

WORK RIGHTS CENTRE (WORC)

England & Wales · Charity number 1165419

Details

Other names	PROJECT MOMENTUM
Status	Registered
Legal form	CIO
Registered	2016-02-03
Register	View on the Charity Commission register

Contact

Address	Work Rights Centre 379-381 High Rd London NW10 2JR
Phone	03004000100
Email	contact@workrightscentre.org
Website	http://www.workrightscentre.org/

Activities

Objects: The charity's purpose is to prevent and relieve poverty for the public benefit, by breaking the vicious cycle of precarious work (being employment which is low wage and low protection and offers no job security), insecure housing, and social isolation which affects vulnerable people, particularly migrant and ethnic minority workers, in insecure jobs in the UK. This is by:(a) assisting people who are in, or at risk of, precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility; (b) conducting research and evidence-based campaigns for fairer employment, better social integration, and social mobility; (c) raising awareness of the dangers of precarious work and social immobility, by engaging relevant stakeholders in the business, public, and third sectors.

Activities: Our mission is to support migrants and disadvantaged Britons to access employment justice, and improve their social mobility. To achieve this we: (1) provide free and confidential legal advice; (2) provide training, tools, and public-facing resources that empower communities; and (3) publish robust research and policy recommendations, that challenge the root causes of injustice in the long-term.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£651,508	£636,183	£200,142	16
2024-03-31	£575,285	£565,731	£184,817	16
2023-03-31	£397,069	£365,690	-	-
2022-03-31	£253,605	£242,424	-	-
2021-03-31	£215,642	£129,890	-	-

Trustees

Name	Role	Appointed
Robert Patrick McNeil	Chair	2023-02-15
Dr Manoj Dias-Abey		2025-10-14
John Sprack		2024-09-05
Miranda Lucy StJohn Butler		2023-02-15
Sadat Sayeed		2022-12-13

WORK RIGHTS CENTRE (WORC)

England & Wales - Charity number 1165419

Accounts

Charity number 1165419

WORK RIGHTS CENTRE (WORC)

(Registered charity no. 1165419)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

NfP Accountants Ltd

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

REPORT AND FINANCIAL STATEMENTS
for the year ended 31 March 2025

CONTENTS

	Page
Legal and administrative information	1
Trustees' annual report	2
Independent Examiner's report	12
Statement of financial activities	13
Balance sheet	14
Notes to the financial statements	15

WORK RIGHTS CENTRE (WORC)

Registered charity No. 1165419

REFERENCE AND ADMINISTRATIVE DETAILS

for the year ended 31 March 2025

Charity name	Work Rights Centre (WORC)
Also known as	WoRC
Charity reg. no.	1165419
Trustees	Mona Bou Zeineddine (until 5th September 2024) Laura Chilintan (until 5th September 2024) Laura Gabriela Tutu (Treasurer) Sadat Sayeed Miranda Butler Robert McNeil (Chair of Trustees) John Sprack (from 5th September 2024)
Senior staff members	Dora-Olivia Vicol, CEO Kasia Figiel, Deputy CEO
Registered office	379-381 High Road London NW10 2JR
Independent examiner	Charles Ssempijja, FCA NFP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2025. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 FRS102. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22-4.23 of this SORP.

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the charity is constituted

Governing Document: Constitution

How the charity is constituted: Charitable Incorporated Organisation (CIO)

Work Rights Centre (WORC) is a registered charitable incorporated organisation (CIO) number 1165419. The governing document of the charity is its Constitution dated 14.01.2016, as amended on 05.05.2016 and 28.10.2021.

The Work Rights Centre Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

At the Work Rights Centre, the governance framework rests on a bedrock of:

- The Work Rights Centre Constitution.
- The Charity Commission Essential Trustee Guide.
- Trustees' Role Description (which is informed by the CC Essential Trustee Guide).
- The Work Rights Centre Governance Guide, which builds on the Charity Governance Code.

Trustees recruitment

Trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. Each trustee has a fixed term of 2 years, which can be renewed. In selecting candidates for charity trustees, the Board considers the skills, knowledge and experience needed for the effective administration of the CIO. The Board also seeks to appoint members from a diversity of backgrounds.

Trustee induction and training

New trustees are inducted through a meeting with management and the Chair of the Board, and are provided with access to the Work Rights Centre Governance Guide and associated documents. New trustees are also asked to complete a personal details form, a declaration of interests, and a skills audit to identify training needs. All trustees are encouraged to undertake safeguarding training early in their tenure if they have not already, and are regularly offered training on other matters concerning governance.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Structure and Work Contexts

The Work Rights Centre has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year in November trustees and all staff attend a Vision Day to develop and review:

- The best way in which the charity can achieve its purpose and add value, in light of the external environment.
- Business Plan with a focus on:
 - strategic objectives for the year ahead,
 - strategic partnerships,
 - our responsibility towards our stakeholders,
 - the sustainability of our income sources.
- Risk assessment.
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff.
- Communications policy - establishing key stakeholders.

In February each year a Planning Day is attended by trustees and senior staff to formally approve and minute

- Adoption of the annual Business Plan
- Yearly Budget
- Risk register
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff
- Communications policy - establishing key stakeholders

Day to day operations and management are delegated to the Chief Executive Officer (CEO) in line with the objectives in the Business Plan and delegations approved every year. The CEO and Deputy CEO are supported by the Resource Committee (Finance, Risk and HR), the Strategic Litigation Committee, as well as by regular meetings with the Chair. In each of these committees members act as advisors, but key decisions are taken by the Board of Trustees and minuted accordingly.

Related parties

The board considers that the related parties of the charity are the Trustees and their close connections are the only related parties. None of our trustees receive remuneration or other benefit from their work with the charity. Details of reimbursements to trustees for out of pocket expenses are shown in Note 4.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Risk Management

A detailed risk register has been established, which is updated at least quarterly to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact. Each risk area has the risk owner specified, and includes a summary of systems and procedures established to mitigate and, where necessary, absorb risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in light of the ongoing difficult economic climate. Risk management is reported at each quarterly meeting of trustees.

Trustees' responsibilities in relation to the financial statements

Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"), and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Independent Examination of Accounts

The Independent examiner carries out an examination of the Charity's accounts under section 145 of the 2011 Act, and provides a report confirming whether or not material matters have come to their attention in connection with the accounts which would give rise to concern.

CHARITY OBJECTIVES AND ACTIVITIES

Objectives

The Work Rights Centre was founded in 2016 in the London borough of Brent, by a group of migrant volunteers with experience of precarious work and immigration status insecurity - the key issues the charity seeks to address. At its core, the charity is based on two realisations. First, poverty is an urgent and widespread need, particularly among migrant populations who are less aware of, and less able to access, their rights. Second, despite this widespread need there is a significant gap in the frontline support available to migrants, at the crucial intersection of employment and immigration.

Work Rights Centre's charitable purpose is to prevent and relieve poverty for the public benefit, by breaking the vicious cycle of precarious work (being employment which is low wage and low protection and offers no job security), insecure housing, and social isolation which affects vulnerable people, particularly migrant and ethnic minority workers, in insecure jobs in the UK.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Activities

To address the need and pursue our aims, we have developed three workstreams.

Legal advice. The bedrock of the Work Rights Centre consists of our free advice clinics in London and Manchester delivering in depth legal advice and casework in employment rights and immigration, and, respectively, generalist advice in employability. Our clinics are confidential, multilingual, and staffed by a dedicated team of solicitors and advisers who share the journeys of our service users and can empathise with their experiences. Many of our advisers started off as volunteers. The London clinic is located at the heart of Willesden, one of the 10% most deprived areas of London. The Manchester clinic operates from a public library and has been a pillar of local advice since the closure of the South Manchester Law Centre. Together, we support communities with specialist in-depth legal advice and casework on:

- *Employment rights* - helping clients to recover unpaid wages, challenge unfair dismissals, assert contractual rights, and challenge discrimination. This is an in-depth service that includes support with ACAS notifications, representation in the Employment Tribunal, settlement negotiations, and reports to other agencies.
- *Immigration* - supporting our clients to secure their status in the UK by making a new application for leave, understanding their rights under the new status, and contesting Home Office decisions, including with representation in the Immigration Tribunal.

We also provide generalist advice, which includes:

- *Employability* - we use our CV and Cover Letter writing expertise to help people apply for new positions, and rebuild their confidence by helping them identify transferable skills.

Legal information. Beyond providing urgent hands-on assistance, we seek to empower our service users with the information they need to stand up for their rights. Some of our guides (e.g. for Care Workers, or for Ukrainians) are seen by thousands of people, and are a source of information for clients and third sector organisations alike.

Campaigning for systems change. We strategically mobilise the frontline data and insights we have accumulated over the years to affect systemic change. To achieve this, we publish research reports which expose the causes of migrant worker exploitation; give evidence to parliamentary inquiries; raise awareness with policy makers; and secure media coverage to garner public support.

Public benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

ACHIEVEMENTS AND PERFORMANCE

In the context of an increasingly hostile immigration system, which since Brexit has replaced free movement with a system that ties foreign workers to the employers who sponsor their visas, the precarity of migrant workers has acquired a troubling new dimension.

Suddenly, then irreversibly, in 2023 our advisers started hearing from service users who reported labour and financial exploitation at the hands of visa sponsors. Unscrupulous employers generally used their power to curtail workers' visas to overwork, underpay, then threaten their staff that if they spoke up they would face deportation. The adult social care sector took the lion's share of these enquiries, but service users also reported similar dynamics in other sectors including hospitality, retail, and even IT.

What started as a new issue in 2023 became the central theme one year later, reported by the majority of our clients. This time around, workers were not only grappling with abuses by their sponsors, but also with the prospect of involuntary unemployment and immigration status insecurity. As the Home Office started stripping non-compliant employers of the licence to sponsor, all workers tied to those employers lost the basis of their immigration status - through no fault of their own.

As one of very few organisations with legal expertise at the intersection of employment and immigration, and a focused systems change team, the Work Rights Centre became one of the leading advocates for reform of the work sponsorship system.

Another key issue our teams supported service users with was the reconfiguration of the rights landscape for Ukrainians who sought sanctuary in the UK after the Russian invasion. In February 2024, suddenly and without consultation, the government heavily restricted safe and legal routes for Ukrainians. This led to numerous enquiries about family reunification, which culminated in a strategic legal challenge.

This section outlines our milestone achievements in our key areas of activity: (A) Legal advice, (B) Policy Influencing, (C) Research and (D) Communications.

A) Service Provision: Free, confidential multilingual employment and immigration rights clinics held in London and Manchester

Performance Measures to evidence the impact of our legal advice work include:

- *Overall*: number of clients and cases, satisfaction with charity, whether clients would recommend our services.
- *Employment rights*: amount of money recovered; issues solved.
- *Immigration*: clients who secured their immigration status.
- *Employability*: clients took up employment; self-employment; volunteering; ESOL training.
- *Self-reported knowledge*: clients feel more confident in understanding their employment rights, their immigration status, and looking for jobs.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Achievements during the reporting period:

Legal Advice Provision

1. We supported 1,098 people with advice on employment rights, immigration or employability. Most had status under Health and Care Worker Visa (18%) with another 13% on Ukraine Via Schemes. 12% of our clients were undocumented. Most have found us through word of mouth, social media or our website. Many were also signposted by a wide range of community and advice organisations, including Citizens Advice, Haringey Migrant Support Centre, Watford and Three Rivers Refugee Partnership, IRMO and many more.
2. In Employment Rights we answered 283 queries. Non payment or deduction of wages, dismissals and discrimination were the primary issues faced by our clients, but a particularly complex type of issue was reported by clients on employer-sponsored visas, who revealed not only labour rights breaches, but also financial and emotional abuse from their sponsors. Our employment advisers provided advice consultation and, wherever possible, representation of clients in the Employment Tribunal, from the submission of the ACAS Early Conciliation notifications to connecting clients with barristers for final hearings. We are proud to have recovered £282,966 for our clients in the reporting period.
3. In Immigration we supported 630 clients. Our team made 110 immigration applications with a success rate of 93%. Given the central issue of exploitation under the employer-sponsored visa system, the majority of clients required support to understand their options under the Health and Care Worker and Skilled Worker visas. However, our team also supported clients more widely, including those who were undocumented, whom we supported where possible to regularise their status, and those on the Homes for Ukraine Scheme, who in 2024 saw their family reunification options suddenly narrow.
4. We supported 116 clients with queries around their employability. Most were unemployed seeking work (65%) and looking to obtain visa sponsorship (46%). Some (20%) looked to move jobs to a better one. Our advice included providing information about job search strategies, as well as supporting clients with CV and cover letter writing.
5. Of those who responded to the client satisfaction monitoring questions:
 - 98% reported feeling more confident in understanding their employment rights
 - 99% would recommend the Work Rights Centre
 - 92% were either satisfied or very satisfied with our services

B) Research and evidence-based campaigns and influencing for fairer employment, better social integration, and social mobility.

Performance measures. The purpose of our campaigns is to bring about a fairer system for migrants and disadvantaged workers. While there is no off-the-shelf way to measure this, when we think about the impact of our campaigns we generally want to see three key outcomes.

Raised awareness: decision makers have a better understanding of the issues affecting migrants and vulnerable workers, and their ability to improve them. We measure this with indicators like:

- The number of research reports and policy analyses published;
- The number of decision makers we briefed;
- Media mentions for the charity; and
- Evidence submissions to Parliament.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Increased momentum: parliamentarians, the media, third sector allies and other actors beyond the Work Rights Centre begin to share our concerns and calls for reform. We measure this by monitoring the Hansard for mentions of our campaigns (in things like written questions, or debates), by keeping a log of in-depth media investigations.

Changed systems. The legislation, guidance documents, and other frameworks that contribute to precarious work and social immobility are updated, increasing protection for migrants and vulnerable workers. We measure this by monitoring updates to guidance and legislation.

Achievements during the reporting period

One of the main aims of our campaigns last year was to raise awareness of the issues faced by Ukrainians affected by the February 2024 visa changes, and the serious exploitation of migrant care workers by their visa sponsors. We did this through a series of research, policy influencing, and media output, summarised below.

Research

Our key outputs were **three** research reports:

- *Separated*: The Ukraine Schemes changes and their impact on Ukrainian families (August 2024). Having conducted primary research with more than 200 Ukrainians affected by the visa changes, we found the need for sanctuary remains urgent and widespread, and the inability to reunite with family members is profoundly affecting Ukrainians who are already in the UK. Published with the Immigration Law Practitioners' Association (ILPA), this report was designed to strategically support our Judicial Review challenge of the schemes.
- *Still apart*: The impact of Ukraine Scheme changes on families one year later (February 2025). In January 2024 the UK government announced changes to the Homes for Ukraine Sponsorship Scheme (HFUSS) guidance, allowing Ukrainian parents with status under one of the Ukraine visa schemes to sponsor minor children to bring them to safety. For some families, this news came as a huge relief, almost 12 months after the former government changed the sponsor eligibility to prevent most Ukrainians from sponsoring their own relatives. For others however, this guidance change offers no remedy to the pain inflicted by prolonged separation from loved ones, who remain in a country involved in ongoing conflict. This research report, the fourth in our Ukraine series, explained why this guidance change matters, and why further concessions are necessary.
- *The Forgotten Third*: migrant care workers' views on improving conditions in England's adult social care sector (November 2024). This report focuses on migrant worker exploitation in the adult social care sector. The primary research for this publication includes in-depth interviews and a survey with migrant care workers, who reflected on what it would take to bring about a fair future for the adult social care workforce. Importantly, all recommendations were developed together with research participants, who came together in a lived-experience advisory board.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

Parliamentary work

- Submitted 8 written evidence submissions to various policy consultations, including 2 joint submissions with the Labour Exploitation Advisory Group (LEAG) and Seasonal Worker Interest Group (SWIG). This includes responses to parliamentary consultations on particular pieces of legislation such as the Employment Rights Bill, the Border Security, Asylum and Immigration Bill, changes to the Immigration Rules, and other consultations in relevant policy areas conducted by the Director of Labour Market Enforcement and the Low Pay Commission.
- Had 30 meetings with relevant stakeholders in areas of policy focus for the organisation. This includes meetings with members of the Home Office, the Equality and Human Rights Commission, the Department for Health and Social Care, the Department for Business and Trade, staff at the Home Affairs Select Committee and the joint head of Select Committee legal advisers, the Independent Slavery Commissioner's Office, the Director of Labour Market Enforcement's Office, the Employment Agency Standards Inspectorate, the Migration Advisory Committee, GRETA (Group of Experts on Action against Trafficking in Human Beings), and members of Parliament and/or their staff.
- Secured 4 direct references to the Work Rights Centre in Hansard by various members of Parliament, including Lord Oates, Tony Vaughan MP, Neil-Duncan Jordan MP and Carla Denyer MP.
- Published several policy analyses, including analyses of changes to the immigration rules and the Employment Rights Bill. Our briefing published in October 2024 reflects on what the bill needs to include to protect the most vulnerable workers - the millions of people with worker status, the falsely self-employed, the non-unionised, seasonal workers, and the thousands of migrants tied to their employers. It formulated five key recommendations that we campaigned for in the following months.

Strategic legal work

When the government made the abrupt changes to the Ukraine Visa schemes in February 2024, we saw an immediate impact on Ukrainian nationals, forced apart from their families. We heard from hundreds of Ukrainians separated from family members, concerned about their safety, and trying to bring them to the UK. With backing from Law for Change and in collaboration with the Public Law Project, we challenged these changes with a judicial review. In the course of the pre-action correspondence, the government agreed to consider our evidence and review the changes. In January 2025, following this review, they revised the changes, allowing Ukrainian nationals with status under the Homes for Ukraine scheme to sponsor their children to join them in the UK - without needing a sponsor with British citizenship or ILR, as the February changes originally proposed.

We are pleased to see that our efforts led to real-world policy change, and support for policy change. The outcome of our Ukraine Schemes Judicial Review is the clearest example in that sense. Other outcomes pertaining to sponsored workers include:

- A policy change by the Home Office, to give migrant care workers longer than the official 60 days to change sponsors. This has been in operation since 2024, but was recently confirmed in Home Office civil servants' meeting with the Public Accounts Committee.
- A commitment in the Immigration White Paper to explore introducing financial penalties and sanctions against non-compliant employers, and giving workers more flexibility to change employers in the future. This was a silver lining in an otherwise hostile document, whose implementation we will continue to monitor and engage with very closely.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

C) Communications with media and engagement with relevant stakeholders in the business, public and third sectors to increase awareness of the dangers of precarious work and social immobility

Outcomes from activities: We anticipate three main outcomes from our communications activities. Firstly, people will have increased access to high-quality information, and increased knowledge of their rights and entitlements. Secondly, we can increase opportunities for people with lived experience of migration to influence the policies and decision making structures that affect them and their communities. Thirdly, our communications efforts support our policy influencing by contributing to prioritisation of key issues we advocate for among policymakers.

Performance Measures:

1. Number of media mentions
2. Data analytics on website and social media output
3. Communications tools developed and accessed by clients

Achievements during the reporting period:

1. Raised the public profile of the charity, with over 120 media mentions. This included multiple mentions in The Guardian, Bloomberg, The Standard and The Times, television appearances on Sky News and ITV News, and radio appearances on LBC, and BBC Radio4.
2. Re-launched our website. Crucially, using AI-powered tools, the website now has the functionality to make these resources available in multiple languages. Over the reporting period the website had over 44,000 users, with significant monthly increases since the launch.
3. Produced accessible legal information and resources, such as the recently published guide for Migrant Care Workers and our Guide to eVisas.

FINANCIAL REVIEW

In the last financial year the charity expenses have grown by 12% from £565,731 in 2023/24 to £636,183 in 2024/25. The funds were used largely to support our teams in London and Manchester: including staff salaries, social security payments and rent.

The increase in payroll costs was due to the impact of additional staff costs taken on towards the end of 2023/24, including two new full time roles. There was also a significant increase in the Web & IT spend due to the one-off cost associated with the redevelopment of our website. We also note increased cost of staff training (including spend on the SQE exam support), travel and conference cost, insurance and office rent.

The charity income has increased in line with expenses by circa 13%, from £575,285 in 2023/24 to £651,508 in 2024/25.

Gifts, grants and donations remain the principal source of income for the charity. In 2024/25 we raised a mix of large, medium and small grants from a variety of funders including Baring Foundation, City Bridge Trust, Esmee Fairbairn Foundation, Henry Smith Charity, John Ellerman Foundation, Justice Together, National Lottery Community Fund, Paul Hamlyn Foundation, and Tudor Trust.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2025

We end this year with a small surplus of £15,325 (2024 - £9,554).

Reserves Policy

The charity policy is to hold a minimum 3 months' worth of our base running costs in unrestricted funds reserves to be available at all times, with a current goal of 5 months' of base running costs.

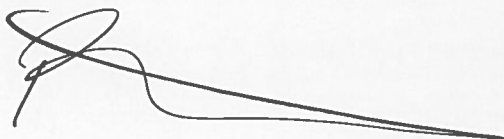
Over the last financial year the charity's unrestricted funds increased from £146,314 at the end of March 2024 to £160,672. This amount is above our minimum reserves policy, and we have set a strong budget for using the additional funds in the coming year.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable trust has adequate resources to continue in operational existence for foreseeable future, with the continuing support of its funders. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Finance Policies.

Approval

This report was approved by the Trustees on 4/12/25 and signed on its behalf by:



Robert McNeil
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WORK RIGHTS CENTRE (WORC) (Charity number 1165419)

I report on the financial statements for the year ended 31 March 2025 set out on pages 13 to 21.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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

Disclosure: Departure from the 2008 Regulations

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice, published on 16 July 2014 in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



Charles Seempijja FCA
NfP Accountants Ltd
Chartered Accountants
3rd Floor, 86-90 Paul Street
EC2A 4NE

Date: 15/12/2025

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
INCOME FROM							
Gifts, grants and donations	2	89,858	526,905	616,763	90,990	350,725	441,715
Charitable activities		17,618	17,127	34,745	4,883	128,687	133,570
TOTAL INCOME		107,476	544,032	651,508	95,873	479,412	575,285
EXPENDITURE ON							
Gross salaries		62,347	421,757	484,104	56,469	396,696	453,165
Employer's NI		458	42,808	43,266	-	27,080	27,080
Employer's Pension		421	10,733	11,154	-	10,188	10,188
Non-payroll staff costs		10,819	6,627	17,446	9,360	3,915	13,275
Governance		6,090	5,155	11,245	4,595	7,065	11,660
Rent		-	12,600	12,600	-	10,500	10,500
Web and IT		4,472	43,385	47,857	3,487	7,353	10,840
Publicity		1,246	-	1,246	470	399	869
Other expenses		309	-	309	1,806	988	2,794
Banking fees & Finance costs		386	-	386	262	76	338
Project Partners		800	-	800	873	20,905	21,778
Independent Examiner's fee		840	-	840	840	-	840
Amortisation		397	-	397	397	-	397
Depreciation		2,506	-	2,506	2,007	-	2,007
Office Expenses		2,027	-	2,027	-	-	-
TOTAL EXPENDITURE		93,118	543,065	636,183	80,566	485,165	565,731
NET MOVEMENT IN FUNDS		14,358	967	15,325	15,307	(5,753)	9,554
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 APRIL 2024		146,314	38,503	184,817	131,007	44,256	175,263
TOTAL FUNDS AT 31 MARCH 2025		160,672	39,470	200,142	146,314	38,503	184,817

All incoming resources and outgoing resources derive from continuing activities.

The annexed notes form part of these financial statements

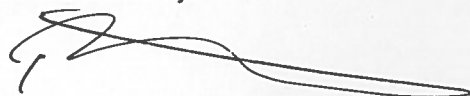
WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

BALANCE SHEET
As at 31 March 2025

	Notes	£	2025 £	£	2024 £
FIXED ASSETS					
Intangible assets: CRM	5		2,116		2,513
Tangible assets			4,733		3,401
			<u>6,849</u>		<u>5,914</u>
CURRENT ASSETS					
Trade debtors		1,425		200	
Other debtors: prepayments		3,099		3,454	
Cash at bank and in hand		406,643		227,614	
CREDITORS: amounts falling due within one year	7	(217,874)		(52,365)	
NET CURRENT ASSETS			<u>193,293</u>		<u>178,903</u>
NET ASSETS			<u>£ 200,142</u>		<u>£ 184,817</u>
FUNDS					
Restricted funds	8		39,470		38,503
General fund (unrestricted)	8		160,672		146,314
TOTAL FUNDS			<u>£ 200,142</u>		<u>£ 184,817</u>

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2019 (FRS102), and the Charities Act 2011.

They were approved, and authorised for issue, by the trustees on 4/12/25 and signed on their behalf by:-



Robert McNeil
Chair

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2015 (FRS102) (effective January 2015), and the Charities Act 2011. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

The effect of events relating to the year ended 31 March 2025 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2025 and the results for the year ended on that date.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Key judgements that the charity has made which have a significant effect on the accounts include estimating income and expenditure for the next 12 months.

Statement of Cash Flows

The charity has taken advantage of the exemption in Section 7.1B of FRS102 not to prepare a Statement of Cash Flows.

Income

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. Grants which have a restriction as to timing are recognised over the period for which they are given.

The value of services provided by volunteers has not been included in the accounts.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

Fund accounting

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

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

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 considered all to relate to All the expenditure of the charity is in the furtherance of its charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Tangible fixed assets

All assets costing more than £100 are capitalised.

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

Office equipment	-	5 years
------------------	---	---------

Intangibles

Intangible assets are stated at cost less amortisation. The intangible in these accounts refers to a CRM system, which is amortised over 10 years.

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.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

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.

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 measured at amortised cost using the effective interest method.

2. GRANTS AND DONATIONS

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Total Funds 2024 £</i>
AB Charitable Trust	22,000	-	22,000	22,000
Baring Foundation	-	25,000	25,000	-
Blue Thread	18,333	-	18,333	25,500
City Bridge Trust	-	48,000	48,000	49,880
Esmee Fairbairn Foundation	5,167	-	5,167	-
Garfield Weston Foundation	-	33,333	33,333	-
Henry Smith Charity	-	60,000	60,000	60,000
John Ellerman Foundation	-	34,333	34,333	-
Justice Together	-	50,000	50,000	37,885
Legal Education Foundation	-	46,250	46,250	-
National Lottery Community Fund	-	72,470	72,470	70,709
Network for Social Change	-	38,956	38,956	14,583
Paul Hamlyn Foundation	-	70,000	70,000	70,000
Strategic Legal Fund	-	-	-	6,165
The Alan & Babette Sainsbury Charitable Fund	-	11,000	11,000	11,503
Tolkien Trust	-	6,667	6,667	30,000
Trust for London	-	30,896	30,896	-
Tudor Trust	40,000	-	40,000	40,000
Other donations	4,358	-	4,358	3,490
	£ 89,858	£ 526,905	£ 616,763	£ 441,715

WORK RIGHTS CENTRE (WORC)
(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

2024

	<i>Unrestricted Funds 2024 £</i>	<i>Restricted Funds 2024 £</i>	<i>Total Funds 2024 £</i>
<i>AB Charitable Trust</i>	22,000	-	22,000
<i>Blue Thread</i>	25,500	-	25,500
<i>City Bridge Trust</i>	-	49,880	49,880
<i>Henry Smith Charity</i>	-	60,000	60,000
<i>Justice Together</i>	-	37,885	37,885
<i>National Lottery Community Fund</i>	-	70,709	70,709
<i>Network for Social Change</i>	-	14,583	14,583
<i>Paul Hamlyn Foundation</i>	-	70,000	70,000
<i>Strategic Legal Fund</i>	-	6,165	6,165
<i>The Alan & Babette Sainsbury Charitable Fund</i>	-	11,503	11,503
<i>Tolkien Trust</i>	-	30,000	30,000
<i>Tudor Trust</i>	40,000	-	40,000
<i>Other donations</i>	3,490	-	3,490
	<u>£ 90,990</u>	<u>£ 350,725</u>	<u>£ 441,715</u>

3. STAFF COSTS AND NUMBERS

	<i>Unrestricted Funds 2025 £</i>	<i>Restricted Funds 2025 £</i>	<i>Total Funds 2025 £</i>	<i>Total Funds 2024 £</i>
Gross salaries	62,347	421,757	484,104	453,165
Employer's NI	458	42,808	43,266	27,080
Employer's Pension	421	10,733	11,154	10,188
TOTAL STAFF COSTS	<u>£ 63,226</u>	<u>£ 475,298</u>	<u>£ 538,524</u>	<u>£ 490,433</u>

The average weekly number of staff on a head count basis was 16 (2024 - 14).

No staff received payments in excess of £60,000 (2024 - the same).

The total employee benefits of the key management personnel were £114,371 (2024 - £91,828).

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

4. TRUSTEES AND RELATED PARTIES

During the year, no trustees received payments for services provided to the charity (2024 - the same).

No trustees were reimbursed for expenses incurred on the charity's behalf (2024 - the same).

5. INTANGIBLE FIXED ASSETS

	CRM
Cost	
At 1 April 2024	3,968
Additions	-
Disposals	-
At 31 March 2025	<u>£ 3,968</u>
Amortisation	
At 1 April 2024	1,455
Provided during the year	397
On disposals	-
At 31 March 2025	<u>£ 1,852</u>
Net book value	
At 31 March 2025	<u>£ 2,116</u>
At 31 March 2024	<u>£ 2,513</u>

6. TANGIBLE ASSETS

	Office equipment
Cost	
At 1 April 2024	9,616
Additions	3,838
Disposals	-
At 31 March 2025	<u>£ 13,454</u>
Depreciation	
At 1 April 2024	6,215
Provided during the year	2,506
On disposals	-
At 31 March 2025	<u>£ 8,721</u>
Net book value	
At 31 March 2025	<u>£ 4,733</u>
At 31 March 2024	<u>£ 3,401</u>

WORK RIGHTS CENTRE (WORC)
(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2025	2024
	£	£
Trade creditors	-	90
Social security and other taxes	12,469	12,483
Holiday pay	-	-
Pensions	2,317	2,409
Accruals	4,951	4,839
Deferred grant income	198,137	32,544
	£ 217,874	£ 52,365

8. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers & Gains / Losses	Carried Forward
	£	£	£	£	£
Restricted project funds:					
A&B Sainsbury Charitable Trust	6,111	11,000	(11,615)	-	5,496
Baring Foundation	-	25,000	(24,186)	-	814
City Bridge Trust	6,924	48,000	(50,220)	-	4,704
Garfield Weston Foundation	-	33,333	(29,666)	-	3,667
Greater London Authority (GLA)	7,910	17,127	(25,037)	-	-
Henry Smith Charity	(1,790)	60,000	(49,209)	-	9,001
John Ellerman Foundation	-	34,333	(30,231)	-	4,102
Justice Together Legal Education Foundation	-	50,000	(60,707)	-	(10,707)
National Lottery Community Fund	5,269	72,470	(65,185)	-	12,554
Network for Social Change	8,010	38,957	(44,923)	-	2,044
Paul Hamlyn Foundation	1,298	70,000	(67,248)	-	4,050
Tolkien Trust	4,771	6,667	(11,125)	-	313
Trust for London	-	30,896	(29,567)	-	1,329
Total restricted funds	38,503	544,033	(543,066)	-	39,470
Unrestricted fund	146,314	107,476	(93,118)	-	160,672
	-	(1)	1		
Total funds	£ 184,817	£ 651,508	£ (636,183)	£ Nil	£ 200,142

At the year-end, the Justice Together fund had a negative closing balance of £10,707, representing costs incurred in anticipation of future funding which was granted in the following year.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

STATEMENT OF FUNDS - CONTINUED
2024

	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers & Gains / Losses</i>	<i>Carried Forward</i>
	£	£	£	£	£
<i>Restricted funds</i>					
<i>A&BS Charitable Fund</i>	587	11,503	(5,979)	-	6,111
<i>Blue Thread</i>	6,385	-	(6,385)	-	-
<i>City Bridge Trust</i>	11,270	49,880	(54,226)	-	6,924
<i>Greater London Authority (GLA)</i>	8,611	128,687	(129,388)	-	7,910
<i>Henry Smith Charity</i>	-	60,000	(61,790)	-	(1,790)
<i>Justice Together</i>	(1,766)	37,885	(36,119)	-	-
<i>National Lottery Community Fund</i>	10,657	70,709	(76,097)	-	5,269
<i>Network for Social Change</i>	-	14,583	(6,573)	-	8,010
<i>Paul Hamlyn Foundation</i>	-	70,000	(68,702)	-	1,298
<i>Strategic Legal Fund</i>	3,077	6,165	(9,242)	-	-
<i>Tolkien Trust</i>	3,435	30,000	(28,664)	-	4,771
<i>Tudor Trust Mental Health</i>	2,000	-	(2,000)	-	-
	<u>44,256</u>	<u>479,412</u>	<u>(485,165)</u>	<u>-</u>	<u>38,503</u>
<i>Unrestricted fund</i>	131,007	95,873	(80,566)	-	146,314
<i>Total funds</i>	<u>£ 175,263</u>	<u>£ 575,285</u>	<u>£ (565,731)</u>	<u>£ Nil</u>	<u>£ 184,817</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Restricted Funds	Total Funds	Total Funds
	2025	2025	2025	2024
	£	£	£	£
Intangible fixed assets	2,116	-	2,116	2,513
Tangible fixed assets	4,074	659	4,733	3,401
Current assets	372,356	38,811	411,167	231,268
Creditors due within one year	(217,874)	-	(217,874)	(52,365)
	<u>£ 160,672</u>	<u>£ 39,470</u>	<u>£ 200,142</u>	<u>£ 184,817</u>

WORK RIGHTS CENTRE (WORC)

England & Wales - Charity number 1165419

Accounts

Charity number 1165419

WORK RIGHTS CENTRE (WORC)

(Registered charity no. 1165419)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

NfP Accountants Ltd

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

REPORT AND FINANCIAL STATEMENTS
for the year ended 31 March 2024

CONTENTS

	Page
Legal and administrative information	1
Trustees' annual report	2
Independent Examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

WORK RIGHTS CENTRE (WORC)

Registered charity No. 1165419

REFERENCE AND ADMINISTRATIVE DETAILS

for the year ended 31 March 2024

Charity name	Work Rights Centre (WORC)
Also known as	WoRC
Charity reg. no.	1165419
Trustees	Luke Piper, Chair (until 15th November 2023) Robert McNeil (Chair from 6th February 2024) Laura Chilintan, Treasurer Mona Bou Zeineddine Laura Gabriela Tutu Andrei-Cosmin Decu Sadat Sayeed Miranda Butler
Senior staff members	Dora-Olivia Vicol, CEO (parental leave from 01 January to 30 June 2023) Raewyn Jones, Interim CEO (from 01 January until 30 June 2023) Kasia Figiel, Deputy CEO (from 01 January 2024, previously COO)
Registered office	379-381 High Road London NW10 2JR
Independent examiner	Charles Ssempijja, FCA NFP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2024. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 FRS102. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22-4.23 of this SORP.

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the charity is constituted

Governing Document : Constitution

How the charity is constituted : Charitable Incorporated Organisation (CIO)

Work Rights Centre (WORC) is a registered charitable incorporated organisation (CIO) number 1165419. The governing document of the charity is its Constitution dated 14.01.2016, as amended on 05.05.2016 and 28.10.2021.

The Work Rights Centre Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

At the Work Rights Centre, the governance framework rests on a bedrock of:

- The Work Rights Centre Constitution.
- The Charity Commission Essential Trustee Guide.
- Trustees' Role Description (which is informed by the CC Essential Trustee Guide).
- The Work Rights Centre Governance Guide, which builds on the Charity Governance Code.

Trustees recruitment

Trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. Each trustee has a fixed term of 2 years, which can be renewed. In selecting candidates for charity trustees, the Board considers the skills, knowledge and experience needed for the effective administration of the CIO. The Board also seeks to appoint members from a diversity of backgrounds.

Trustee induction and training

New trustees are inducted through a meeting with management and trustees are provided with access to the Work Rights Centre Governance Guide, and associated documents. New trustees are also asked to complete a personal details form, a declaration of interests, and a skills audit to identify training needs. All trustees are encouraged to undertake safeguarding training early in their tenure if they have not already, and are regularly offered training on other matters concerning governance.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Structure and Work Contexts

The Work Rights Centre has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year in November trustees and all staff attend a Vision Day to develop and review:

- The best way in which the charity can achieve its purpose and add value, in light of the external environment.
- Business Plan with a focus on:
 - strategic objectives for the year ahead,
 - strategic partnerships,
 - our responsibility towards our stakeholders,
 - the sustainability of our income sources.
- Risk assessment.
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff.
- Communications policy - establishing key stakeholders.

In February each year a Planning Day is attended by trustees and senior staff to formally approve and minute

- Adoption of the annual Business Plan
- Yearly Budget
- Risk register
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff
- Communications policy - establishing key stakeholders

Day to day operations and management are delegated to the Chief Executive Officer (CEO) in line with the objectives and delegations approved in the Business Plan. The CEO and Deputy CEO are supported by the Resource Committee (Finance, Risk and HR), the Communications, Advocacy and Fundraising Committee, Strategic Litigation Committee and the Service Delivery Subcommittee, as well as by regular meetings with the Chair. In each of these committees members act as advisors, but key decisions are taken by the Board of Trustees and minuted accordingly.

Related parties

The board considers that the related parties of the charity are the Trustees and their close connections are the only related parties. None of our trustees receive remuneration or other benefit from their work with the charity. Details of reimbursements to trustees for out of pocket expenses are shown in Note 4.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Risk Management

A detailed risk register has been established which is updated at least quarterly to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact. Each risk area has the risk owner specified, and systems and procedures have been established to mitigate risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in light of the ongoing difficult economic climate. Risk management is reported at each quarterly meeting of trustees.

Trustees' responsibilities in relation to the financial statements

Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"), and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Independent Examination of Accounts

The Independent examiner carries out an examination of the Charity's accounts under section 145 of the 2011 Act, and provides a report confirming whether or not material matters have come to their attention in connection with the accounts which would give rise to concern.

CHARITY OBJECTIVES AND ACTIVITIES

Objectives

The vision of the Work Rights Centre is of a world without poverty. To that end, our mission is to put a stop to precarious work and cultivate people's social mobility.

We want to achieve this by acting on two fronts. First, we recognise that poverty is an emergency, which particularly affects migrants and ethnic minority Britons. We are committed to directly supporting individuals who are in poverty, with expert legal advice and information. Second, we know that long-term impact needs systemic change. This is why we are also determined to challenge the policies and attitudes which entrench poverty at structural level.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Activities

To address the need and pursue our aims, we have developed three workstreams.

Legal advice. The bedrock of the Work Rights Centre consists of our free advice clinics in London and Manchester delivering in depth legal advice and casework in employment rights and immigration, and generalist advice in employability. Our clinics are confidential, multilingual, and staffed by a dedicated team of solicitors and advisers who share the journeys of our service users and can empathise with their experiences. Many of our advisers started off as volunteers. The London clinic is located at the heart of Willesden, one of the 10% most deprived areas of London. The Manchester clinic operates from a public library and has been a pillar of local advice since the closure of the South Manchester Law Centre. Together, we support communities with specialist in-depth legal advice and casework on:

- *Employment rights* - helping clients to recover unpaid wages, challenge unfair dismissals, assert contractual rights, and challenge discrimination. This is an in-depth service that includes support with ACAS notifications, representation in the Employment Tribunal, settlement negotiations, and reports to other agencies.
- *Immigration* - supporting our clients to secure their status in the UK by making a new application for leave, understanding their rights under the new status, and contesting Home Office decisions, including with representation in the Immigration Tribunal.

We also provide generalist advice, which includes:

- *Employability* - we use our CV and Cover Letter writing expertise to help people apply for new positions, and rebuild their confidence by helping them identify transferable skills.

Legal information. Beyond providing urgent hands-on assistance, we seek to empower our service users with the information they need to stand up for their rights. Some of our guides (e.g. for Care Workers, or for Ukrainians) are seen by thousands of people, and are a source of information for clients and third sector organisations alike.

Campaigning for systems change. We strategically mobilise the frontline data and insights we have accumulated over the years to affect systemic change. To achieve this, we publish research reports which expose the causes of migrant worker exploitation; give evidence to parliamentary inquiries; raise awareness with policy makers; and secure media coverage to garner public support.

Public benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

ACHIEVEMENTS AND PERFORMANCE

Last year Work Rights Centre has continued to grow as an organisation, and has made several milestone achievements in our three key areas of activity: (A) Legal advice, (B) Research and Policy Influencing, and (C) Communications.

A) Service Provision: Free, confidential multilingual employment and immigration rights clinics held in London and Manchester

Outcomes from activities: Our legal advisers assist people who are in or at risk of precarious work to access fair and lawful employment, secure their immigration status, and exercise their rights. In terms of outcomes, we aim that people who are in, or who are at risk of being in precarious employment are able to find decent work and receive a fair income, and that those whose rights were breached obtain remedy. Resolution of immigration issues provides a basis to build social mobility and economic security.

Performance Measures: Evidence is collected through qualitative and quantitative data of clients achieving decent work and social mobility, including:

- *Overall:* number of beneficiaries, satisfaction with charity, would recommend.
- *Employment rights:* money recovered; issues solved.
- *Immigration:* beneficiaries who secured their immigration status (e.g. obtained EUSS).
- *Employability:* beneficiaries took up employment; self-employment; volunteering; ESOL training.
- *Attitudes:* beneficiaries feel more confident in understanding their employment rights, their immigration status, and looking for jobs.

Achievements during the reporting period:

Legal Advice Provision

1. We supported 820 clients challenging poverty with advice on employment rights, immigration or employability. Most have found us through word of mouth or our website.
2. In Employment Rights we answered 405 queries. As in previous years, unpaid wages and dismissals were the primary issues faced by our client. We were also able to support a broader and more complex spectrum of cases in more depth, including complex discrimination and victimisation cases. We did this through representation of clients in the Employment Tribunal process, from the submission of the ACAS Early Conciliation notification to connecting clients with barristers for final hearings. We are also proud to have recovered £65,427 for our clients. The impact of our employment rights work also goes far beyond financial compensation. On many occasions, clients sought our support to challenge unfair dismissals or redundancy processes.
3. In Immigration we supported 361 clients. The majority of reported issues were with making applications for immigration status, as well as supporting people in understanding their eligibility for immigration status, and their rights and responsibilities. Most of those we helped contacted us with queries either about the Settled or Pre-settled EUSS status, the Family Visa (including Family Reunion) or the Homes for Ukraine Scheme.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

4. We supported 189 clients with queries around their employability. This included providing information about job search strategies, as well as support with CV and cover letter writing.
5. Of those who responded to the client satisfaction monitoring questions:
 - 97% reported feeling more confident in understanding their employment rights.
 - 98% would recommend the Work Rights Centre, and 89% were either satisfied or very satisfied with our services
 - 37% got a new job after we assisted them, and 50% got a job interview after we assisted them.
6. Additionally, we delivered an impactful training programme to a group of 15 small migrant run charities and grassroots organisations, to build sector capacity for providing employment legal advice. With funding from the Greater London Authority (GLA), we delivered an extensive training programme in employment law, second tier employment legal advice, as well as convening a Community of Practice of advisers working with migrant workers. This programme received excellent feedback: the overwhelming majority of participants rated the quality of information and knowledgeability of instructors as 5/5, and a third had already applied the material covered by the time they completed the five-week course.

B) Research and evidence-based campaigns and influencing for fairer employment, better social integration, and social mobility.

Outcomes from activities: In addition to addressing the urgency of poverty through casework, we seek to affect systemic change through research and policy influencing. In 2023/24, with further growth of our team to include a Data and Community Research Officer, we have been able to significantly increase our capacity to conduct research and data analysis to produce the evidence-based recommendations needed to address poverty and social immobility at systemic level.

Performance Measures:

1. Research and policy reports, Case studies, Strategic litigation, Strategic alliances formed.
2. Number and quality of strategic alliances formed with relevant stakeholders, organisations or collective initiatives.
3. Strategic litigation undertaken where this is the most appropriate way to influence.
4. Speaking and presenting opportunities.
5. Longer term we are looking for strategic policy change at a local or national level.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Achievements during the reporting period:

Our key output was the research report on The systemic drivers of migrant worker exploitation in the UK. Drawing on over 40 case studies, interviews with caseworkers, and policy analysis, the report finds that migrant labour exploitation risks turning into a national crisis, unless changes are urgently made to the immigration and labour enforcement system. The report has been the result of several months of research, and we are grateful to have received feedback from an expert advisory board comprising immigration and employment barristers and academics. We are pleased that it has received media coverage, including the Guardian, the Times, and on the influential Free Movement blog.

Several of our proposals for national policy change are now echoed by the Independent Anti-Slavery Commissioner, ICIBI, and the Labour party. This includes calls to give workers more time to change sponsors, and institute a Single Enforcement Body (SEB).

In addition to the report, the organisation remained active in the following policy areas:

1. Employment justice - including evidence submission to the submission to the Ministry of Justice's Employment Tribunal fees consultation.
2. Sponsored care workers - including written evidence to the ICIBI's inquiry into the immigration system as it relates to the social care sector, and especially those working in the UK on the Health and Care visa. We also significantly contributed to the investigation of the exploitation of care workers by the media, including extensive publication by the Bureau of Investigative Journalists.
3. Sponsored seasonal workers - including oral evidence to the House of Lords Horticultural Sector Committee on the Seasonal Worker Scheme visa, provided multiple evidence submissions to Migration Advisory Committee's Seasonal Worker visa inquiry and DLME's Call for Evidence on the Labour Market Enforcement Strategy 2024/25.
4. Refugees and asylum seekers - following the sudden changes to the Ukraine Visa schemes in February 2024, together with ILPA we submitted Joint Evidence to the Secondary Legislation Scrutiny Committee for its consideration of the Statement of Changes to the Immigration Rules.

c) Communications with media and engagement with relevant stakeholders in the business, public and third sectors to increase awareness of the dangers of precarious work and social immobility

Outcomes from activities: We anticipate three main outcomes from our communications activities. Firstly, people will have increased access to high-quality information and advice and will have an increased knowledge of their rights and entitlements. Secondly, we can increase opportunities for people with lived experience of migration to influence the policies and decision-making structures and services that affect them and their communities. Thirdly, our communications efforts will support our policy influencing by contributing to prioritisation of key issues we advocate for among policymakers.

Performance Measures:

1. Number of media mentions
2. Data analytics on social media output
3. Communications tools developed and accessed by clients

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Achievements during the reporting period:

1. Raised the public profile of the charity, with mentions in respected media (including multiple mentions in The Guardian and The Times, television appearance on ITV, and radio appearances on LBC, BBC Radio4 World, and the Times Radio) and developed good relationships with new journalists (e.g. The Bureau for Investigative Journalism).
2. Produced accessible legal information and resources, including on the changes to the Ukraine schemes, and Health and Care Worker visas.
3. Boosted our social media presence; for example, increasing our Twitter / X following by over 30%. We increased our newsletter sign ups by 20%, and achieved over 99,000 page views on our website during this time period, which is a growth of 147% on the previous year.

FINANCIAL REVIEW

In the last financial year the charity expenses have increased by over 50% from £365,690 in 2021/22 to £565,731 in 2022/23. The funds were used largely to support our expanding team in London, including staff salaries, social security payments and rent. The increase in payroll costs was due to the expansion of hours of Senior Communications Officer and Deputy CEO to full-time, as well as the new posts of Data and Community Research Officer, and Finance Manager. There was also a significant new cost consisting of payments to project partners.

The charity income has grown from £397,069 in 2022/23 to £575,285 in 2023/24. Earned income has decreased, but we have been able to significantly grow our restricted and unrestricted grant income.

However, gifts, grants and donations remain the principal source of income for the charity. We have raised a mix of large, medium and small grants from a variety of funders including City Bridge Trust, Henry Smith Charity, Justice Together, National Lottery Community Fund, Paul Hamlyn Foundation, and Tudor Trust. We end this year with a small surplus of £9,553.

Reserves Policy

The charity policy is to hold a minimum 3 months' worth of our base running costs in unrestricted funds reserves to be available at all times, with a current goal of 5 months' or base running costs. At the year end, this equated to £103,117.

Over the last financial year the charity's unrestricted reserves increased slightly from £131,007 at the end of March 2023 to £146,314. This amount is above our minimum reserves policy, and we have set a strong budget for using the unrestricted funds in the coming year.

WORK RIGHTS CENTRE (WORC)
(Registered charity number 1165419)

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2024

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable trust has adequate resources to continue in operational existence for foreseeable future, with the continuing support of its funders. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Finance Policies.

Approval

This report was approved by the Trustees on 5-SEPT-2024 and signed on its behalf by:



Robert McNeil
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WORK RIGHTS CENTRE (WORC) (Charity number 1165419)

I report on the financial statements for the year ended 31 March 2024 set out on pages 12 to 20.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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

Disclosure: Departure from the 2008 Regulations

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice, published on 16 July 2014 in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



Charles Seempijja FCA
NfP Accountants Ltd
Chartered Accountants
3rd Floor, 86-90 Paul Street
EC2A 4NE

Date: 19 November 2024

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
INCOME FROM							
Gifts, grants and donations	2	90,990	350,725	441,715	43,477	341,821	385,298
Charitable activities		4,883	128,687	133,570	11,771	-	11,771
TOTAL INCOME		95,873	479,412	575,285	55,248	341,821	397,069
EXPENDITURE ON							
Gross salaries		56,469	396,696	453,165	43,477	261,223	304,700
Employer's NI		-	27,080	27,080	-	15,811	15,811
Employer's Pension		-	10,188	10,188	-	6,121	6,121
Other employee benefits		-	-	-	70	926	996
Non-payroll staff costs		9,360	3,915	13,275	9,464	1,567	11,031
Governance		4,595	7,065	11,660	2,135	2,704	4,839
Rent		-	10,500	10,500	1,350	5,600	6,950
Web and IT		3,487	7,353	10,840	3,533	3,062	6,595
Publicity		470	399	869	771	555	1,326
Other expenses		1,806	988	2,794	1,055	2,358	3,413
Banking fees & Finance costs		262	76	338	28	859	887
Project Partners		873	20,905	21,778	-	-	-
Independent Examiner's fee		840	-	840	840	-	840
Amortisation		397	-	397	397	-	397
Depreciation		2,007	-	2,007	1,784	-	1,784
TOTAL EXPENDITURE		80,566	485,165	565,731	64,904	300,785	365,690
Transfers between funds	8	-	-	-	(2,095)	2,095	-
NET MOVEMENT IN FUNDS		15,307	(5,753)	9,554	(11,751)	43,131	31,379
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 APRIL 2023		131,007	44,256	175,263	142,758	1,126	143,884
TOTAL FUNDS AT 31 MARCH 2024		146,314	38,503	184,817	131,007	44,257	175,263

All incoming resources and outgoing resources derive from continuing activities.

The annexed notes form part of these financial statements

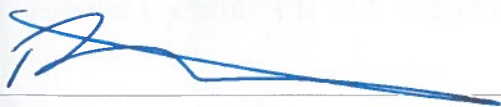
WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

BALANCE SHEET
As at 31 March 2024

	Notes	£	2024 £	£	2023 £
FIXED ASSETS					
Intangible assets: CRM	5		2,513		2,910
Tangible assets			<u>3,401</u>		<u>2,979</u>
			5,914		5,889
CURRENT ASSETS					
Trade debtors		200		60,000	
Other debtors: prepayments		3,454		2,941	
Cash at bank and in hand		227,614		191,010	
CREDITORS: amounts falling due within one year	7	(52,365)		(84,577)	
NET CURRENT ASSETS			<u>178,903</u>		<u>169,374</u>
NET ASSETS			<u>£ 184,817</u>		<u>£ 175,263</u>
FUNDS					
Restricted funds	8		38,503		44,256
General fund (unrestricted)	8		146,314		131,007
TOTAL FUNDS			<u>£ 184,817</u>		<u>£ 175,263</u>

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2019 (FRS102), and the Charities Act 2011.

They were approved, and authorised for issue, by the trustees on 5-SEPT-2024 and signed on their behalf by:-



Robert McNeil
 Chair

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2015 (FRS102) (effective January 2015), and the Charities Act 2011. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

The effect of events relating to the year ended 31 March 2024 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2024 and the results for the year ended on that date.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Key judgements that the charity has made which have a significant effect on the accounts include estimating income and expenditure for the next 12 months.

Statement of Cash Flows

The charity has taken advantage of the exemption in Section 7.1B of FRS102 not to prepare a Statement of Cash Flows.

Income

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. Grants which have a restriction as to timing are recognised over the period for which they are given.

The value of services provided by volunteers has not been included in the accounts.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

Fund accounting

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

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

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 considered all to relate to All the expenditure of the charity is in the furtherance of its charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Tangible fixed assets

All assets costing more than £100 are capitalised.

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

Office equipment	-	5 years
------------------	---	---------

Intangibles

Intangible assets are stated at cost less amortisation. The intangible in these accounts refers to a CRM system, which is amortised over 10 years.

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.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

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.

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 measured at amortised cost using the effective interest method.

2. GRANTS AND DONATIONS

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	<i>Total Funds 2023 £</i>
AB Charitable Trust	22,000	-	22,000	-
Blue Thread	25,500	-	25,500	25,000
Brent Advice Fund	-	-	-	6,347
City Bridge Trust	-	49,880	49,880	50,658
European Social Fund	-	-	-	7,998
Henry Smith Charity	-	60,000	60,000	-
Justice Together	-	37,885	37,885	68,115
National Lottery Community Fund	-	70,709	70,709	71,830
Network for Social Change	-	14,583	14,583	-
Paul Hamlyn Foundation	-	70,000	70,000	-
Strategic Legal Fund	-	6,165	6,165	6,165
The Alan & Babette Sainsbury Charitable Fund	-	11,503	11,503	8,497
Tolkien Trust	-	30,000	30,000	20,000
Trust for London	-	-	-	66,600
Greater London Authority	-	-	-	8,611
Tudor Trust	40,000	-	40,000	42,000
Other donations	3,490	-	3,490	3,477
	£ 90,990	£ 350,725	£ 441,715	£ 385,298

WORK RIGHTS CENTRE (WORC)
(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

2023

	<i>Unrestricted Funds 2023 £</i>	<i>Restricted Funds 2023 £</i>	<i>Total Funds 2023 £</i>
<i>Blue Thread</i>	-	25,000	25,000
<i>Brent Advice Fund</i>	-	6,347	6,347
<i>City Bridge Trust</i>	-	50,658	50,658
<i>Strategic Legal Fund</i>	-	6,165	6,165
<i>Justice Together</i>	-	68,115	68,115
<i>National Lottery Community Fund</i>	-	71,830	71,830
<i>The Alan & Babette Sainsbury Charitable Fund</i>	-	8,497	8,497
<i>European Social Fund</i>	-	7,998	7,998
<i>Tolkien Trust</i>	-	20,000	20,000
<i>Trust for London</i>	-	66,600	66,600
<i>Greater London Authority</i>	-	8,611	8,611
<i>Tudor Trust</i>	40,000	2,000	42,000
<i>Other donations</i>	3,477	-	3,477
	<u>£ 43,477</u>	<u>£ 341,821</u>	<u>£ 385,298</u>

3. STAFF COSTS AND NUMBERS

	<i>Unrestricted Funds 2024 £</i>	<i>Restricted Funds 2024 £</i>	<i>Total Funds 2024 £</i>	<i>Total Funds 2023 £</i>
Gross salaries	56,469	396,696	453,165	304,700
Employer's NI	-	27,080	27,080	15,811
Employer's Pension	-	10,188	10,188	6,121
TOTAL STAFF COSTS	<u>£ 56,469</u>	<u>£ 433,964</u>	<u>£ 490,433</u>	<u>£ 326,632</u>

The average weekly number of staff on a head count basis was 16 (2023 - 14).

No staff received payments in excess of £60,000 (2023 - the same).

The total employee benefits of the key management personnel were £91,828 (2023 - £83,107).

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

4. TRUSTEES AND RELATED PARTIES

During the year, no trustees received payments for services provided to the charity (2023 - the same).

No trustees were reimbursed for expenses incurred on the charity's behalf (2023 - the same).

5. INTANGIBLE FIXED ASSETS

	CRM
Cost	
At 1 April 2023	3,968
Additions	-
Disposals	-
At 31 March 2024	<u>£ 3,968</u>
Amortisation	
At 1 April 2023	1,058
Provided during the year	397
On disposals	-
At 31 March 2024	<u>£ 1,455</u>
Net book value	
At 31 March 2024	<u>£ 2,513</u>
At 31 March 2023	<u>£ 2,910</u>

6. TANGIBLE ASSETS

	Office equipment
Cost	
At 1 April 2023	7,187
Additions	2,429
Disposals	-
At 31 March 2024	<u>£ 9,616</u>
Depreciation	
At 1 April 2023	4,208
Provided during the year	2,007
On disposals	-
At 31 March 2024	<u>£ 6,215</u>
Net book value	
At 31 March 2024	<u>£ 3,401</u>
At 31 March 2023	<u>£ 2,979</u>

WORK RIGHTS CENTRE (WORC)
(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
	£	£
Trade creditors	90	-
Social security and other taxes	12,483	8,182
Holiday pay	-	5,329
Pensions	2,409	1,900
Accruals	4,839	890
Deferred grant income	32,544	68,276
	£ 52,365	£ 84,577

8. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers & Gains / Losses	Carried Forward
	£	£	£	£	£
Restricted project funds:					
A&BS Charitable Fund	587	11,503	(5,979)	-	6,111
Blue Thread	6,385	-	(6,385)	-	-
City Bridge Trust	11,270	49,880	(54,226)	-	6,924
Greater London Author	8,611	128,687	(129,388)	-	7,910
Henry Smith Charity	-	60,000	(61,790)	-	(1,790)
Justice Together	(1,766)	37,885	(36,119)	-	-
National Lottery Community Fund	10,657	70,709	(76,097)	-	5,269
Network for Social Change	-	14,583	(6,573)	-	8,010
Paul Hamlyn Foundation	-	70,000	(68,702)	-	1,298
Strategic Legal Fund	3,077	6,165	(9,242)	-	-
Tolkien Trust	3,435	30,000	(28,664)	-	4,771
Tudor Trust Mental Health	2,000	-	(2,000)	-	-
Total restricted funds	44,256	479,412	(485,165)	-	38,503
Unrestricted fund	131,007	95,873	(80,566)	-	146,314
Total funds	£ 175,263	£ 575,285	£ (565,731)	£ Nil	£ 184,817

At the year-end, the Henry Smith Charity fund had a negative closing balance of £1,790, representing costs incurred in anticipation of future funding which was granted in the following year.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

STATEMENT OF FUNDS - CONTINUED
2023

	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers & Gains / Losses</i>	<i>Carried Forward</i>
	£	£	£	£	£
<i>Restricted funds</i>					
<i>A&BS Charitable Fund</i>	-	8,497	(7,910)	-	587
<i>Blue Thread - Ukraine</i>	-	25,000	(18,615)	-	6,385
<i>Brent Advice Fund</i>	(5,955)	6,347	(392)	-	-
<i>City Bridge Trust</i>	-	50,658	(39,388)	-	11,270
<i>European Social Fund Greater London Authority</i>	(4,436)	7,998	(3,663)	101	-
<i>Justice Together</i>	-	8,611	-	-	8,611
<i>National Lottery Community Fund</i>	-	68,115	(69,881)	-	(1,766)
<i>Strategic Legal Fund</i>	-	71,830	(61,173)	-	10,657
<i>Tolkien Trust</i>	-	6,165	(3,088)	-	3,077
<i>Brent NCIL</i>	-	20,000	(16,565)	-	3,435
<i>Trust for London</i>	-	-	-	-	-
<i>Trusthouse</i>	(2,872)	66,600	(65,722)	1,994	-
<i>Tudor Trust</i>	3,219	-	(3,219)	-	-
<i>Waltham Forest: EDI L</i>	-	2,000	-	-	2,000
<i>Waltham Forest: Support for Vulnerable Citizens</i>	1,250	-	(1,250)	-	-
	9,920	-	(9,920)	-	-
	<u>1,126</u>	<u>341,821</u>	<u>(300,786)</u>	<u>2,095</u>	<u>44,256</u>
<i>Unrestricted fund</i>	142,758	55,248	(64,904)	(2,095)	131,007
<i>Total funds</i>	<u>£ 143,884</u>	<u>£ 397,069</u>	<u>£ (365,690)</u>	<u>£ Nil</u>	<u>£ 175,263</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Restricted Funds	Total Funds	Total Funds
	2024	2024	2024	2023
	£	£	£	£
Intangible fixed assets	2,513	-	2,513	2,910
Tangible fixed assets	2,742	659	3,401	2,979
Current assets	193,424	37,844	231,268	253,951
Creditors due within one year	(52,365)	-	(52,365)	(84,577)
	<u>£ 146,314</u>	<u>£ 38,503</u>	<u>£ 184,817</u>	<u>£ 175,263</u>

WORK RIGHTS CENTRE (WORC)

England & Wales - Charity number 1165419

Accounts

WORK RIGHTS CENTRE (WORC)

(Registered charity no. 1165419)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

REPORT AND FINANCIAL STATEMENTS
for the year ended 31 March 2023

CONTENTS

	Page
Legal and administrative information	1
Trustees' annual report	2
Independent Examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

WORK RIGHTS CENTRE (WORC)

Registered charity No. 1165419

REFERENCE AND ADMINISTRATIVE DETAILS

for the year ended 31 March 2023

Charity name	Work Rights Centre (WORC)
Charity reg. no.	1165419
Trustees	Luke Piper, Chair Laura Chilintan, Treasurer Mona Bou Zeineddine Laura Gabriela Tutu Andrei-Cosmin Decu Sadat Sayeed (appointed 13 December 2022) Miranda Butler (appointed 15 February 2023) Robert McNeil (appointed 15 February 2023)
Senior staff members	Dora-Olivia Vicol, CEO (on Parental Leave from 15 December 2022) Raewyn Jones, Interim CEO (from 14 November 2022) Kasia Figiel, COO
Registered office	379-381 High Road London NW10 2JR
Independent examiner	Charles Ssempijja, FCA NFP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2023. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 FRS102. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the charity is constituted

Work Rights Centre (WORC) is a registered charitable incorporated organisation (CIO) number 1165419. The governing document of the charity is its Constitution dated 14.01.2016, as amended on 05.05.2016 and 28.10.2021.

The Work Rights Centre Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

At the Work Rights Centre, the governance framework rests on a bedrock of:

- The Work Rights Centre Constitution.
- The Charity Commission Essential Trustee Guide.
- Trustees' Role Description (which is informed by the CC Essential Trustee Guide).
- The Work Rights Centre Governance Guide, which builds on the Charity Governance Code.

Trustees recruitment

Trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. Each trustee has a fixed term of 2 years, which can be renewed. In selecting candidates for charity trustees, the Board considers the skills, knowledge and experience needed for the effective administration of the CIO. The Board also seeks to appoint members from a diversity of backgrounds.

Trustee induction and training

The Work Rights Centre has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

Structure and Work Contexts

The Work Rights Centre has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year in November trustees and all staff attend a Vision Day to develop and review:

- The charitable purpose, in light of the external environment.
- Business Plan with a focus on:
 - the benefits and risks of partnerships,
 - our responsibility towards our stakeholders,
 - the sustainability of our income sources.
- Risk assessment.
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff.
- Communications policy - establishing key stakeholders.

In February each year a Planning Day is attended by trustees and senior staff to formally approve and minute

- Adoption of the annual Business Plan with a focus on:
 - the benefits and risks of partnerships
 - our responsibility towards our stakeholders
 - the sustainability of income sources
- Yearly Budget
- Risk register
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff
- Communications policy - establishing key stakeholders

Day to day operations and management is delegated to the Chief Executive Officer (CEO) in line with the objectives and delegations approved in the Business Plan. The CEO and COO are supported by the Resource Committee (Finance, Risk and HR), the Communications, Advocacy and Fundraising Committee, and the Service Delivery Subcommittee, as well as by regular meetings with the Chair. In December 2022 a Strategic Litigation Committee was established to support careful consideration of potential legal challenges. In each of these committees members act as advisors, but have no decision making authority on behalf of the Board of Trustees.

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

Risk Management

A detailed risk register has been established which is updated at least quarterly to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact. Each risk area has the risk owner specified, and systems and procedures have been established to mitigate risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in the light of the ongoing difficult economic climate. Risk management is reported at each quarterly meeting of trustees.

Trustees' responsibilities in relation to the financial statements

Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act") and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Independent Examination of Accounts

The Independent examiner carries out an examination of the Charity's accounts under section 145 of the 2011 Act, and provides a report confirming whether or not material matters have come to their attention in connection with the accounts which would give rise to concern.

CHARITY OBJECTIVES AND ACTIVITIES

Objectives

The charity's purpose is to prevent and relieve poverty for the public benefit, by breaking the vicious cycle of precarious work (being employment which is low wage and low protection and offers no job security), insecure housing, and social isolation which affects vulnerable people, particularly migrant and ethnic minority workers, in insecure jobs in the UK. This is by:

- a) assisting people who are in, or at risk of, precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility;
- b) conducting research and evidence-based campaigns for fairer employment, better social integration, and social mobility;
- c) raising awareness of the dangers of precarious work and social immobility, by engaging relevant stakeholders in the business, public, and third sectors.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

Activities

The charity's main activities are Employment Rights and Employability Clinics taking place in Brent, London and at the Manchester Central Library.

The Clinics are designed to be accessible to the communities we seek to assist, based on feedback we have received from beneficiaries. They are free, confidential, and multilingual - staffed by a team covering seven languages including Romanian, Bulgarian, Polish, Russian and Spanish, many of whom have lived experience of working precariously and applying for welfare.

The charity's experienced advisers help vulnerable migrants with four key areas of advice:

- *Employment rights* - helping people challenge unfair dismissals, making sure they access redundancy rights, and recover any unpaid wages.
- *Welfare* - assisting beneficiaries who face barriers of digital illiteracy, poor English, or informal housing arrangements to access Universal Credit.
- *Employability* - using our CV building and Cover Letter writing expertise to help people identify and apply for new positions, and working on beneficiaries' sense of confidence by helping them identify transferable skills.
- *EUSS* - Immigration advice and immigration applications.

Beyond providing urgent help, Work Rights Centre's activities contribute to long-term change by giving people the information and self-confidence they need to reach their full potential. This is through:

- *Workshops and information sessions*. Every month we hold sessions in schools, foodbanks, places of worship or local English classes.
- *Research publications and policy influencing*. To challenge the systemic roots of labour exploitation and social immobility, we regularly publish research reports that make recommendations for policy change.

Public benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE

The Work Rights Centre understands that robust data is key to understanding complex issues and has developed a sophisticated CRM system to capture data from front line clinics which can increasingly be used to inform research and to contribute to collective impact initiatives, and to inform policy with a view to addressing systemic issues.

Our data provides evidence that from April 2021 to March 2022, the Work Rights Centre has continued to grow and has made several milestone achievements against our three key objective areas: Service Provision, Research and Policy Influencing, and Communications.

A) Service Provision: Free, confidential multilingual employment and immigration rights clinics held in London and Manchester

Outcomes from activities: Clinics assist people at risk of precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility. In terms of outcomes, people who are in, or who are at risk of being in precarious employment are able to find decent work and receive a fair income. Resolution of immigration and housing issues provides a basis to build social mobility and economic security.

Performance Measures: Evidence is collected through qualitative and quantitative data of clients achieving decent work and social mobility, including:

- *Overall:* number of beneficiaries, satisfaction with charity, would recommend.
- *Employment rights:* money recovered; issues solved.
- *Employability:* beneficiaries took up employment; self-employment; volunteering; ESOL training.
- *Benefits:* beneficiaries were awarded Universal Credit.
- *Immigration:* beneficiaries who obtained EUSS.
- *Attitudes:* beneficiaries feel more confident in understanding their employment rights, looking for jobs, and accessing Universal Credit.

Achievements during the reporting period:

London Service Provision

1. Helped 1,326 beneficiaries challenge poverty with advice on employment rights, benefits, housing, employability or immigration, up from 900 in the previous reporting period.
2. Recovered £39,029 in unpaid wages for clients through our London clinic.
3. Of those who responded to the satisfaction monitoring questions:
 - 95% reported feeling more confident in understanding their employment rights.
 - 40% got a job after we assisted them, and 66% got a job interview after we assisted them.
 - 59% were able to receive Universal Credit in full, and 19% were able to receive Universal Credit minus the housing element. 100% said they knew more about social security after we assisted them

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

4. Developed subject expertise in the areas of employment rights, Universal Credit applications and related processes (mandatory reconsiderations), homelessness and NRPF, and temporary work visas (i.e. Seasonal Worker Scheme), to keep the charity able to deal with complex enquiries, and identified the need to recruit qualified solicitors in the role of Head of Immigration and Head of Employment.
5. Widened the *referral* network as per the four areas of expertise (employment legal advice; benefits solicitors; homelessness, financial support including NRPF; immigration advice at OISC 2+).
6. With the appointment of an Immigration solicitor in 2022 we equipped the charity with the ability to provide immigration advice at OISC Level 3 and beyond, to better understand and support non-EU beneficiaries whose employment inquiries intersect with immigration status.
7. Worked with comms to produce a social media outreach strategy and content base.
8. Shared social media infographics to uphold that strategy.
9. Further developed our live outreach strategy, to ensure that the charity remains visible to vulnerable beneficiaries.
10. Maintained meaningful relationships with eight boroughs from the LA target list, to open opportunities for outreach and local government funding.
11. Further widened the *signposting* database and built new connections with other charitable organisations.
12. Streamlined our Service Provision with an Operations Assistant to triage new clients.

Manchester Service Provision

1. Helped 138 beneficiaries challenge poverty with advice on employment rights, welfare, housing, employability or immigration status, up from 90 in the previous reporting period.
2. We recovered an additional £3,483 through our Manchester clinic.
3. Supported a wide range of clients with different circumstances with employability.
4. Shared employability expertise with the London team.
5. Engaged with the Ukrainian and Hong Kong refugee community in Manchester.
6. Widened the signposting database to include adult training (general literacy and career specific).
7. Improved relations with Romanian and Italian consulates. In particular, the Manchester team worked collaboratively with the Romanian consulate to support clients.

B) Research and evidence-based campaigns and influencing for fairer employment, better social integration, and social mobility.

Outcomes from activities: In addition to addressing the urgency of poverty through casework, we seek to unleash the charity's potential to affect systemic change through research and policy influencing. While the focus in 2022/23 remained on client work, the charity has developed the data and expertise to develop a robust, evidence-based policy agenda and a key outcome for this reporting period was to expand our team with an appointment of a Research and Policy Officer.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

Performance Measures:

1. Research and policy reports, Case studies, Strategic litigation, Strategic alliances formed.
2. Number and quality of strategic alliances formed with relevant stakeholders, organisations or collective initiatives.
3. Strategic litigation undertaken where this is the most appropriate way to influence.
4. Number of speaking/ presenting opportunities.
5. Longer term we are looking for strategic policy change at a local or national level.

Achievements during the reporting period:

Our key objective during the period was to recruit a Policy and Research Officer and this was achieved in late August 2022. This helped the organisation to publish two research reports before the end of the calendar year, focusing on the war in Ukraine, the UK's response and that of local authorities. These reports were well received and were featured in various publications including in The Times, The Express and the I Paper, and cited by the Centre on Migration Policy & Society, University of Oxford and the Migration Advisory Committee. The Policy and Research Officer/CEO were also able to present the findings of these reports to important stakeholders including London Councils, DLUHC and in Parliament, to the APPG on Preventing Homelessness. The latter culminated in an open letter calling for reform of the schemes, signed by over 70 different parliamentarians. The reports and their findings were also used as the basis for a backbench business debate on ending homelessness for Ukrainian arrivals and as part of select committee questioning of relevant DLUHC ministers in January 2023. Positive funding updates to the UK's Ukraine schemes were made in December 2022, and more prescriptive guidance was added to the government's own webpages in January 2023.

The organisation remained active in other policy areas:

1. EU citizens' rights - including meeting with the EU Commission and the EU Delegation to the UK, presenting to EU embassies on common employment rights issues faced by EU citizens and speaking at an event hosted by the APPG on Immigration Law and Policy regarding opportunities for the EU Settlement Scheme. We also contributed to a retrospective report drafted on behalf of the APPG on Migration looking at policy issues and potential reform of the EU Settlement Scheme.
2. Seasonal agricultural workers - including continued engagement with the multi-stakeholder roundtables aimed at reforming the Seasonal Worker Scheme (both in different workstreams and as part of the Governance committee); engagement with other NGOs/worker welfare organisations to advocate for seasonal workers' rights under the scheme; contributing to media publications including most notably the Bureau of Investigative Journalism's spotlight on the scheme.
3. Refugees and asylum seekers - we submitted evidence to the Commission on Integration of Refugees, an independent commission set up to improve the integration of refugees across the UK.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

Alongside this progress, we also:

1. Drafted a policy influencing strategy, setting our objectives for policy change, the evidence we need to change them, and the key stakeholders we need to engage with across the four areas of advice we cover.
2. Drafted a policy-inspired research agenda, to ensure that our advocacy is grounded in evidence.
3. Compiled a policy influencing calendar, to prioritise the stakeholders and events we need to influence.
4. Updated the organisation's impact statistics for 2023, which spotlighted the policy areas of prevalence and concern based on the work of the organisation's service provision team.

C) Communications with media and engagement with relevant stakeholders in the business, public and third sectors to increase awareness of the dangers of precarious work and social immobility

Outcomes from activities: We anticipate two main outcomes from our communications activities. Firstly, people will have increased access to high-quality information and advice and will have an increased knowledge of their rights and entitlements. Secondly, we can increase opportunities for people with lived experience of migration to influence the policies and decision making structures and services that affect them and their communities.

Performance Measures:

1. Number of media mentions
2. Data analytics on social media output
3. Communications tools developed and accessed by clients

Achievements during the reporting period:

1. Raised the public profile of the charity, with mentions in respected media (including multiple mentions in The Guardian and Independent, television appearances on Good Morning Britain and ITV, and coverage in previously 'unexplored' titles such as Vice News) and developed good relationships with new journalists (e.g., The Observer, the Financial Times and The Sunday Times).
2. Gave our readers useful information and resources on public interest topics such as the Ukraine schemes, the Seasonal Worker Scheme (SWS), Statutory Maternity Pay rules, and bullying & harassment in the workplace.
3. Boosted our social media presence; for example, increasing our Twitter following by over 300 and increasing our YouTube following by over 200. We also achieved 76,003 page views on our website during this time period.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2023

FINANCIAL REVIEW

In the last financial year the charity expenses have increased by over 50% from £242,424 in 2021/22 to £365,690 in 2022/23. The funds were used largely to support our expanding team in London and Manchester: including staff salaries, social security payments and rent. The increase in costs was largely due to salaries of the new posts of Head of Employment, Head of Immigration and Policy and Research Officer.

The charity income has grown from £253,605 in 2021/22 to £397,069 in 2022/23. The earned income and unrestricted grants have decreased, but we have been able to significantly grow our restricted grant income.

The principal source of income of the charity are grants. We have raised a mix of large, medium and small grants from a variety of funders including City Bridge Trust, Justice Together, National Lottery Community Fund, Trust for London, and Tudor Trust. We end this year in a strong financial position and with further plans for expansion.

Reserves Policy

The charity policy is to hold a minimum 3 months' worth of our base running costs in unrestricted funds reserves to be available at all times. At the year end, this equated to £86,014.

Over the last financial year the charity's unrestricted reserves reduced from £142,758 at the end of March 2022 to £131,007. Despite this reduction, due to significant investment in the team growth, this amount is well above our minimum reserves policy, and we have set a strong budget for using these funds in the coming year for further expansion.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable trust has adequate resources to continue in operational existence for foreseeable future, with the continuing support of its funders. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the financial management of the charity resources can be found in the Financial Management and Control Policy, and Reserves Policy.

Approval

This report was approved by the Trustees on16/01/2024..... and signed on its behalf by:



Laura Chilintan
Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WORK RIGHTS CENTRE (WORC) (Charity number 1165419)

I report on the financial statements for the year ended 31 March 2023 set out on pages 12 to 20.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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

Disclosure: Departure from the 2008 Regulations

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice, published on 16 July 2014 in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



Charles Seempijja FCA
NfP Accountants Ltd
Chartered Accountants
3rd Floor, 86-90 Paul Street
EC2A 4NE

Date: 16 January 2024

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
INCOME FROM							
Gifts, grants and donations	2	43,477	341,821	385,298	60,939	136,078	197,017
Earned income		11,771	-	11,771	56,588	-	56,588
TOTAL INCOME		55,248	341,821	397,069	117,527	136,078	253,605
EXPENDITURE ON							
Gross salaries		43,477	261,223	304,700	13,242	159,522	172,764
Employer's NI		-	15,811	15,811	-	8,487	8,487
Employer's Pension		-	6,121	6,121	-	3,217	3,217
Other employee benefits		70	926	996	763	905	1,668
Non-payroll staff costs		9,464	1,567	11,031	2,908	2,588	5,496
Contractor costs		-	-	-	-	4,378	4,378
Governance		2,135	2,704	4,839	2,833	1,965	4,798
Rent		1,350	5,600	6,950	5,400	-	5,400
Web and IT		3,533	3,062	6,595	2,416	143	2,559
Digital Tool		-	-	-	-	20,492	20,492
Publicity		771	555	1,326	1,218	928	2,146
Other expenses		1,055	2,358	3,413	2,806	387	3,193
Banking fees		-	-	-	12	-	12
Project Partners		-	-	-	-	5,500	5,500
Independent Examiner's fee		840	-	840	600	-	600
Amortisation		397	-	397	397	-	397
Depreciation		1,784	-	1,784	1,252	65	1,317
Finance costs		28	859	887	-	-	-
TOTAL EXPENDITURE		64,904	300,785	365,690	33,847	208,577	242,424
Transfers between funds	8	(2,095)	2,095	-	-	-	-
NET MOVEMENT IN FUNDS		(11,751)	43,131	31,379	83,680	(72,499)	11,181
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 APRIL 2022		142,758	1,126	143,884	59,078	73,625	132,703
TOTAL FUNDS AT 31 MARCH 2023		131,007	44,257	175,263	142,758	1,126	143,884

All incoming resources and outgoing resources derive from continuing activities.

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

BALANCE SHEET
As at 31 March 2023

	Notes	£	2023 £	£	2022 £
FIXED ASSETS					
Intangible assets: CRM	5		2,910		3,307
Tangible assets			2,979		2,813
			5,889		6,120
CURRENT ASSETS					
Trade debtors		60,000		-	
Other debtors: prepayments		2,941		815	
Cash at bank and in hand		191,010		145,899	
CREDITORS: amounts falling due within one year	7	(84,577)		(8,950)	
NET CURRENT ASSETS			169,374		137,764
NET ASSETS			£ 175,263		£ 143,884
FUNDS					
Restricted funds	8		44,256		1,126
General fund (unrestricted)	8		131,007		142,758
TOTAL FUNDS			£ 175,263		£ 143,884

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2019 (FRS102), and the Charities Act 2011.

They were approved, and authorised for issue, by the trustees on16/01/2024.....
and signed on their behalf by:-



Laura Chilintan
Treasurer

The annexed notes form part of these financial statements

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

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2015 (FRS102) (effective January 2015), and the Charities Act 2011. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

The effect of events relating to the year ended 31 March 2023 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2023 and the results for the year ended on that date.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Key judgements that the charity has made which have a significant effect on the accounts include estimating income and expenditure for the next 12 months.

Statement of Cash Flows

The charity has taken advantage of the exemption in Section 7.1B of FRS102 not to prepare a Statement of Cash Flows.

Income

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. Grants which have a restriction as to timing are recognised over the period for which they are given.

The value of services provided by volunteers has not been included in the accounts.

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

Fund accounting

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

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

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 considered all to relate to All the expenditure of the charity is in the furtherance of its charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Tangible fixed assets

All assets costing more than £100 are capitalised.

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

Office equipment	-	5 years
------------------	---	---------

Intangibles

Intangible assets are stated at cost less amortisation. The intangible in these accounts refers to a CRM system, which is amortised over 10 years.

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.

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

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.

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 measured at amortised cost using the effective interest method.

2. GRANTS AND DONATIONS

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	<i>Total Funds 2022 £</i>
Barrow Cadbury Trust	-	-	-	180
Blue Thread	-	25,000	25,000	-
Brent Advice Fund	-	6,347	6,347	6,347
City Bridge Trust	-	50,658	50,658	-
Strategic Legal Fund	-	6,165	6,165	-
CommUNITY Barnet	-	-	-	9,241
Justice Together	-	68,115	68,115	-
National Lottery Community Fund	-	71,830	71,830	-
The Alan & Babette Sainsbury Charitable Fund	-	8,497	8,497	-
European Social Fund	-	7,998	7,998	19,900
Tolkien Trust	-	20,000	20,000	-
Garfield Weston	-	-	-	20,000
Trust for London	-	66,600	66,600	44,000
Greater London Authority	-	8,611	8,611	17,000
Brent NCIL	-	-	-	5,828
Trusthouse Charitable Foundation	-	-	-	10,000
Tudor Trust	40,000	2,000	42,000	35,000
Voice4Change	-	-	-	10,000
Waltham Forest: Community Fellowship	-	-	-	2,412
Waltham Forest: EDI Development Fund	-	-	-	1,250
Waltham Forest: Support for Vulnerable Citizens	-	-	-	9,920
Other donations	3,477	-	3,477	5,939
	£ 43,477	£ 341,821	£ 385,298	£ 197,017

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

<i>2022</i>	<i>Unrestricted Funds 2022 £</i>	<i>Restricted Funds 2022 £</i>	<i>Total Funds 2022 £</i>
<i>Barrow Cadbury Trust</i>	-	180	180
<i>Brent Advice Fund</i>	-	6,347	6,347
<i>CommUNITY Barnet</i>	-	9,241	9,241
<i>European Social Fund</i>	-	19,900	19,900
<i>Garfield Weston</i>	20,000	-	20,000
<i>Greater London Authority</i>	-	17,000	17,000
<i>Brent NCIL</i>	-	5,828	5,828
<i>Trust for London</i>	-	44,000	44,000
<i>Trusthouse Charitable Foundation</i>	-	10,000	10,000
<i>Tudor Trust</i>	35,000	-	35,000
<i>Voice4Change</i>	-	10,000	10,000
<i>Waltham Forest: Community</i>	-	2,412	2,412
<i>Waltham Forest: EDI Development</i>	-	1,250	1,250
<i>Waltham Forest: Support for</i>	-	9,920	9,920
<i>Other donations</i>	5,939	-	5,939
	<u>£ 60,939</u>	<u>£ 136,078</u>	<u>£ 197,017</u>

3. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	<i>Total Funds 2022 £</i>
Gross salaries	43,477	261,223	304,700	172,764
Employer's NI	-	15,811	15,811	8,487
Employer's Pension	-	6,121	6,121	3,217
TOTAL STAFF COSTS	<u>£ 43,477</u>	<u>£ 283,155</u>	<u>£ 326,632</u>	<u>£ 184,468</u>

The average weekly number of staff on a head count basis was 14 (2022 - 11).

No staff received payments in excess of £60,000 (2022 - the same).

The total employee benefits of the key management personnel were £83,107 (2022 - £54,581).

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

4. TRUSTEES AND RELATED PARTIES

During the year, no trustees received payments for services provided to the charity (2022 - the same).

No trustees were reimbursed for expenses incurred on the charity's behalf (2022 - the same).

Two payments of total value of £19,992 were made in March 2022 to Webistics Ltd, who are a related party to the Charity Director. This was for creation of a complex custom-made multilingual digital tool that simplifies the requirements for Universal Credit, to increase access to welfare. Trustees considering the matter were satisfied that the charity Procurement Policy was followed correctly. There were no similar payments in the current year.

5. INTANGIBLE FIXED ASSETS

	CRM
Cost	
At 1 April 2022	3,968
Additions	-
Disposals	-
At 31 March 2023	<u>£ 3,968</u>
Amortisation	
At 1 April 2022	661
Provided during the year	397
On disposals	-
At 31 March 2023	<u>£ 1,058</u>
Net book value	
At 31 March 2023	<u>£ 2,910</u>
At 31 March 2022	<u>£ 3,307</u>

6. TANGIBLE ASSETS

	Office equipment
Cost	
At 1 April 2022	5,237
Additions	1,950
Disposals	-
At 31 March 2023	<u>£ 7,187</u>
Depreciation	
At 1 April 2022	2,424
Provided during the year	1,784
On disposals	-
At 31 March 2023	<u>£ 4,208</u>
Net book value	
At 31 March 2023	<u>£ 2,979</u>
At 31 March 2022	<u>£ 2,813</u>

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

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2023	<i>2022</i>
	£	£
Social security and other taxes	8,182	<i>4,636</i>
Holiday pay	5,329	<i>2,542</i>
Pensions	1,900	<i>1,027</i>
Accruals	890	<i>745</i>
Deferred grant income	68,276	<i>-</i>
	£ 84,577	<i>£ 8,950</i>

8. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers & Gains / Losses	Carried Forward
	£	£	£	£	£
Restricted project funds:					
A&BS Charitable Fund	-	8,497	(7,910)	-	587
Blue Thread - Ukraine	-	25,000	(18,615)	-	6,385
Brent Advice Fund	(5,955)	6,347	(392)	-	-
City Bridge Trust	-	50,658	(39,388)	-	11,270
European Social Fund Greater London Authority	(4,436)	7,998	(3,663)	101	-
Justice Together	-	8,611	-	-	8,611
National Lottery Community Fund	-	68,115	(69,881)	-	(1,766)
Strategic Legal Fund	-	71,830	(61,173)	-	10,657
Tolkien Trust	-	6,165	(3,088)	-	3,077
Brent NCIL	-	20,000	(16,565)	-	3,435
Trust for London	-	-	-	-	-
Trusthouse	(2,872)	66,600	(65,722)	1,994	-
Tudor Trust	3,219	-	(3,219)	-	-
Waltham Forest: Community Fellowship	-	2,000	-	-	2,000
Waltham Forest: EDI Development Fund	-	-	-	-	-
Waltham Forest: Support for Vulnerable Citizens	1,250	-	(1,250)	-	-
	9,920	-	(9,920)	-	-
Total restricted funds	1,126	341,821	(300,786)	2,095	44,256
Unrestricted fund	142,758	55,248	(64,904)	(2,095)	131,007
Total funds	£ 143,884	£ 397,069	£ (365,690)	£ Nil	£ 175,263

At the year-end, the Justice Together fund had a negative closing balance of £1,766, representing costs incurred in anticipation of future funding which was granted in the following year.

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

STATEMENT OF FUNDS - CONTINUED
2022

	<i>Brought Forward</i> £	<i>Incoming Resources</i> £	<i>Resources Expended</i> £	<i>Transfers & Gains / Losses</i> £	<i>Carried Forward</i> £
<i>Restricted funds</i>					
<i>Barrow Cadbury Trust</i>	4,318	180	(4,498)	-	-
<i>Brent Advice Fund</i>	1,964	6,347	(14,266)	-	(5,955)
<i>Community Barnet</i>	-	9,241	(9,241)	-	-
<i>European Social Fund</i>	(2,411)	19,900	(21,925)	-	(4,436)
<i>Greater London Authority: Civil Society</i>	-	15,000	(15,000)	-	-
<i>Greater London Authority: Microgrant</i>	7,257	2,000	(9,257)	-	-
<i>Harrow Giving</i>	6,126	-	(6,126)	-	-
<i>London Catalyst</i>	5,000	-	(5,000)	-	-
<i>London Community Response Fund</i>	3,823	-	(3,823)	-	-
<i>Brent NCIL</i>	25,000	5,828	(30,828)	-	-
<i>Trust for London</i>	20,548	44,000	(67,420)	-	(2,872)
<i>Trusthouse</i>	-	10,000	(6,781)	-	3,219
<i>Tudor Trust</i>	2,000	-	(2,000)	-	-
<i>Voice4Change</i>	-	10,000	(10,000)	-	-
<i>Waltham Forest: Comm</i>	-	2,412	(2,412)	-	-
<i>Waltham Forest: EDI D</i>	-	1,250	-	-	1,250
<i>Waltham Forest: Support for Vulnerable Citizens</i>	-	9,920	-	-	9,920
	<u>73,625</u>	<u>136,078</u>	<u>(208,577)</u>	<u>-</u>	<u>1,126</u>
<i>Unrestricted fund</i>	59,078	117,527	(33,847)	-	142,758
<i>Total funds</i>	<u>£ 132,703</u>	<u>£ 253,605</u>	<u>£ (242,424)</u>	<u>£ Nil</u>	<u>£ 143,884</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Intangible fixed assets	2,910	-	2,910	3,307
Tangible fixed assets	2,320	659	2,979	2,813
Current assets	210,354	43,597	253,951	146,714
Creditors due within one year	(84,577)	-	(84,577)	(8,950)
	<u>£ 131,007</u>	<u>£ 44,256</u>	<u>£ 175,263</u>	<u>£ 143,884</u>

WORK RIGHTS CENTRE (WORC)

England & Wales - Charity number 1165419

Accounts

Charity number 1165419

WORK RIGHTS CENTRE (WORC)

(Registered charity no. 1165419)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

NIP Accountants Ltd

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

REPORT AND FINANCIAL STATEMENTS
for the year ended 31 March 2022

CONTENTS

	Page
Legal and administrative information	1
Trustees' annual report	2
Independent Examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

WORK RIGHTS CENTRE (WORC)

Registered charity No. 1165419

REFERENCE AND ADMINISTRATIVE DETAILS

for the year ended 31 March 2022

Charity name	Work Rights Centre (WORC)
Charity reg. no.	1165419
Trustees	Luke Piper (appointed 31 March 2022), Chair Laura Chilintan, Treasurer Sadat Sayeed (appointed 13 December 2022) Mona Bou Zeineddine Laura Gabriela Tutu Andrei-Cosmin Decu Holly Rose Robinson (resigned 04 August 2022) Julia Himmrich (resigned 31 March 2022)
Senior staff members	Dora-Olivia Vicol, CEO Kasia Figiel, COO
Registered office	379-381 High Road London NW10 2JR
Independent examiner	Charles Ssempijja, FCA NFP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2022. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 FRS102. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the charity is constituted

Work Rights Centre (WORC) is a registered charitable incorporated organisation (CIO) number 1165419. The governing document of the charity is Constitution dated 14.01.2016, as amended on 05.05.2016 and 28.10.2021.

The Work Rights Centre Constitution defines the objects and powers of the charity, and other procedures and control measures. All activities are in accordance with Charity Act 2011.

At the Work Rights Centre, the governance framework rests on a bedrock of:

- The Work Rights Centre Constitution.
- The Charity Commission Essential Trustee Guide.
- Trustees' Role Description (which is informed by the CC Essential Trustee Guide).
- The Work Rights Centre Governance Guide, which builds on the Charity Governance Code.

Trustees recruitment

Trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. Each trustee has a fixed term of 2 years, which can be renewed. In selecting candidates for charity trustees, the Board considers the skills, knowledge and experience needed for the effective administration of the CIO. The Board also seeks to appoint members from a diversity of backgrounds.

Trustee induction and training

New trustees are inducted through a meeting with management and trustees are provided with access to the Work Rights Centre Governance Guide and associated documents. New trustees are also asked to complete a personal details form, a declaration of interests, and a skills audit to identify training needs. All trustees are encouraged to undertake safeguarding training early in their tenure if they have not already, and are regularly offered training on other matters concerning governance.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Structure and Work Contexts

The Work Rights Centre has a dedicated Board of Trustees with relevant expertise who meet quarterly to shape the direction of the charity, to scrutinise finances, and to ensure all activities align with the charity values and contribute to the charity's mission.

Each year in November trustees and all staff attend a Vision Day to develop and review:

- The charitable purpose, in light of the external environment.
- Business Plan with a focus on:
 - the benefits and risks of partnerships,
 - our responsibility towards our stakeholders,
 - the sustainability of our income sources.
- Risk assessment.
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff.
- Communications policy - establishing key stakeholders.

In February each year a Planning Day is attended by trustees and senior staff to formally approve and minute

- Adoption of the annual Business Plan with a focus on:
 - the benefits and risks of partnerships
 - our responsibility towards our stakeholders
 - the sustainability of income sources
- Yearly Budget
- Risk register
- Delegations framework - establishing the boundaries of decision making across the Board, and between the Board and staff
- Communications policy - establishing key stakeholders

Day to day operations and management is delegated to the Chief Executive Officer (CEO) in line with the objectives and delegations approved in the Business Plan. The CEO and COO are supported by the Resource Committee (Finance, Risk and HR), the Communications, Advocacy and Fundraising Committee, and the Service Delivery Subcommittee, as well as by regular meetings with the Chair.

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Risk Management

A detailed risk register has been established which is updated periodically to meet the needs of the charity, with a full review conducted at least annually. Risk is assessed on likelihood of occurrence, and potential impact. Each risk area has the risk owner specified, and systems and procedures have been established to mitigate risks. The trustees deem that appropriate measures are currently in place to mitigate risk, particularly in the light of the ongoing difficult economic climate.

Trustees' responsibilities in relation to the financial statements

Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act") and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

Independent Examination of Accounts

The Independent examiner carries out an examination of the Charity's accounts under section 145 of the 2011 Act, and provides a report confirming whether or not material matters have come to their attention in connection with the accounts which would give rise to concern.

CHARITY OBJECTIVES AND ACTIVITIES

Objectives

The charity's purpose is to prevent and relieve poverty for the public benefit, by breaking the vicious cycle of precarious work (being employment which is low wage and low protection and offers no job security), insecure housing, and social isolation which affects vulnerable people, particularly migrant and ethnic minority workers, in insecure jobs in the UK. This is by:

- a) assisting people who are in, or at risk of, precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility;
- b) conducting research and evidence-based campaigns for fairer employment, better social integration, and social mobility;
- c) raising awareness of the dangers of precarious work and social immobility, by engaging relevant stakeholders in the business, public, and third sectors.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Activities

The charity's main activities are Employment Rights and Employability Clinics taking place in Brent, London and at the Manchester Central Library.

The Clinics are designed to be accessible to the communities we seek to assist, based on feedback we have received from beneficiaries. They are free, confidential, and multilingual - staffed by a team covering seven languages including Romanian, Bulgarian, Polish, Russian and Spanish, many of whom have lived experience of working precariously and applying for welfare.

The charity's experienced advisers help vulnerable migrants with four key areas of advice:

- *Employment rights* - helping people challenge unfair dismissals, making sure they access redundancy rights, and recover any unpaid wages.
- *Welfare* - assisting beneficiaries who face barriers of digital illiteracy, poor English, or informal housing arrangements to access Universal Credit.
- *Employability* - using our CV building and Cover Letter writing expertise to help people identify and apply for new positions, and working on beneficiaries' sense of confidence by helping them identify transferable skills.
- *EUSS* - advising beneficiaries who have not yet secured their status or are still awaiting for the outcome of their EUSS applications.

Beyond providing urgent help, Work Rights Centre's activities contribute to long-term change by giving people the information and self-confidence they need to reach their full potential. This is through:

- *Workshops and information sessions*. Every month we hold sessions in schools, foodbanks, places of worship or local English classes.
- *Infographics and video tools*. Every Saturday we answer the week's top questions in an accessible visual format. Translated in seven languages and disseminated via social media, they help us build awareness and trust in migrant communities.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Public benefit

The Trustees confirm that in planning the charity's activities, they have referred to and had regard of the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

The Work Rights Centre understands that robust data is key to understanding complex issues and has developed a sophisticated CRM system to capture data from front line clinics which can increasingly be used to inform research and to contribute to collective impact initiatives, and to inform policy with a view to addressing systemic issues.

Our data provides evidence that from April 2021 to March 2022, the Work Rights Centre has continued to grow and has made several milestone achievements against our three key objective areas: Service Provision, Research and Policy Influencing, and Communications.

A) Service Provision: Free, confidential multilingual employment and immigration rights clinics held in London and Manchester

Outcomes from activities: Clinics assist people at risk of precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility. In terms of outcomes, people who are in, or who are at risk of being in precarious employment are able to find decent work and receive a fair income. Resolution of immigration and housing issues provides a basis to build social mobility and economic security.

Performance Measures: Evidence is collected through qualitative and quantitative data of clients achieving decent work and social mobility, including:

- *Overall:* number of beneficiaries, satisfaction with charity, would recommend.
- *Employment rights:* money recovered; issues solved.
- *Employability:* beneficiaries took up employment; self-employment; volunteering; ESOL training.
- *Benefits:* beneficiaries were awarded Universal Credit.
- *Immigration:* beneficiaries who obtained EUSS.
- *Attitudes:* beneficiaries feel more confident in understanding their employment rights, looking for jobs, and accessing Universal Credit.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Achievements during the reporting period 01/04/21 to 31/03/22:

London Service Provision

1. Helped 1264 beneficiaries challenge poverty with advice on employment rights, benefits, housing, employability or immigration, up from 900 in the previous reporting period.
2. Recovered £46,563 in unpaid wages for clients through our London clinic.
3. Of those who responded to the satisfaction monitoring questions:
 - 82 clients (93%) reported feeling more confident in understanding their employment rights, while 6 (7%) did not.
 - 10 clients (30.3%) got a job after we assisted them, whilst 23 clients (69.7%) did not. 20 clients (66.67%) got a job interview after we assisted them, whilst 10 (33.33%) did not.
 - 25 clients (64.1%) were able to receive Universal Credit in full, and 1 client (2.56%) was able to receive Universal Credit minus the housing element. 40 clients (97.56%) said they knew more about social security after we assisted them, while 1 client (2.44%) did not.
4. Developed subject experts on employment rights, Universal Credit, homelessness and NRPF, and temporary work visas, to keep the charity able to deal with complex enquiries, and identified the need to recruit qualified solicitors in the role of Head of Immigration and Head of Employment.
5. Widened the *referral* network as per the four areas of expertise (employment legal advice; benefits solicitors; homelessness, financial support including NRPF; immigration advice at OISC 2+).
6. Equipped the charity with the ability to provide immigration advice at OISC Level 1, to better understand and support non-EU beneficiaries whose employment inquiries intersect with immigration status.
7. Worked with comms to produce a social media outreach strategy and content base.
8. Shared social media infographics to uphold that strategy.
9. Established a live outreach strategy, to ensure that the charity remains visible to vulnerable beneficiaries.
10. Established meaningful relationships with eight boroughs from the LA target list, to open opportunities for outreach and local government funding.
11. Set up relationships with councils' employment departments, to receive job opportunities and direct access to employers (via the council's working groups).
12. Widened the *signposting* database to include domestic violence, families support.

Manchester Service Provision

1. Helped 178 beneficiaries challenge poverty with advice on employment rights, welfare, housing, employability or immigration status, up from 90 in the previous reporting period.
2. Recovered £4,386 in unpaid wages for clients through our Manchester clinic.
3. Recruited two volunteers willing to commit long-term.
4. Trained the assistant in workers' rights casework.
5. Shared employability expertise with the London team.
6. Widened the signposting database to include adult training (general literacy and career specific).

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

7. Worked with comms to produce a social media outreach strategy and content base, tailored to better defined groups of beneficiaries (by sector).
8. Shared social media infographics to uphold that strategy.
9. Established a development and live outreach strategy, to ensure that the charity remains visible to vulnerable beneficiaries.
10. Maintained and developed relations with homelessness charities, such as the Booth Centre.
11. Established links with organisations that can support our clients with employment justice; particularly the Greater Manchester Law Centre and UoM Legal Advice Clinic.
12. Improved relations with Romanian and Italian consulates.

B) Research and evidence-based campaigns and influencing for fairer employment, better social integration, and social mobility.

Outcomes from activities: In addition to addressing the urgency of poverty through casework, we seek to unleash the charity's potential to affect systemic change through research and policy influencing. While the focus to 2021/22 remained on client work, the charity has developed the data and expertise to develop a robust, evidence-based policy agenda and a key outcome for this reporting period was to recruit a Research and Policy Officer to expand this area.

Performance Measures:

1. Research and policy reports, Case studies, Strategic litigation, Strategic alliances formed.
2. Number and quality of strategic alliances formed with relevant stakeholders, organisations or collective initiatives.
3. Strategic litigation undertaken where this is the most appropriate way to influence.
4. Longer term we are looking for strategic policy change at a local or national level.

Achievements during the reporting period 01/04/21 to 31/03/22:

Our key objective during the period was to recruit a Policy and Research Officer. This was not achieved during the reporting period, but is now in place. In addition we:

1. Drafted a policy influencing strategy, setting our objectives for policy change, the evidence we need to change them, and the key stakeholders we need to engage with across the four areas of advice we cover.
2. Drafted a policy-inspired research agenda, to ensure that our advocacy is grounded in evidence.
3. Compiled a policy influencing calendar, to prioritise the stakeholders and events we need to influence.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

C) Communications with media and engagement with relevant stakeholders in the business, public and third sectors to increase awareness of the dangers of precarious work and social immobility

Outcomes from activities: We anticipate two main outcomes from our communications activities. Firstly, people will have increased access to high-quality information and advice and will have an increased knowledge of their rights and entitlements. Secondly, we can increase opportunities for people with "lived experience" of migration to influence the policies and decision making structures and services that affect them and their communities.

Performance Measures:

1. Number of media mentions
2. Data analytics on social media output
3. Number of speaking/ presenting opportunities
4. Communications tools developed and accessed by clients

Achievements during the reporting period 01/04/21 to 31/03/22:

1. Raised the public profile of the charity, with mentions in respected media and developed good relationships with journalists (Guardian, Times, Independent, I, FT, Bloomberg).
2. Gave our readers useful information and resources on public interest topics such as rights after Brexit, EUSS, the Ukraine schemes, Universal Credit.
3. Built and delivered state of the art digital tools which widen access to information and justice, including the Universal Credit eligibility quiz, and the employment status quiz.

FINANCIAL REVIEW

In the last year the charity expenses nearly doubled from £129,435 in 2020/21 to £242,424 in 2021/22. The funds were used largely to support our expanding service provision in London and Manchester: including staff salaries, contractor costs, social security payments and rent. We also made a significant investment in the development of a new multilingual digital tool for those looking to understand their eligibility for Universal Credit.

Over the financial year, the charity income has grown from £215,642 to £253,605. The grants and donations income has decreased slightly from £209,742 in 2020/21 to £197,017 in 2021/22, however we were able to significantly grow our earned income.

The principal source of income of the charity are grants (circa 77%). We have raised a mix of large, medium and small grants from a variety of funders including Trust for London, Tudor Trust, Garfield Weston, Voice4Change, European Social Fund (to support the Manchester Clinic) and Brent NCIL (to support the digital tool development). Our income from donations has increased by 39% from £4,299 in 2020/21 to £5,938 in 2021/22. Our earned income from charitable activities such as training, research and other contract work has increased significantly to £56,588. We end the year in a strong financial position and ambitious plans for expansion in 2022/23.

TRUSTEES' ANNUAL REPORT
for the year ended 31 March 2022

Reserves Policy

The charity's policy is to hold a minimum 3 months' worth of base running costs in unrestricted funds to be available at all times. At the year end, this equated to £39,594. Over the last financial year the charity was able to grow its unrestricted reserves from £59,078 at the end of March 2021 to £142,758 at the end of March 2022. We are grateful to the charity's funders who have enabled the charity to grow its reserves. We have set a strong budget for using these funds in the coming financial year, which includes significant investment in expanding our case work capacity and research and policy work.

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable trust has adequate resources to continue in operational existence for the foreseeable future, with the continuing support of its funders. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Approval

This report was approved by the Trustees on 27 January 2023 and signed on its behalf by:


Luke Piper
Chair

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
WORK RIGHTS CENTRE (WORC) (Charity number 1165419)**

I report on the financial statements for the year ended 31 March 2022 set out on pages 12 to 20.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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

Disclosure: Departure from the 2008 Regulations

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice, published on 16 July 2014 in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



Charles Seempijja FCA
NfP Accountants Ltd
Chartered Accountants
3rd Floor, 86-90 Paul Street
EC2A 4NE

Date: 27 January 2023

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
INCOME FROM							
Gifts, grants and donations	2	60,939	136,078	197,017	39,299	170,443	209,742
Earned income		56,588	-	56,588	5,900	-	5,900
TOTAL INCOME		117,527	136,078	253,605	45,199	170,443	215,642
EXPENDITURE ON							
Gross salaries		13,242	159,522	172,764	224	72,766	72,990
Employer's NI		-	8,487	8,487	-	-	-
Employer's Pension		-	3,217	3,217	-	1,040	1,040
Other employee benefits		763	905	1,668	-	-	-
Non-payroll staff costs		2,908	2,588	5,496	4,213	2,165	6,378
Contractor costs		-	4,378	4,378	-	33,872	33,872
Governance		2,833	1,965	4,798	134	121	255
Rent		5,400	-	5,400	900	4,050	4,950
Web and IT		2,416	143	2,559	388	6,416	6,804
Digital Tool		-	20,492	20,492	-	-	-
Publicity		1,218	928	2,146	-	10	10
Other expenses		2,806	387	3,193	1,354	604	1,958
Banking fees		12	-	12	32	45	77
Project Partners		-	5,500	5,500	-	-	-
Independent Examiner's fee		600	-	600	-	-	-
Amortisation		397	-	397	265	-	265
Depreciation		1,252	65	1,317	708	128	836
TOTAL EXPENDITURE		33,847	208,577	242,424	8,218	121,217	129,435
Transfers between funds	8	-	-	-	5,098	(5,098)	-
NET MOVEMENT IN FUNDS		83,680	(72,499)	11,181	42,079	44,128	86,207
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 APRIL 2021		59,078	73,625	132,703	16,999	29,497	46,496
TOTAL FUNDS AT 31 MARCH 2022		142,758	1,126	143,884	59,078	73,625	132,703

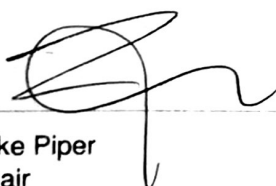
All incoming resources and outgoing resources derive from continuing activities.

WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

BALANCE SHEET
As at 31 March 2022

	Notes	£	2022 £	£	2021 £
FIXED ASSETS					
Intangible assets	5		3,307		3,703
Tangible assets			<u>2,813</u>		<u>1,758</u>
			6,120		5,461
CURRENT ASSETS					
Other debtors: prepayments		815		988	
Cash at bank and in hand		145,899		132,203	
CREDITORS: amounts falling due within one year					
	7	(8,950)		(5,949)	
NET CURRENT ASSETS			<u>137,764</u>	<u>127,242</u>	
NET ASSETS			<u>£ 143,884</u>	<u>£ 132,703</u>	
FUNDS					
Restricted funds	8		1,126		73,625
General fund (unrestricted)	8		142,758		59,078
TOTAL FUNDS			<u>£ 143,884</u>	<u>£ 132,703</u>	

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2019 (FRS102), and the Charities Act 2011. They were approved, and authorised for issue, by the trustees on 27 January 2023 and signed on their behalf by:-



Luke Piper
Chair

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities 2015 (FRS102) (effective January 2015), and the Charities Act 2011. Income and expenditure have been analysed by nature rather than by activity, taking advantage of sections 4.6 and 4.22 - 4.23 of this SORP.

The effect of events relating to the year ended 31 March 2022 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2022 and the results for the year ended on that date.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Key judgements that the charity has made which have a significant effect on the accounts include estimating income and expenditure for the next 12 months.

Statement of Cash Flows

The charity has taken advantage of the exemption in Section 7.1B of FRS102 not to prepare a Statement of Cash Flows.

Income

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. Grants which have a restriction as to timing are recognised over the period for which they are given.

The value of services provided by volunteers has not been included in the accounts.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

Fund accounting

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

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

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 considered all to relate to All the expenditure of the charity is in the furtherance of its charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Tangible fixed assets

All assets costing more than £100 are capitalised.

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

Office equipment	-	5 years
------------------	---	---------

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.

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 measured at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

2. GRANTS AND DONATIONS

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Barrow Cadbury Trust	-	180	180	21,700
Brent Advice Fund	-	6,347	6,347	1,500
CAST	-	-	-	5,000
CommUNITY Barnet	-	9,241	9,241	-
European Social Fund	-	19,900	19,900	11,854
Garfield Weston	20,000	-	20,000	-
GLA Microgrant	-	17,000	17,000	8,000
London Catalyst	-	-	-	5,000
Harrow Giving	-	-	-	10,000
London Community Response Fund	-	-	-	50,889
Brent NCIL	-	5,828	5,828	25,000
Trust for London	-	44,000	44,000	29,500
Trusthouse Charitable Foundation	-	10,000	10,000	-
Tudor Trust	35,000	-	35,000	37,000
Voice4Change	-	10,000	10,000	-
Waltham Forest: Community Fellowship	-	2,412	2,412	-
Waltham Forest: EDI Development Fund	-	1,250	1,250	-
Waltham Forest: Support for Vulnerable Citizens	-	9,920	9,920	-
Other donations	5,939	-	5,939	4,299
	£ 60,939	£ 136,078	£ 197,017	£ 209,742

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

2021

	<i>Unrestricted Funds 2021 £</i>	<i>Restricted Funds 2021 £</i>	<i>Total Funds 2021 £</i>
<i>Barrow Cadbury Trust</i>	-	21,700	21,700
<i>CAST</i>	-	5,000	5,000
<i>Tudor Trust</i>	35,000	2,000	37,000
<i>Trust for London</i>	-	29,500	29,500
<i>Brent Advice Fund</i>	-	1,500	1,500
<i>European Social Fund</i>	-	11,854	11,854
<i>London Catalyst</i>	-	5,000	5,000
<i>London Community Response Fund</i>	-	50,889	50,889
<i>Harrow Giving</i>	-	10,000	10,000
<i>GLA Microgrant</i>	-	8,000	8,000
<i>Brent NCIL</i>	-	25,000	25,000
<i>Other donations</i>	4,299	-	4,299
	<u>£ 39,299</u>	<u>£ 170,443</u>	<u>£ 209,742</u>

3. STAFF COSTS AND NUMBERS

	<i>Unrestricted Funds 2022 £</i>	<i>Restricted Funds 2022 £</i>	<i>Total Funds 2022 £</i>	<i>Total Funds 2021 £</i>
Gross salaries	13,242	159,522	172,764	72,990
Employer's NI	-	8,487	8,487	-
Employer's Pension	-	3,217	3,217	1,040
	<u>13,242</u>	<u>171,226</u>	<u>184,468</u>	<u>74,030</u>
Short term staff costs	-	-	-	-
TOTAL STAFF COSTS	<u>£ 13,242</u>	<u>£ 171,226</u>	<u>£ 184,468</u>	<u>£ 74,030</u>

The average weekly number of staff on a head count basis was 11 (2021 - 6).

No staff received payments in excess of £60,000 (2021 - the same).

The total employee benefits of the key management personnel were £54,581 (2021 - £33,872).

NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

4. TRUSTEES AND RELATED PARTIES

During the year, no trustees received payments for services provided to the charity (2021 - the same).

No trustees were reimbursed for expenses incurred on the charity's behalf (2021 - the same).

Two payments of total value of £19,992 were made in March 2022 to Webistics Ltd, who are a related party to the Charity Director. This was for creation of a complex custom-made multilingual digital tool that simplifies the requirements for Universal Credit, to increase access to welfare. Trustees considering the matter were satisfied that the charity Procurement Policy was followed correctly.

5. INTANGIBLE FIXED ASSETS

	CRM
Cost	
At 1 April 2021	3,968
Additions	-
Disposals	-
At 31 March 2022	<u>£ 3,968</u>
Amortisation	
At 1 April 2021	265
Provided during the year	396
On disposals	-
At 31 March 2022	<u>£ 661</u>
Net book value	
At 31 March 2022	<u>£ 3,307</u>
At 31 March 2021	<u>£ 3,703</u>

6. TANGIBLE ASSETS

	Office equipment
Cost	
At 1 April 2021	2,865
Additions	2,372
Disposals	-
At 31 March 2022	<u>£ 5,237</u>
Depreciation	
At 1 April 2021	1,107
Provided during the year	1,317
On disposals	-
At 31 March 2022	<u>£ 2,424</u>
Net book value	
At 31 March 2022	<u>£ 2,813</u>
At 31 March 2021	<u>£ 1,758</u>

WORK RIGHTS CENTRE (WORC)

(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2022	2021
	£	£
Social security and other taxes	4,636	1,156
Holiday pay	2,542	4,605
Pensions	1,027	-
Accruals	745	188
	<u>£ 8,950</u>	<u>£ 5,949</u>

8. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers & Gains / Losses £	Carried Forward £
Restricted project funds:					
Barrow Cadbury Trust	4,318	180	(4,498)	-	-
Brent Advice Fund	1,964	6,347	(14,266)	-	(5,955)
Community Barnet	-	9,241	(9,241)	-	-
European Social Fund	(2,411)	19,900	(21,925)	-	(4,436)
Greater London Authority: Civil Society	-	15,000	(15,000)	-	-
Greater London Authority: Microgrant	7,257	2,000	(9,257)	-	-
Harrow Giving	6,126	-	(6,126)	-	-
London Catalyst	5,000	-	(5,000)	-	-
London Community Response Fund	3,823	-	(3,823)	-	-
Brent NCIL	25,000	5,828	(30,828)	-	-
Trust for London	20,548	44,000	(67,420)	-	(2,872)
Trusthouse	-	10,000	(6,781)	-	3,219
Tudor Trust	2,000	-	(2,000)	-	-
Voice4Change	-	10,000	(10,000)	-	-
Waltham Forest: Community Fellowship	-	2,412	(2,412)	-	-
Waltham Forest: EDI Development Fund	-	1,250	-	-	1,250
Waltham Forest: Support for Vulnerable Citizens	-	9,920	-	-	9,920
Total restricted funds	<u>73,625</u>	<u>136,078</u>	<u>(208,577)</u>	<u>-</u>	<u>1,126</u>
Unrestricted fund	59,078	117,527	(33,847)	-	142,758
Total funds	<u>£ 132,703</u>	<u>£ 253,605</u>	<u>£ (242,424)</u>	<u>£ Nil</u>	<u>£ 143,884</u>

At the year-end, the Brent Advice, ESF, and TFL funds were in deficit as some costs were incurred in anticipation of future funding which was granted in the following year.

WORK RIGHTS CENTRE (WORC)
(Registered company no. , registered charity no. 1165419)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

STATEMENT OF FUNDS - CONTINUED
2021

	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers & Gains / Losses</i>	<i>Carried Forward</i>
	£	£	£	£	£
<i>Restricted funds</i>					
<i>Barrow Cadbury Trust</i>	-	21,700	(17,382)	-	4,318
<i>Brent Advice Fund</i>	1,071	1,500	(607)	-	1,964
<i>CAST</i>	-	5,000	(5,000)	-	-
<i>European Social Fund</i>	-	11,854	(14,265)	-	(2,411)
<i>Greater London Authority: European Londoners</i>	3,818	-	(3,818)	-	-
<i>Greater London Authority: Microgrant</i>	-	8,000	(743)	-	7,257
<i>Harrow Giving</i>	-	10,000	(3,874)	-	6,126
<i>London Catalyst</i>	-	5,000	-	-	5,000
<i>London Community Response Fund</i>	-	50,889	(42,138)	(4,928)	3,823
<i>Brent NCIL</i>	-	25,000	-	-	25,000
<i>Trust for London</i>	575	29,500	(9,527)	-	20,548
<i>Tudor Trust</i>	19,644	2,000	(19,474)	(170)	2,000
<i>Wembley Park Community Fund</i>	4,389	-	(4,389)	-	-
	<u>29,497</u>	<u>170,443</u>	<u>(121,217)</u>	<u>(5,098)</u>	<u>73,625</u>
<i>Unrestricted fund</i>	16,999	45,199	(8,218)	5,098	59,078
<i>Total funds</i>	<u>£ 46,496</u>	<u>£ 215,642</u>	<u>£ (129,435)</u>	<u>£ Nil</u>	<u>£ 132,703</u>

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Restricted Funds	Total Funds	Total Funds
	2022	2022	2022	2021
	£	£	£	£
<i>Intangible fixed assets</i>	3,307	-	3,307	3,703
<i>Tangible fixed assets</i>	2,154	659	2,813	1,758
<i>Current assets</i>	140,625	6,089	146,714	133,191
<i>Creditors due within one year</i>	(3,328)	(5,622)	(8,950)	(5,949)
	<u>£ 142,758</u>	<u>£ 1,126</u>	<u>£ 143,884</u>	<u>£ 132,703</u>

WORK RIGHTS CENTRE (WORC)

England & Wales - Charity number 1165419

Accounts

Section A – Reference and administration details

Charity name: Work Rights Centre

Other names the charity is known by: WoRC

Registered charity number: 1165419

Charity's principal address: Work Rights Centre, 379-381 High Road, London, NW10 2JR

Names of charity trustees who manage the charity:

Trustee name	Office (if any)	Dates acted if not the whole year
Holly Rose Robinson	Chair of Trustees	Whole year
Mona Bou Zeineddine		Whole year
Laura Chilintan	Treasurer	Whole year
LauraGabriela Tutu		From 14th May 2020
Andrei-Cosmin Decu		From 14th May 2020
Julia Himmrich		From 14th May 2020

Senior Staff Members:

Dora-Olivia Vicol, CEO

Kasia Figiel, COO

Section B - Structure, governance and management

Type of governing document: Constitution

How the charity is constituted: Charitable Incorporated Organisation (CIO)

Section C – Objectives and activities

Objectives

The charity's purpose is to prevent and relieve poverty for the public benefit, by breaking the vicious cycle of precarious work (being employment which is low wage and low protection and offers no job security), insecure housing, and social isolation which affects vulnerable people, particularly migrant and ethnic minority workers, in insecure jobs in the UK. This is by:

(a) assisting people who are in, or at risk of, precarious work with information, advice and casework on how to access fair and lawful employment, immigration status security, financial assistance, and other necessary conditions of social mobility;

(b) conducting research and evidence-based campaigns for fairer employment, better social integration, and social mobility;

(c) raising awareness of the dangers of precarious work and social immobility, by engaging relevant stakeholders in the business, public, and third sectors.

Activities

The charity's main activities are Employment Rights and Employability Clinics taking place in Brent, London and at the Manchester Central Library.

The Clinics are designed to be accessible to the communities we seek to assist, based on feedback we have received from beneficiaries. They are free, confidential, and multilingual - staffed by a team covering seven languages including Romanian, Bulgarian, Polish, Russian and Spanish, many of whom have lived experience of working precariously and applying for welfare.

The charity's experienced advisers help vulnerable migrants with four key areas of advice:

- *Employment rights* - helping people challenge unfair dismissals, making sure they access redundancy rights, and recover any unpaid wages.
- *Welfare* - assisting beneficiaries who face barriers of digital illiteracy, poor English, or informal housing arrangements to access Universal Credit.
- *Employability* - using our CV building and Cover Letter writing expertise to help people identify and apply for new positions, and working on beneficiaries' sense of confidence by helping them identify transferable skills.
- *EUSS* - advising beneficiaries who have not yet secured their status or are still awaiting for the outcome of their EUSS applications.

Beyond providing urgent help, Work Rights Centre's activities contribute to long-term change by giving people the information and self-confidence they need to reach their full potential. This is through:

- *Workshops and information sessions*. Every month we hold sessions in schools, foodbanks, places of worship or local English classes.
- *Infographics and video tools*. Every Saturday we answer the week's top questions in an accessible visual format. Translated in seven languages and disseminated via social media, they help us build awareness and trust in migrant communities.

Section D – Achievements and performance

From April 2020 to March 2021, the Work Rights Centre has continued to grow:

- Since the opening of our first employment rights clinic in London we advised 2,219 beneficiaries (June 2016 – March 2021)
- By the end of March 2021 we recovered over £106,000 of unpaid wages for clients, who reported feeling more confident when looking for work (91%) and assessing their employment rights (92%)
- 93% of monitored clients are either very satisfied or satisfied with the assistance they received.
- We developed a new Letter Before Action digital tool
- We developed a new Client Management System to support the safe storage of data for related to our growing numbers of beneficiaries and cases

Section E – Financial review

In the last year the charity expenses have more than doubled from circa £60,000 in 2019/20 to circa £130,000 in 2020/21. The funds were used largely to support our expanding service provision in London and Manchester: including staff salaries, volunteer expenses and rent. Our web and IT costs

included a significant investment in the development of a new secure client database, as well as creation of new digital tools - CV builder and Letter Before Action builder.

Over the last financial year, the charity income has more than doubled from circa £85,000 in 2019/20 to £215,642 in 2020/21.

The principal source of income of the charity are grants, which amounted to 95% of income in 2020-21. We have raised a mix of large, medium and small grants from a variety of funders including Trust for London, Tudor Trust, European Social Fund (to support the Manchester Clinic) and Brent NCIL (to support the new Digital Literacy project).

Our earned income from charitable activities has more than doubled at around £5,900, while our income from donations has dropped significantly by 41% from £7,285 in 2019/20 to £4,299 in 2020/21.

Reserves policy

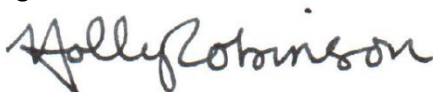
The charity policy is to hold a minimum 3 months' worth of our base running costs in unrestricted funds reserves to be available at all times. Over the last financial year the charity was able to grow its unrestricted reserves from £16,110 at the end of March 2020 to £22,875 in March 2021. This represents circa 3.78 months of the monthly core minimal cost, as defined in the charity reserves policy.

Section G – Declaration

The trustees declare that they have approved the trustees report above.

Signed on behalf of the charity's trustees

Signature:

A handwritten signature in black ink that reads "Holly Robinson". The signature is written in a cursive style with a large initial 'H'.

Full name: Holly Robinson

Position: Chair of Trustees

Date: 25th November 2021

Work Rights Centre
Accounts for period
1st April 2020 to 31st March 2021

	Unrestricted	Restricted funds	Endowment funds	Total funds	Last year
SECTION A					
A1 Receipts					
Donations	4,299	0	0	4,299	7,285
Other income	5,900	0	0	5,900	2,400
Grant - LCF Thrive	0	0	0	0	7,500
Grant - Tudor Trust 2	35,000	0	0	35,000	0
Grant - Ratiu Foundation	0	0	0	0	2,000
Grant - Mayor of London European Londoners 1	0	0	0	0	5,000
Grant - LCF Salway Fund	0	0	0	0	5,000
Grant - Wembley Park Community Fund 3	0	0	0	0	9,509
Grant - Mayor of London European Londoners 2	0	0	0	0	4,970
Grant - Trust for London	0	7,500	0	7,500	15,000
Grant - Tudor Trust	0	0	0	0	25,000
Grant - Brent Advice Fund	0	1,500	0	1,500	1,500
Grant - European Social Fund	0	11,854	0	11,854	0
Grant - Catalyst	0	5,000	0	5,000	0
Grant - London Community Response Fund Wave 2	0	22,529	0	22,529	0
Grant - London Community Response Fund Wave 3	0	28,360	0	28,360	0
Grant - The Barrow Cadbury Trust COVID-19 Support Fund	0	21,700	0	21,700	0
Grant - Trust for London 2	0	22,000	0	22,000	0
Grant - Harrow Giving	0	10,000	0	10,000	0
Grant - GLA Microgrant	0	8,000	0	8,000	0
Grant - NCIL Digital Literacy	0	25,000	0	25,000	0
Grant - Tudor Trust Mental Health	0	2,000	0	2,000	0
Grant - London Catalyst	0	5,000	0	5,000	0
<i>Sub-total</i>	<i>45,199</i>	<i>170,443</i>	<i>0</i>	<i>215,642</i>	<i>85,164</i>
A2 Asset and investment sales etc	0	0	0	0	0
Total receipts	45,199	170,443	0	215,642	85,164
A3 Payments					
Service Provision	224	71,414	0	71,638	34,088
Charity Director	0	25,143	0	25,143	4,520
Finance and Fundraising Manager	0	8,729	0	8,729	1,200
AQS Project Manager	0	607	0	607	429
Senior Communications Officer	0	1,672	0	1,672	0
Volunteer Expenses	60	153	0	213	1,670
Development Officer	0	0	0	0	7,967
Publicity materials	0	424	0	424	732
Banking Fees	24	45	0	69	60
Governance	113	183	0	296	616
HR costs	215	772	0	987	717
Training costs	113	820	0	933	80
Web and IT costs	540	11,889	0	12,429	1,823
Rent	900	4,050	0	4,950	5,400
Other costs	1,208	592	0	1,799	1,390
<i>Sub-total</i>	<i>3,397</i>	<i>126,493</i>	<i>0</i>	<i>129,890</i>	<i>60,693</i>
A4 Asset and investment purchases etc					
Total payments	3,397	126,493	0	129,890	60,693
Net receipts	41,802	43,950	0	85,752	24,471
A5 Transfer between funds					
A6 Cash funds last year end	16,110	30,341	0	46,451	
Cash funds end February 2021	57,913	74,290	0	132,203	
SECTION B					
B1 Cash funds					
Total cash funds	57,913	74,290	0		
B2 Other monetary assets					
	0	0	0		
B3 Investment assets					
	0	0	0		
B4 Assets retained for the charity's own use					
	0	0	0		
B5 Liabilities					
	0	0	0		

Work Rights Centre
Balance Sheet
As at 31 March 2021

	Unrestricted	Restricted funds	Mar-21 Total	Mar-20 Total
ASSETS				
Current assets				
Cash at bank	57,913	74,290	132,203	46,451
Total assets	57,913	74,290	132,203	46,451
NET ASSETS			132,203	46,451
FUNDS				
Grant - LCF Thrive			0	7,417
Grant - Tudor Trust 2			35,000	0
Unrestricted reserves			22,913	8,693
Total unrestricted funds			57,913	16,110
Grant - Trust for London			0	960
Grant - Tudor Trust			0	20,061
Grant - Wembley Park Community Fund 3			0	4,389
Grant - Mayor of London European Londoners 2			0	3,860
Grant - Brent Advice Fund			1,964	1,071
Grant - European Social Fund			-2,628	0
Grant - London Community Response Fund Wave 3			4,149	0
Grant - The Barrow Cadbury Trust COVID-19 Support Fund			4,614	0
Grant - Trust for London 2			20,548	0
Grant - Harrow Giving			6,377	0
Grant - GLA Microgrant			7,266	0
Grant - NCIL Digital Literacy			25,000	0
Grant - Tudor Trust Mental Health			2,000	0
Grant - London Catalyst			5,000	0
Total restricted funds			74,290	30,341
FUNDS			132,203	46,451



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Work Rights Centre (WORC)

**On accounts for the year
ended**

March 31 2021

**Charity no
(if any)**

1165419

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2019**

**Responsibilities and
basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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

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

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

Signed:

Jane Smith

Date:

June 22 2021

Name:

Jane Smith

**Relevant professional
qualification(s) or body
(if any):**

CIMA

Address:

16 Windlesham Gardens

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A