
WORK RIGHTS CENTRE (WORC)

(Registered charity no. 1165419)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 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, Esmée 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.

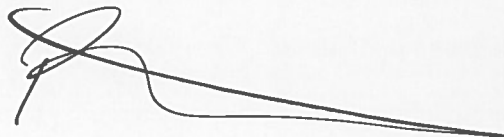
Over the last financial year the charity's unrestricted funds increased from £146,314 at the end of March 2024 to £160,672. This amount is above our minimum reserves policy, and we have set a strong budget for using the additional funds in the coming year.

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

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

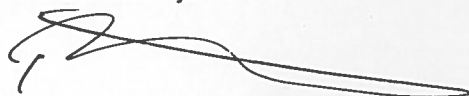
WORK RIGHTS CENTRE (WORC)
(Registered charity no. 1165419)

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
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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 £	Total Funds 2024 £
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

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>	<i>22,000</i>	<i>-</i>	<i>22,000</i>
<i>Blue Thread</i>	<i>25,500</i>	<i>-</i>	<i>25,500</i>
<i>City Bridge Trust</i>	<i>-</i>	<i>49,880</i>	<i>49,880</i>
<i>Henry Smith Charity</i>	<i>-</i>	<i>60,000</i>	<i>60,000</i>
<i>Justice Together</i>	<i>-</i>	<i>37,885</i>	<i>37,885</i>
<i>National Lottery Community Fund</i>	<i>-</i>	<i>70,709</i>	<i>70,709</i>
<i>Network for Social Change</i>	<i>-</i>	<i>14,583</i>	<i>14,583</i>
<i>Paul Hamlyn Foundation</i>	<i>-</i>	<i>70,000</i>	<i>70,000</i>
<i>Strategic Legal Fund</i>	<i>-</i>	<i>6,165</i>	<i>6,165</i>
<i>The Alan & Babette Sainsbury Charitable Fund</i>	<i>-</i>	<i>11,503</i>	<i>11,503</i>
<i>Tolkien Trust</i>	<i>-</i>	<i>30,000</i>	<i>30,000</i>
<i>Tudor Trust</i>	<i>40,000</i>	<i>-</i>	<i>40,000</i>
<i>Other donations</i>	<i>3,490</i>	<i>-</i>	<i>3,490</i>
	<u><u>£ 90,990</u></u>	<u><u>£ 350,725</u></u>	<u><u>£ 441,715</u></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><u>£ 63,226</u></u>	<u><u>£ 475,298</u></u>	<u><u>£ 538,524</u></u>	<u><u>£ 490,433</u></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>

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	-	50,000	(60,707)	-	(10,707)
Legal Education Foundation	-	46,250	(44,147)	-	2,103
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 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 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>