriers refugees face to building a new life.



Trustees' Annual Report

For the year ended 31 May 2025

The Trustees present their report and financial statements for the year ended 31 May 2025. The Trustees confirm that the financial statements comply with the current statutory requirements, the memorandum and articles of association, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

Breaking Barriers was set up to support refugees into meaningful employment. The objects set out in our governing document are as follows:

- To advance the education and training of those granted refugee status, their dependants and those seeking asylum in the United Kingdom so as to advance them in life and assist them to adapt within a new community;
- The relief of unemployment and financial hardship of those granted refugee status, their dependants and those seeking asylum in the United Kingdom, by the provision of vocational skills training, advice and support;
- To advance the education of the public in general about the issues relating to refugees and those seeking asylum; and
- The promotion of social inclusion for the public benefit among people who are refugees, their dependants or those seeking asylum in the United Kingdom, who are socially excluded on the grounds of their social and economic position.

At Breaking Barriers, we deliver on our charitable objectives through our Employability Programme, and new Language and Re-accreditation Programmes, which were integrated from partner charity RefuAid in December 2024.

Our Employability Programme offers personalised one-to-one support to people of a refugee background seeking to work in the UK. We run these appointments in person, via video call or over the phone. We also work with businesses from a wide range of industries. Our partners collaborate with us to build refugees' employability skills through workshops, mentoring and sector specific employment pathways, as well as opening up job opportunities to our clients.

Working with English language teaching institutions across the country, our Language Programme offers refugees structured tuition to help them achieve a high level of English or gain the language qualifications they need to enter UK higher education or employment.

The Re-accreditation Programme provides expert guidance to help refugees who have international qualifications to achieve the certifications they need to re-enter their chosen field in the UK.

Public benefit

When planning Breaking Barriers' activities each year, the Trustees take due regard of the Charity Commission's general guidance on public benefit.

Within the constraint of resources, and subject to any eligibility criteria for a specific service, Breaking Barriers' services, described above, are available to all refugees and people of refugee background. Services are offered without charging fees. Our work to help refugees gain meaningful employment is a key contributor to integration for refugees themselves and for members of the host population.

Achievements and performance

2024-25 has been a momentous year for Breaking Barriers. We integrated partner charity RefuAid's Language and Re-accreditation Programmes into our service offering, expanding our expertise and geographic reach to support more refugees across the country.

Together, our Employability, Language and Re-accreditation Programmes increased our impact, and allowed us to reach 1,450 clients. This is a 16% increase on the number of clients we supported in 2023-24 and the highest number we have supported in any single year to date. Our clients also achieved more positive outcomes in employment, education and volunteering; with support from our teams, 42% achieved a positive outcome, which is 4% more than the financial year before.

2024-25 also marked the 10th year since our inception, during which time we have supported 3,848 clients on their journey to meaningful employment. In our first decade, we recorded a total of 3,540 positive outcomes for our clients – including 1,558 new jobs, 1,663 outcomes in education and training, and 319 volunteering roles.

We are proud of all that we, and our clients, have achieved during this past financial year. Particularly against a challenging external backdrop, which has included increasing economic uncertainty, changes to DEI approaches in the business world, and a shifting political landscape. Responding to this world in flux, and to ensure our long-term stability, we made the decision to reduce our cost base against original plans. Simultaneously, we refreshed our Theory of Change and commenced work on a new Monitoring and Evaluation Framework. We also progressed activity to adapt our service model to meet growing need in a sustainable way, with sharper ambitions to reach more people in more places across the UK. Additional information on our achievements and performance is on pages 10 to 37 of this report.

Financial Review

For the year ended 31 May 2025, Breaking Barriers made a surplus of £0.14m (FY24: £0.25m deficit).

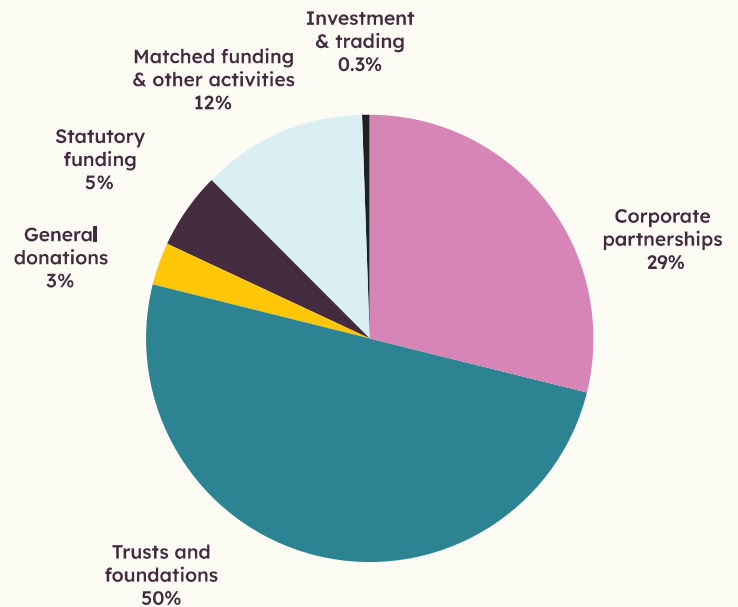
Despite the challenging external backdrop, we raised income of £3.60m (FY24: £3.87m) a decrease of 7% from the last financial year.

Income from donations reduced slightly to £2.96m (FY24: £2.99m), and income from charitable activities reduced to £0.63m (FY24: £0.88m).

These reductions are due to a number of statutory and corporate partnerships coming to an end, which were partly offset by increased income from trusts and foundations, but the external fundraising environment is challenging for all charities. In this context, a 7% reduction in our income is a good result.

We have a diversity of income streams, and diversity of donors within those streams. With income split as follows:

1. Income from corporate partnerships £1.04m (FY24: £1.61m)
2. Income from trusts and foundations £1.80m (FY24: £1.17m)
3. Income from general donations and donated gifts and services £0.12m (FY24: £0.21m)
4. Statutory funding £0.19m (FY24: £0.78m)
5. Matched funding grants and other charitable activities £0.44m (FY24: £0.10m)
6. Investment income and trading activities £0.01m (FY24: £0.01m)



Total expenditure reduced to £3.46m (FY24: £4.12m), as the challenging external backdrop led to us making changes to the Services team structure to improve efficiency and the sustainability of the model.

Expenditure on raising funds was £0.68m, which was a reduction on the previous year (FY24: £0.82m) and represented 19.5% (FY24: 19.9%) of total expenditure. Our support costs also reduced to £0.55m (FY24: £0.66m), which represented 15.8% (FY24: 16.0%) of total expenditure.

Reserves

At Breaking Barriers, our reserves policy is to maintain a general fund, which represents three months of forward expenditure. At 31 May 2025, our general fund had a balance of £1.12m, representing 3.0 months' expenditure (FY24: £1.00m representing 3.4 months' expenditure).

Going concern

The Trustees have considered the charity's ability to continue as a going concern for a period of at least 12 months from the date of signing the accounts (to the period to December 2026).

Our annual budget for FY26 covers the period to May 2026. This sets out our plans to evolve our service delivery offering, heightening our emphasis on quality outcomes and improving our Monitoring and Evaluation Framework. As part of the budget setting process, we reviewed our cash flow and planned reserves position for the year. Robust monitoring is in place to ensure that we remain liquid, and currently we are able to draw down on our reserves quickly, ensuring we are able to react to a downturn immediately. Whilst the current economic climate remains uncertain, we are confident that we will be able to meet our plans.

Taking into account our current cash position, our forecast, and our principal risks, the Trustees are confident we will continue in operation and will be able to meet our liabilities when they fall due over the medium term. Therefore, the Board have decided to adopt the going concern basis of accounting in preparing these financial statements.

Future plans

Having marked 10 years since the start of our mission, and in the context of significant changes to both the external environment and the job market our clients face, we are embarking upon the process of creating a new multi-year strategy.

The foundations for this strategy have already been laid, with the refresh of our Theory of Change, the development of new strategic principles and the ongoing work on a Monitoring and Evaluation Framework that will enable us to better track the impact of our programmes on the lives of our refugee clients.

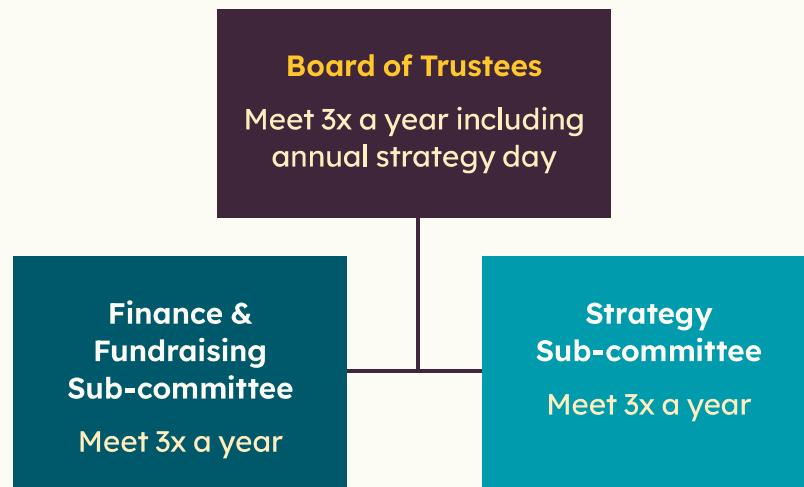
In the coming months, we will be weaving these strands of activity together, and consulting with our Lived Experience Panel, clients, funders, partners and supporters, to launch a strategy that will drive even greater impact for the community that we serve. We look forward to publishing the new strategy in 2026.

Principal risks and uncertainties

The Board is responsible for ensuring that we have effective risk management and that internal systems are in place to understand our risk appetite and manage the major risks we are exposed to.

Currently the Senior Leadership Team review risks on a monthly basis, with the Fundraising, Finance, Audit and Risk Sub-committee meeting on a quarterly basis to review the risk register, and the whole Board undertaking an annual review. Our key risks and their mitigations are summarised in the table below:

Risk	Mitigations
Hostile societal and political environment, with rising tensions around migration having a negative impact on our clients and staff.	<ul style="list-style-type: none">• Reviewing and strengthening office security protocols, updating lone working policies and providing training and support for clients, staff and volunteers.• Enhanced event security planning, including risk assessments and incident response procedures.• Monitoring and reporting of hate incidents and threats; liaising with law enforcement as needed.• Increased staff awareness and support around personal safety and wellbeing.• Communicating proactively with stakeholders about steps taken to ensure safety.• Engaging with sector networks to share intelligence and best practice.
Pace of change impacts staff morale	<ul style="list-style-type: none">• Tailored change management and engagement• Focussing on wellbeing, supervision, development and connection to mission, and between teams• Secure pro bono training opportunities to support and develop staff



Structure, governance and management

The charity is governed by a Board of Trustees who oversee the strategy, direction, performance and risks of the organisation. They do this by approving budgets, operational plans and key organisational policies. They also review our finance performance, risk register, fundraising income and portfolio of donors, our impact data and feedback from beneficiaries.

Day-to-day management of the charity is delegated by the Trustees to the CEO, supported by their Senior Leadership Team. This group meets weekly to review income, expenditure and cashflow, HR metrics and to monitor organisational risks. It also reviews any other matter that might materially impact the financial position or reputation of the charity and where necessary notifies the Trustees of any issues arising.

Trustees are chosen for their expertise and commitment to support refugees. Potential new Trustees are identified through open search. All candidates submit an application with a CV and personal statement and, following interviews, appointments are approved by majority vote of existing Trustees. A formal induction plan is in place to ensure that new Trustees are fully informed about their responsibilities, and have a clear understanding of the charity's purpose, its current position and the key questions they will need to address.

Trustee terms are fixed terms of three years with optional extensions.

Related parties and relationships with other organisations

The charity has one subsidiary undertaking, Breaking Barriers Trading Ltd, which is wholly owned by the charity and was established in 2018. The results of Breaking Barriers Trading Ltd are fully consolidated in these accounts. Breaking Barriers Trading Ltd has a resource sharing agreement with the charity through which the company pays for an equitable share of the administrative services needed to ensure that business activity is compliant with all appropriate and relevant standards. There was no activity in Breaking Barriers Trading Ltd this year. There are currently no plans for the Trading subsidiary, and if this remains the same for the foreseeable future, we will make the organisation dormant until required. No loans have been made by the charity to the trading subsidiary.

There are no formal relationships between the charity and any other organisation.

Remuneration policy for key management personnel

Annual pay awards for the organisation are approved by the Board. The Board considers the CEO and the rest of the Senior Leadership Team's salaries separately, taking into account performance, level of individual responsibility and external benchmarking.

Responsible Fundraising Statement

Breaking Barriers has a deliberately diverse portfolio of donors, of which no donor represents more than 20% of our income.

Breaking Barriers' objective is to achieve as wide a range of income sources as possible in order to reduce the reliance on any one stream of income and to protect the charity from being unable to fulfil its objectives.

Currently, income is received from businesses, statutory sources, charitable trusts and foundations, and individuals (through the promotion of one-off and recurring gifts, legacies, and independent fundraising activities). We fundraise principally through online marketing and advertising and, with organisations, through direct approaches to or from relevant business and grant management functions.

In FY25 Breaking Barriers did not have relationships with any commercial participators.

We are registered with the Fundraising Regulator and ensure that we adhere to the standards set out in the Code of Fundraising Practice. We are committed to treating everyone fairly and with respect. We take privacy seriously and are transparent about how we collect, store and use personal data to help us earn the trust and confidence of all those who are part of our community. Full details of our approach to personal data use can be found in our Privacy Policy on our website.

In respect of our public fundraising, Breaking Barriers has a policy and related processes in place to assist and protect people who may be in a vulnerable circumstance. This policy is available via the privacy statement on our website.

In FY25 we received no complaints directly related to our fundraising practices. We provide details on how to contact us, including our complaints policy and procedure, on our website.

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's

website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

If the Charitable Incorporated Organisation (CIO) is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson were appointed as the auditors of the charity in FY22 and have expressed their willingness to continue in that capacity.

The Trustees' Annual Report has been approved by the Trustees on 16 December 2025 and signed on their behalf by:

A Lamberti

Alba Lamberti, Chair of Trustees

Independent auditors' report to the members and trustees of Breaking Barriers

Opinion

We have audited the financial statements of Breaking Barriers (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 May 2025 which comprise the consolidated statement of financial activities, consolidated and parent charity balance sheet, consolidated statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 May 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and Charities and Trustees Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 the provisions available for small entities, 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 group and parent 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.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not obtained all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts 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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditors-responsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008, and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. 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's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 16th December 2025

Godfrey Wilson Limited

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Godfrey Wilson 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.

Financial statements

Consolidated statement of financial activities

For the year ended 31 May 2025

	Note	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Income from:					
Donations	3	1,485,993	1,471,996	2,957,989	2,986,653
Charitable activities	4	455,292	172,949	628,241	876,496
Investment income		10,229	-	10,229	7,286
Other trading activities		1,739	-	1,739	-
Total income		1,953,253	1,644,945	3,598,198	3,870,435
Expenditure on:					
Raising funds	5	(675,811)	-	(675,811)	(819,903)
Charitable activities	5	(1,158,822)	(1,624,202)	(2,783,024)	(3,299,875)
Total expenditure		(1,834,633)	(1,624,202)	(3,458,835)	(4,119,778)
Net income/(expenditure) and movement in funds	6	118,620	20,743	139,363	(249,343)
Reconciliation of funds:					
Total funds brought forward		1,003,539	636,104	1,639,643	1,888,986
Total funds carried forward	14	1,122,159	656,847	1,779,006	1,639,643

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Consolidated Balance Sheet

For the year ended 31 May 2025

	Note	2025 £	2025 £	2024 £	2024 £
Current assets:					
Debtors	9	284,476		285,610	
Cash at bank and in hand		1,716,924		1,629,735	
		2,001,400		1,915,345	
Liabilities:					
Creditors: amounts falling due within one year	10	(222,394)		(275,702)	
Net current assets			1,779,006		1,639,643
Total net assets	13		1,779,006		1,639,643
Funds	14				
Restricted funds			656,847		636,104
Unrestricted funds:					
Designated funds		-		-	
General funds		1,122,159		1,003,539	
Total unrestricted funds			1,122,159		1,003,539
Total funds			1,779,006		1,639,643

Approved by the Trustees on 16th December 2025 and signed on their behalf by:

A Lamberti

Alba Lamberti, Chair of Trustees

The attached notes form part of the financial statements.

Charity Balance Sheet

For the year ended 31 May 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Investment	18		1		1
Current assets:					
Debtors	9	306,305		316,054	
Cash at bank and in hand		1,700,347		1,603,582	
		2,006,652		1,919,636	
Liabilities:					
Creditors: amounts falling due within one year	10	(222,044)		(275,691)	
Net current assets			1,784,608		1,643,945
Total net assets			1,784,609		1,643,946
Funds	14				
Restricted funds			656,847		636,104
Unrestricted funds:					
Designated funds		-		-	
General funds		1,127,762		1,007,842	
Total unrestricted funds			1,127,762		1,007,842
Total funds			1,784,609		1,643,946

Approved by the Trustees on 16th December 2025 and signed on their behalf by:

A Lamberti

Alba Lamberti, Chair of Trustees

The attached notes form part of the financial statements.

Consolidated statement of cash flows

For the year ended 31 May 2025

	2025 £	2024 £
Cash flows from operating activities:		
Net movement in funds	139,363	(249,343)
Decrease in debtors	1,134	263,272
Increase/(decrease) in creditors	(53,308)	48,790
Dividends, interest and rents from investments	(10,229)	(7,286)
Net cash provided by operating activities	76,960	55,433
Cash flows from investing activities:		
Dividends, interest and rents from investments	10,229	7,286
Net cash provided by investing activities	10,229	7,286
Change in cash and cash equivalents in the year	87,189	62,719
Cash and cash equivalents at the beginning of the year	1,629,735	1,567,016
Cash and cash equivalents at the end of the year	1,716,924	1,629,735

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Notes to the consolidated financial statements

For the year ended 31 May 2025

Note 1 Accounting policies

General Information and basis of preparation

Breaking Barriers is a charitable company limited by guarantee registered in England and Wales and also registered in Scotland. The registered office address is 71-91 Aldwych, Aldwych House, London, WC2B 4HN.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2019) - (Charities SORP FRS 102) and the Companies Act 2006.

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

Basis of consolidation

These financial statements consolidate the results of the charity and its wholly-owned (controlled) subsidiary on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate SOFA has not been presented for the charity.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of services is deferred until the criteria for income recognition are met.

Income from donations and legacies are gifts from individuals, charitable trusts, corporate partners and other donors that are either unrestricted, restricted to core purposes or general organisational targets.

Income from charitable activities is defined as income earned for discrete services or the achievement of specific outcomes.

Income from other trading activities is income from employment related services. These services are invoiced and recognised as revenue when delivered.

Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees’ annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity’s work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office costs, finance, personnel, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff time as set out in note 5 to the accounts.

Redundancy

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Investment in subsidiary

Investments in subsidiaries are valued at cost less provision for impairment.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

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

Pensions

Breaking Barriers operates a defined contribution pension scheme managed by NEST in accordance with current auto-enrolment rules.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

Accounting estimates and key judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are accrued and deferred income adjustments for grants paid in arrears and contracts invoiced in advance, and the percentages used to allocate costs to different activities and funds.

Note 2 Detailed comparatives for the consolidated statement of financial activities

	2024 Unrestricted £	2024 Restricted £	2024 Total £
Income from:			
Donations and legacies	1,629,751	1,356,902	2,986,653
Charitable activities	526,559	349,937	876,496
Investment income	7,286	-	7,286
Total income	2,163,596	1,706,839	3,870,435
Expenditure on:			
Raising funds	(780,520)	(39,383)	(819,903)
Charitable activities	(1,705,080)	(1,594,795)	(3,299,875)
Total expenditure	(2,485,600)	(1,634,178)	(4,119,778)
Net income/(expenditure) and movement in funds	(322,004)	72,661	(249,343)
Total funds brought forward	1,325,543	563,443	1,888,986
Total funds carried forward	1,003,539	636,104	1,639,643

Note 3 Income from donations

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £
Corporate partners	593,365	447,804	1,041,169
Trusts and Foundations	773,330	1,024,192	1,797,522
Donations	109,544	-	109,544
Donated gifts and services	9,754	-	9,754
	1,485,993	1,471,996	2,957,989

Included within income from donations above is a donation from Prism The Gift Fund to transfer the Language and Re-accreditation programmes from it's charitable fund, RefuAid, to Breaking Barriers.

Donated services income relates to Benefit in Kind for office space and classrooms for Education classes as well as hotel stays for staff travel.

The charity also worked with a number of partner organisations to provide free tuition to clients via our Language Programme, which are not included in the note above, as they do not meet our recognition criteria under the relevant accounting policy (see note 1).

Prior period comparative

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
Corporate partners	826,326	786,729	1,613,055
Trusts and Foundations	622,601	542,606	1,165,207
Donations	135,511	27,567	163,078
Donated gifts and services	45,313	-	45,313
	1,629,751	1,356,902	2,986,653

Donated gifts income relates to IT hardware. Donated services income relates to Benefit in Kind for office space and classrooms for Education classes.

Note 4 Income from charitable activities

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £
Statutory funding	12,489	172,949	185,438
Matched funding grants and other charitable activities	442,803	-	442,803
Total income from charitable activities	455,292	172,949	628,241

There are no unfulfilled conditions or contingencies attaching to these grants in the current or prior year.

Prior period comparative (restated)

	Unrestricted 2024 £	Restricted 2024 £	Restated Total 2024 £
SIB contract	491,022	-	491,022
Statutory grants	7,509	279,937	287,446
Matched funding grants and other charitable activities	28,028	70,000	98,028
Total income from charitable activities	526,559	349,937	876,496

Comparative figures have been restated to reanalyse income between unrestricted statutory funding and other charitable activity funding categories. This has no impact on the income reported in the Statement of Financial Activities.

Note 5 Analysis of expenditure

	Cost of raising funds £	Employment £	Language & Re- accreditation	Education £	Volunteering £	Support costs £	Governance £	2025 Total £
Staff costs	(509,490)	(1,285,074)	(296,985)	(176,912)	(185,110)	(397,573)	-	(2,851,144)
Work and delivery space	(1,464)	(93,046)	(17,464)	(970)	(970)	(30,011)	-	(143,925)
Client and Volunteer costs	-	(3,822)	(33,395)	(274)	(61)	(24)	-	(37,576)
Outreach, Engagement and Events	(15,884)	(1,425)	(618)	(243)	(2,399)	(11,410)	-	(31,979)
Technology	(22,281)	(81,488)	(37,651)	(11,617)	(16,725)	(61,900)	-	(231,662)
Consultancy	(9,447)	(15,655)	(6,813)	(2,598)	(3,597)	(10,756)	-	(48,866)
Professional fees	(662)	(3,761)	(1,318)	(340)	(340)	(9,288)	(13,567)	(29,276)
Other staff costs	(3,560)	(18,719)	(16,603)	(2,769)	(3,334)	(21,908)	-	(66,893)
Other	(3,338)	(5,367)	(1,517)	(1,872)	(691)	(4,729)	-	(17,514)
	(566,126)	(1,508,357)	(412,364)	(197,595)	(213,227)	(547,599)	(13,567)	(3,458,835)
Support costs	(106,986)	(285,049)	(77,928)	(37,341)	(40,295)	547,599	-	-
	20%	52%	14%	7%	7%			
Governance costs	(2,699)	(7,122)	(1,837)	(926)	(983)	-	13,567	-
	20%	52%	14%	7%	7%			
Total expenditure	(675,811)	(1,800,528)	(492,129)	(235,862)	(254,505)	-	-	(3,458,835)

Governance costs relate to the cost of annual audit.

Note 5 Analysis of expenditure – prior period comparative

	Cost of raising funds £	Employment £	Education £	Volunteering £	Support costs £	Governance £	2024 Total £
Staff costs	(534,211)	(1,821,136)	(192,283)	(204,989)	(424,243)	-	(3,176,862)
Work and delivery space	-	(111,925)	-	-	(80,213)	-	(192,138)
Client and Volunteer costs	(355)	(5,123)	(1,252)	(126)	(190)	-	(7,046)
Outreach, Engagement and Events	(19,282)	(4,095)	(258)	(433)	(3,506)	-	(27,574)
Technology	(26,656)	(147,801)	(43,733)	(17,424)	(71,860)	-	(307,474)
Consultancy	(78,289)	(54,953)	(4,614)	(7,444)	(36,667)	-	(181,967)
Professional fees	-	(5,176)	(304)	(304)	(9,439)	(13,579)	(28,802)
Other staff costs	(22,975)	(61,069)	(6,928)	(9,212)	(20,048)	-	(120,232)
Grants	-	(48,471)	(2,017)	-	(4,000)	-	(54,488)
Other	(3,619)	(8,970)	(846)	(923)	(8,837)	-	(23,195)
	(685,387)	(2,268,719)	(252,235)	(240,855)	(659,003)	(13,579)	(4,119,778)
Support costs	(131,800)	(434,943)	(46,130)	(46,130)	659,003	-	-
	20%	66%	7%	7%			
Governance costs	(2,716)	(8,961)	(951)	(951)	-	13,579	-
	20%	66%	7%	7%			
Total	(819,903)	(2,712,623)	(299,316)	(287,936)	-	-	(4,119,778)

Governance costs relate to the cost of annual audit.

Note 6 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2025 £	2024 £
Operating lease rentals:		
Property	(137,075)	(179,088)
Auditor's remuneration:		
Audit fees	(11,808)	(13,579)
Prior year under accrual	(1,759)	-
Other services	(529)	(457)

Note 7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	2,522,812	2,828,869
Social security costs	272,584	290,447
Employer's contribution to defined contribution pension schemes	55,748	57,546
Total staff cost	2,851,144	3,176,862

The key management personnel of the charity comprised the Trustees, Chief Executive Officer, Director of Finance, Director of Programmes, Director of income and Engagement, Director of People and our Chief of Staff.

The total employee benefits including pension contributions of the key management was £478,973 (2024: £503,925).

The charity Trustees were not paid and did not receive any other benefits from employment with the charity or its subsidiary in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2024: £nil).

Additionally, within the year £7,429 (2024: £nil) was paid out in redundancy costs during an organisational restructure.

The following number of employees received compensation (excluding employer pension and NI) during the year between:

	2025 No.	2024 No.
£60,000 - £69,999	1	3
£70,000 - £79,999	1	1
£90,000 - £99,999	1	-

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 No.	2024 No.
Raising funds	6	7
Charitable activities	62	73
	68	80

Note 8 Taxation

The charity is exempt from corporation tax as all its income is charitable and applied for charitable purposes.

Note 9 Debtors

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Trade debtors	130,028	170,228	130,028	170,228
Other debtors	24,251	37,584	24,251	37,584
Prepayments	38,990	25,284	38,990	25,284
Amounts owed by group undertakings	-	-	22,149	30,444
Accrued income	90,887	52,514	90,887	52,514
Taxation and social security	320	-	-	-
	284,476	285,610	306,305	316,054

Note 10 Creditors: amounts falling due within one year

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Taxation and social security	101,717	112,955	101,717	113,294
Accruals	81,913	37,544	81,563	37,194
Deferred income	-	108,489	-	108,489
Trade creditors	31,342	8,895	31,342	8,895
Other creditors	7,422	7,819	7,422	7,819
	222,394	275,702	222,044	275,691

Deferred income

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Balance at the beginning of the year	(108,489)	(3,825)	(108,489)	(3,825)
Amount released to income in the year	108,489	3,825	108,489	3,825
Amount deferred in the year	-	(108,489)	-	(108,489)
Balance at the end of the year	-	(108,489)	-	(108,489)

Deferred income comprises amounts received in advance for annual programmes and under contracts.

Note 11 Contingent liability

The charity has engaged a VAT expert to complete an external review of the charity's VAT methodology. The VAT expert has raised a potential issue with how the charity has historically treated output VAT on some of its income streams. The charity is still in the process of quantifying any potential additional VAT liability, so no provision has been included in the accounts for the year ended 31 May 2025, however the potential value could be significant.

Note 12 Pension scheme

Breaking Barriers has a defined contribution scheme operated by NEST.

Note 13 Analysis of net assets between funds

	2025		
	General Unrestricted	Restricted	Total funds
	£	£	£
Net current assets	1,122,159	656,847	1,779,006
Net assets at the end of the year	1,122,159	656,847	1,779,006

	2024		
	General Unrestricted	Restricted	Total funds
	£	£	£
Net current assets	1,003,539	636,104	1,639,643
Net assets at the end of the year	1,003,539	636,104	1,639,643

Note 14 Movements in funds

	Note	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:						
Integration Activities – Employment	(a)	465,493	1,017,954	(1,077,110)	-	406,337
Integration Activities – Education	(b)	76,098	90,544	(157,188)	-	9,454
Integration Activities – Volunteering	(c)	55,935	48,955	(86,585)	-	18,305
Lived Experience	(d)	22,130	-	(22,130)	-	-
Language and Re-accreditation	(e)	-	375,458	(211,435)	-	164,023
Other	(f)	16,448	112,034	(69,754)	-	58,728
Total restricted funds		636,104	1,644,945	(1,624,202)	-	656,847
Unrestricted funds:						
General funds		1,003,539	1,953,253	(1,834,633)	-	1,122,159
Total unrestricted funds		1,003,539	1,953,253	(1,834,633)	-	1,122,159
Total funds		1,639,643	3,598,198	(3,458,835)	-	1,779,006

Purposes of restricted funds

We have received income restricted to the following purposes:

- (a) Employment integration activities seeks to upskill clients for employment through one-to-one information, advice and guidance sessions. This has been offered in five locations- London, Birmingham, Manchester, Liverpool, Glasgow.
- (b) Education integration activities supports clients to increase employment prospects with English language classes and digital skills training.
- (c) Volunteering activities across our service areas supports the work of Breaking Barriers in delivering specialist skills and support.
- (d) To strengthen our decision making we engage a panel of Lived Experience Consultants to advise on key organisational initiatives.
- (e) To implement the integration of our new Language and Re-accreditation programmes which were transferred from RefuAid in December 2024 - continuing the delivery of activities which support clients to develop the necessary language skills for professional communication and integration, and those with international qualifications to gain the necessary certifications to work in their chosen fields in the UK, respectively. RefuAid refers to the donor advised fund, previously held under The Prism The Gift Fund. These funds have been given from both Prism The Gift Fund and other corporate donors.
- (f) Other funds represent contributions to other projects not covered above, such as Digital and Technology in terms of our finance system implementation, sponsorship of staff at Breaking Barriers by other organisations, and any funding for our fundraising teams.

Acknowledgements: During the year Breaking Barriers received grants from The National Lottery Community fund as part of the RC Midlands Region programme for £80,000, and £20,000 from the Eveson Trust towards our work in the West Midlands. We received funding from CareTech Foundation for our London based services team of £24,500, also towards our London services funding worth £52,455 from City Bridge Foundation, and a grant from the Rayne Foundation for our work across Greater Manchester and Liverpool for £30,000.

General Funds: Breaking Barriers' reserves policy is to work towards approximately three months of total expenditure. At the year-end, General Funds stood at £1,122k (2024: £1,004k) representing approximately 3.0 months' expenditure.

Designated Funds: In FY25, there were no designated funds throughout the year (FY24: opening balance of £117,475 was spent down within the year with no further additions).

Note 14 Movements in funds (continued)

Prior period comparative

	Note	At the start of the year £	Income £	Expenditure £	Transfer £	At the end of the year £
Restricted funds:						
Integration Activities – Employment	(a)	350,532	1,351,310	(1,236,349)	-	465,493
Integration Activities – Education	(b)	21,187	186,709	(131,798)	-	76,098
Integration Activities – Volunteering	(c)	27,439	93,080	(64,584)	-	55,935
Lived Experience	(d)	42,946	12,586	(54,416)	-	1,116
Programmes transfer from RefuAid	(e)	32,409	22,130	(32,409)	-	22,130
Other	(f)	88,930	41,024	(114,622)	-	15,332
Total restricted funds		563,443	1,706,839	(1,634,178)	-	636,104
Unrestricted funds:						
Designated funds		117,475	-	(117,475)	-	-
General funds		1,208,068	2,163,596	(2,368,125)	-	1,003,539
Total unrestricted funds		1,325,543	2,163,596	(2,485,600)	-	1,003,539
Total funds		1,888,986	3,870,435	(4,119,778)	-	1,639,643

Note 15 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2025 £	Property 2024 £
Less than 1 year	78,277	112,653
	78,277	112,653

Note 16 Legal status of the charity

The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by its foundation model constitution. The Trustees are chosen for their expertise and commitment to support refugees. It is also registered with the Scottish Charity Regulator in respect of its services in Glasgow.

Note 17 Related party transactions

During the year, we received a donation of £148.5K from the Apax Foundation (FY24: £75K), our Trustee Andrew Waidhofer is Vice President of Apax Partners. Additionally, we received £55.2K (FY24: £25k) from the GSR Foundation, where our former Trustee James Newell is on the leadership team. Additionally, we received £81.3K (FY24: £97K) from BNY Mellon, where Hani Kablawi is on the leadership team. Hani served as a trustee from July 2020 to April 2024.

At the end of the year, no amounts were recognised in the parent charity's accounts in relation to Breaking Barriers Trading's use of shared resources (FY24: £1k).

Amounts owed to the charity at year end totalled £22.1k (FY24: £30.4k).

Note 18 Subsidiary undertakings

Breaking Barriers Trading Ltd (company no 11707875) is 100% owned by Breaking Barriers and has share capital of £1. The subsidiary runs the charity's non-charitable trading activities. A summary of its financial performance and position are given below:

Entity	Type	Nos. of shares	Value	Interest
Breaking Barriers Trading Ltd	Ordinary	1	1	100%

	2025 £	2024 £
Turnover	-	-
Cost of sales	-	-
Gross profit (loss)	-	-
Administrative expenses	(1,300)	(1,925)
Operating profit (loss)	(1,300)	(1,925)
The aggregate of the assets, liabilities and funds was:		
Assets	16,897	26,631
Liabilities	(22,499)	(30,933)
Funds	(5,602)	(4,302)

Note 19 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2025 £	2024 £
Gross income	3,598,198	3,871,435
Results for the year	140,664	(247,419)

Reference and administrative details

	Appointed	Resigned	Role
Alba Lamberti**	Aug-24		Chair
Andrew Waidhofer* **	Feb-21		
Katie Rickard**	Mar-21		
Lena Sabbagh	Mar-22	Oct-24	
Kelly Maklowicz*	Jul-22	Dec-25	
Barbara Serra	Jul-22	Mar-25	
Helen Downie* **	Aug-22		Treasurer
Anna Jones* **	Jan-25		
Alexandra Lucy Traynor	Dec-25		

*Fundraising, Finance, Audit and Risk Sub-committee (Chair: Andrew Waidhofer)

** Strategy Sub-committee (Chair: Katie Rickard)

Charity number: 1161901

Breaking Barriers is also registered as a charity with the Office of the Scottish Charity Regulator (OSCR) number SC052265

Registered office

Breaking Barriers, 71–91 Aldwych, Aldwych House, London, WC2B 4HN

Auditors

Godfrey Wilson Ltd, 5th Floor Mariner House, 62 Prince Street, Bristol, BS1 4QD

Bankers

Barclays, 9 High St, Sutton, Surrey, SM1 1DR

With thanks

Breaking Barriers exists because of the generosity and determination of individuals and organisations who stand with us for an inclusive society.

We are grateful to all our donors, supporters and partners, including those who prefer to remain anonymous. You are helping refugees across the UK to access meaningful employment and build new lives.

the Aēsop Foundation

BANK OF AMERICA

CareTech foundation

A&O SHEARMAN

BARCLAYS | LifeSkills

CITY & GUILDS FOUNDATION

AKO Foundation

The Belpech Trust

Christmas Challenge
BigGive

Apax

THE BIG YELLOW SELF STORAGE COMPANY

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BNY

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**St
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Place**

7Wise



S&P Global Foundation

wtw



SOURCE



We would also like to thank:

Craignish Trust

Edward & Dorothy Cadbury Trust

Elizabeth Drummond Charitable Fund

James T Howat Charitable Trust

LinkedIn

The 29th May 1961 Charitable Trust

The CB & HH Taylor 1984 Trust

The Charles Russell Speechlys Foundation

The Etauliers Charitable Foundation

The Hardy Family Foundation

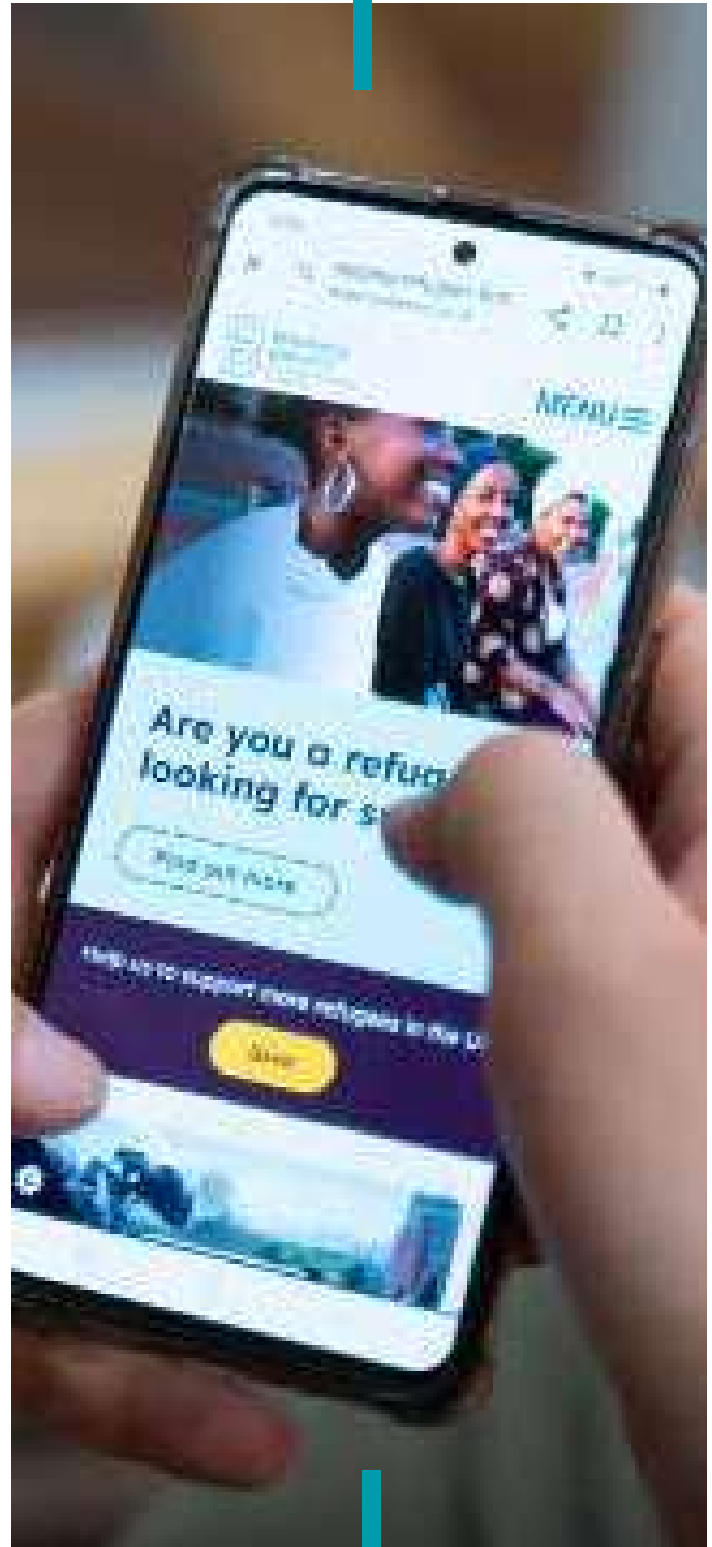
The Hugh Fraser Foundation

The Mbili Charitable Trust

The Vandervell Foundation

WA Cargill Fund

WeWork



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