



**Trustees Report
and
Unaudited Financial Statements
for the Year Ended
30 June 2025**

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CHAIR'S REPORT for the Year Ended 30 June 2025

This has been another challenging year for Bath Welcomes Refugees, given the rising level of political hostility towards those we support: people who through no fault of their own have been forcibly displaced from their homelands.

The summer of 2024 was marked by ugly scenes across the UK as hostels housing asylum seekers were attacked by rioters. That was followed by an increasingly hostile media and political debate. We had to work hard to reassure those we support that every effort would be made to keep them safe.

BWR has risen to the challenge. Over the past year we have continued our English language and educational support, helped families with resettlement needs and individuals with integration issues, helped deliver furniture or helped find homes, and hosted social gatherings which enable the different communities to share their stories and keep cultures alive. We have also held a number of Beyond Bath events to help the wider community understand the challenges faced by refugees and asylum seekers.

As a sign of our commitment to respect the voice of lived experience, we initiated an advisory group involving our beneficiaries in helping us both improve our services as well as provide valuable feedback. We also actively recruited and have found two new trustees with lived experience.

As part of our efforts to understand our impact of our work, we have put increased resources into data collection and telling the story of what we have achieved. Our Impact Report will be published in September.

We also commissioned an external consultant to facilitate a consultation process through a series of strategy workshops, together with surveys of our volunteers, partners, donors and beneficiaries aimed at identifying the structural and strategic changes needed to maximise BWR's impact and future proof its work.

We continue to have four short and medium-term outcomes for our beneficiaries:

- **Having the essentials for daily life**
- **Improved mental and physical health and wellbeing**
- **Independence and personal development and educational support**
- **A supportive community environment**

We offer a massive "**Thank You**" to our team of more than 200 amazing, dedicated volunteers who contribute their time and talents to make a difference. Together with our partners in B&NES and the many different community organisations and supporters who make it possible for us to enable people to feel safe and welcome in Bath and able to build new lives.

We remain committed to doing all that we can to turn strangers into friends and to ensure their lived experience informs all that we do.



Chair
Stephen Whittle OBE

TRUSTEES' REPORT for the Year Ended 30 June 2025

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the Financial Statements of the charity for the year ended 30 June 2025. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and Administrative Details

Bath Welcomes Refugees a Limited company, limited by guarantee as defined by the Companies Act 2006, Registered Number 10245232(England and Wales). It is registered with the Charity Commission of England and Wales under number 1171442.

Details of the Trustees can be found on page 10.

Details of the Registered Office can be found on page 10.

Details of the Independent Examiner can be found on page 10.

Structure, Governance and Management

Bath Welcomes Refugees is governed by its Memorandum and Articles Incorporated 22 June 2016 as amended by special resolution registered at Companies House on 25 January 2017 and as amended by special resolution registered at Companies House on 13 September 2024. The Trustees are supported by a Management Committee and staff team who cover Practical support, Language provision, Befriending and Resettlement, Social activities, Fundraising, Benefits and Financial advice, Safeguarding and Communications.

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The charity's objects

To relieve the needs of refugees, asylum seekers, or those displaced from their home country by reason of war, persecution, oppression, discrimination, natural disasters or other like causes, and their dependents, in particular but not exclusively seeking refuge within Bath and North East Somerset or the surrounding area (the Beneficiaries), who are in conditions of need, hardship, or distress in particular but without limitation by:

- Providing or arranging for their education and training and the provision of support services including guidance, representation, translation and interpretation and other assistance to enable them to live independently, improve their life chances and settle into and participate fully in community life;
- The relief of financial hardship;
- Providing activities to preserve and protect their physical and mental health.

The provision of facilities for recreation or other leisure time occupation with the object of improving the conditions of life of the Beneficiaries by reason of their social and economic circumstances; and

To advance the education of the general public about issues relating to migration, refugees and those seeking asylum.

TRUSTEES' REPORT for the Year Ended 30 June 2025 continued

BWR has one simple aim:

To bring to safety and security in the UK those people persecuted and in danger in their own countries and homelands, and in particular to help them settle in Bath or the surrounding area.

Our activities include:

Locating and preparing housing, fundraising, befriending/resettlement support, English language teaching, social activities and more.

TRUSTEES' REPORT for the Year Ended 30 June 2025 continued

HIGHLIGHTS AND ACHIEVEMENTS OF THE YEAR

During the year we launched a brand-new website which is available in the languages of the communities we support, and a new logo thanks to a generous local designer Philip Jansseune, who designed a completely new branding for BWR to express who we are and what we do. His creative ideas reflect our values and aims. The chosen logo has the word 'Refugees' at the heart of the design as BWR puts them at the centre of everything we do. Above this is the overarching symbol that represents Home, Refuge, Security, Welcome, and Inclusivity. Importantly, instead of a black and white image, it radiates bright hope.

It is an image that is adaptable for our new website and encompasses other work that we do – the gift of language or help with employability; the smile of friendship for our befriending team; the shelter of a new home; the inclusive umbrella of our social groups; the rainbow of hope. Thanks also go to our web designer Klara Kucerova and Darius Jean, who volunteered his studio time to produce professional photographs that better represent our professionalism and humanity.

We increased our one-to-one support for asylum seekers in Bath as their numbers rose while maintaining our services for the Syrian, Afghan, Ukrainian and Hong Kong people finding refuge in the UK.

We helped more than 33 people with housing issues and provided furniture and other practical help.

To improve wellbeing, over 263 people attended our Social Events from picnics to community feasts. They are joyful moments where families come together, meet new people, and celebrate their culture. Everyone brings food to share, which helps people feel they are contributing and connecting.

Sharing food is at the heart of many of our events. Afghan and Ukrainian feasts, in particular, have had a powerful impact - bringing cultures together and helping refugee families feel proud to share something special from home. Cooking for others or simply sharing a dish helps people feel useful, appreciated and seen.

At the Tuesday Learning Centre, children learn and play by practicing their homework, improving their language skills, and taking part in creative activities like art. They also have space to chat, laugh and feel at ease.

We aim to empower the people we support to become self-sufficient by equipping them with the language skills and confidence to find work and help them navigate the local job market. This involves the Language team (group classes tailored to different proficiency levels from beginner to advanced, 1-2-1 lessons, and a conversation club) and the Employability team (supporting CV writing, job applications, and signposting to other local organisations that can help with their job search).

Our 2020/2025 Strategy sets out an ambition to build capacity, develop and strengthen the organisation to empower refugees and asylum seekers in Bath and the surrounding area to become self-sufficient, integrated members of the local community.

TRUSTEES' REPORT for the Year Ended 30 June 2025 continued

Our objectives for 2024/2025 were to:

- **Better monitor and evaluate our impact on the lives of our beneficiaries.**

Significant progress has been made during the year through the increased allocation of resources and a wider understanding of the importance of measuring impact and recording data as well as sharing individual's stories of their experiences. We will be in a position to publish our Impact Report at the September AGM. Further development will continue into 2025/2026.

- **Strengthen our volunteer systems and internal processes.**

We sought to improve the ways in which we engage with our volunteers through regular induction and training, coffee mornings, social events and the provision of more informative newsletter providing a greater insight to BWR's overall activities and helping reduce the isolation of those volunteers who do not come into contact with other volunteers. A volunteer handbook has been created, and the development of better monitoring forms helps to improve the quality of data collected for impact.

- **Strengthen refugee representation and the "refugee voice" in our decision making.**

We established an advisory group involving our beneficiaries in helping us both improve our services as well as providing valuable feedback.

Our current beneficiaries were invited to take part in an exercise to gauge how they felt about the services provided by BWR and to identify any areas of improvement. One example of that was a BWR arranged Library visit at which 16 people signed up to become members of the Library.

- **Increase organisational resilience.**

To improve our organisational effectiveness, we used an external consultant, Lime Green Consulting, to engage in a series of strategy workshops, aided by surveys of our volunteers, our partners, and families and individuals supported by BWR in order to identify the structural and strategic changes needed to maximise BWR's impact and future proof its work. The overall project also provided a useful insight as to how BWR is currently viewed by its stakeholders.

The process resulted in a decision to appoint a senior staff leader, Head of Charity, who will help focus the staff the work of our two part-time staff who coordinate the activities of the volunteers and provide one to one support for our beneficiaries. This will improve the coordination of our activities and help provide better strategic direction.

- **Continue to raise awareness.**

We have organised four Beyond Bath events this year to keep the wider community aware of the challenges faced by refugees and asylum seekers and the reality of their situation; 'Understanding the Venezuelan Refugee & Migrant Crisis', 'Stories that redefine Migration', 'Challenges & Opportunities in the Migration Sector' and 'Creativity, Community, & the Migration Journey' which was part of part of Refugee Week and

TRUSTEES' REPORT for the Year Ended 30 June 2025 continued

shone a light on the voices of artists, community leaders, and people using creativity to build bridges, raise awareness, and support integration.

We also encourage participation in regular trips to the camps in Calais and Northern France to provide practical and humanitarian support which were organised by Care4Calais and RefYouMe.

THE FUTURE

Over the past ten years BWR has gained in experience and expertise, professionalised its systems and processes, and established a reasonable financial base. Our initial organisational strategy covered the period from 2020 to 2025. Over this time, it has been reviewed annually to focus our limited resources on achieving our overall objectives.

We have identified the following challenges for 2025/2026

- To work even harder to make Bath a welcome place for refugees by raising awareness of the situation of those forced to flee their homelands
- Finding accommodation to support another refugee family from Afghanistan
- Continue to improve our understanding of our impact through the involvement of people with lived experience in our decision-making and strengthen the feedback loop
- Support our volunteers to be ever more effective in their work
- Work to ensure a sustainable financial future
- Develop plans for Refugee Week 2026 with the communities we support
- Welcome the new Head of Charity and provide all necessary support to ensure a successful start to the role

FINANCIAL REVIEW

Our total income from all sources in the year ending 30 June 2025 increased by 6% as compared to 2024 amounting to £124,631 (2024:£117,636). Income from Charitable activities amounted to £54,860, a decline from £68,476 in 2024. This reduction reflects the conclusion of one contract providing services to Bath & North East Somerset (B&NES) and the funding gap between the end of this contract and the award of a new two-year contract. Donations from all sources including local organisations, churches, schools and individuals amounted to £65,282 (2024: £45,054). This included a significant donation of £25,000 from the Postcode Local Trust. There were no restricted donations during the year (2024: £750).

Total expenditure in the year rose by 7% to £111,441 (2024:£103,993). 81% of this expenditure, £89,735 (2024: £90,225) is in direct support of our charitable activities. We were able to continue to provide the same level of support and develop new programmes even though there was a funding gap between contracts with B&NES.

In 2024 our Governance and Administration expenses amounted to £10,387 primarily reflecting the cost of professional legal and consultant advice on the revision of BWR's Objects and Articles and compliance with Data Protection legislation. This year there has been an increase of 50% in expenditure to £15,584. The majority of this expenditure relates to the appointment of an external consultant aimed at identifying the structural and strategic changes needed to maximise BWR's impact and future proof its work. Given the decision to appoint a Head of Charity, a recruitment agency was appointed to help BWR to find the right candidate. These two events reflect 73% of the total Governance and Administration costs in the year.

Fundraising activities this year included two successful major events - Afghan and Ukrainian feasts, as well as Boutique Jumble sales, Art Fayres, quiz and Bath Christmas Market. BWR has also rebranded its logo and relaunched its website as a result total expenditure in the year amounted to £6,122 (2024: £3,381).

General income in the year totalling £124,631 (2024:£116,886) exceeded expenditure of £110,920 (2024:£90,414) and generated a surplus of £13,711 (2024:£26,472) in the year and total general funds of £163,000 (2024:£149,289).

Reserves

Bath Welcomes Refugees aims to retain sufficient free reserves to ensure that the ongoing commitments of the charity can be met in the event that it was unable to secure further funding during the year. As the charity now has part time employees and other contractual arrangements the trustees have concluded that for the coming year unrestricted free reserves of £25,000 should be retained. The continued appropriateness of this policy is reviewed annually by the trustees.

Free reserves available for use by Bath Welcomes Refugees are those that are readily realisable, less funds whose use are restricted or have been designated for particular purposes.

As at 30 June 2025 free reserves amounted to £130,500 (2024: £134,289). With these reserves we are able to sustain the direct support of our families and individuals.

FINANCIAL REVIEW continued

Designated Funds

Based on recent experience, Trustees have decided to reduce Reserves which had been allocated to enable an individual to pursue training towards employment opportunities (up to £500 person) from £5,000 in 2024 to £2,500.

The Emergency Fund to be utilised where there is a potential significant impact on health, well-being or quality of life has also been reduced to £5,000 from £10,000 in 2024.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BATH WELCOMES REFUGEES

Independent examiner's report to the trustees of Bath Welcomes Refugees ('the Company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 June 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5), (b) of the 2011 Act.

Independent examiner's statement

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

1. Accounting records were not kept in respect of the company as required by Section 386 of the 2006 Act: or
2. the accounts do not accord with those records: or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of recommended practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial reporting standard applicable in the UK and Republic of Ireland (FRS 102).

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.


Matthew Chard FCCA
King Watkins Ltd
The Island House
Midsomer Norton
Radstock
Somerset
BA3 2DZ

Date: 4/9/25

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Address

The Island House
Midsomer Norton
Radstock
Somerset
BA3 2DZ

Trustees

Mr S Whittle OBE (Chair)

Mrs V Jensen

Ms L Rickitt

Mrs K Kyle

Ms R Osborne

(resigned 15 March 2025)

Mr N Daradia

(appointed 27 March 2025)

Ms N Barai

(appointed 9 July 2025)

Independent Examiner

Matthew Chard FCCA
King Watkins Ltd
The Island House
Midsomer Norton
Radstock
Somerset
BA3 2DZ

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2025

Notes	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
INCOME AND ENDOWMENTS FROM				
Donations and legacies	65,282		65,282	45,054
Charitable Activities	54,860	-	54,860	68,476
Investment income	4,489	-	4,489	4,106
TOTAL	124,631	-	124,631	117,636
EXPENDITURE ON				
Raising Funds	6,122	-	6,122	3,381
Charitable Activities				
Direct support services	89,214	521	89,735	90,225
Governance & Admin	15,584	-	15,584	10,387
TOTAL	110,920	521	111,441	103,993
NET INCOME/ (EXPENDITURE)	13,711	(521)	13,190	13,643
RECONCILIATION OF FUNDS				
Total funds brought forward	149,289	2,279	151,568	137,925
TOTAL FUNDS CARRIED FORWARD	163,000	1,758	164,758	151,568

The notes form part of these financial statements

BALANCE SHEET AT 30 JUNE 2025

Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
CURRENT ASSETS				
Debtors	8,500	-	8,500	-
Cash at bank and in hand	154,859	1,758	156,617	151,836
CURRENT ASSETS	163,359	1,758	165,117	151,836
CURRENT LIABILITIES				
Creditors (due within one year)	359	-	359	268
TOTAL ASSETS LESS CURRENT LIABILITIES	163,000	1,758	164,758	151,568
NET ASSETS	163,000	1,758	164,758	151,568
FUNDS				
Unrestricted Funds	163,000	-	163,000	149,289
Restricted funds	-	1,758	1,758	2,279
TOTAL FUNDS	163,000	1,758	164,758	151,568

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of its the Companies Act 2006 relating to charitable small companies.

These financial statements were approved by the Board of Trustees on 25 August 2025 and were signed on its behalf by:



Stephen Whittle OBE - Chair of the Board of Trustees

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The Financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Charitable Activities

Direct Support Services represent the costs directly attributable to activities to support those granted refugee status or those seeking asylum, which include preparing housing, resettlement support, English language teaching, befriending, assistance with employment and education as well as social activities and managing the volunteers who support the families and individuals.

Governance & Administration costs include the direct costs of the administration Bath Welcomes Refugees and compliance with constitutional and statutory requirements. These costs include, employment, accountancy, legal advice for trustees and costs associated with Board meetings.

Depreciation

Depreciation is provided in equal annual instalments over the useful lives of the assets subject to a cost threshold of £500.

Taxation

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

Fund accounting

Unrestricted Funds - these are funds which are available for use at the discretion of the Board of Trustees in the furtherance of Bath Welcomes Refugees Object.

Designated Funds - these funds have been set aside out of Unrestricted funds, at the discretion of the Trustees, for specific purposes. The Trustees review the status and adequacy of the individual designated funds in relation to the achievement of Bath Welcomes Refugees charitable objectives. The purposes and uses of these funds are set out on page 15 in the notes to the accounts.

Restricted Funds - these funds are subject to specific conditions imposed by the donors. The purposes and uses of these funds are set out on page 15 in the notes to the accounts.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 continued

2. INVESTMENT INCOME

	Year Ended 30.6.25	Year Ended 30.6.24
Deposit account interest	£4,489	£4,106

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 30 June 2025 nor for the year ended 30 June 2024.

Trustees' expenses

Trustee expenses paid in the year ended 30 June 2025 amounted to £1,095 (2024: £65).

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	44,304	750	45,054
Charitable Activities	68,476	-	68,476
Investment income	4,106	-	4,106
TOTAL	116,886	750	117,636
EXPENDITURE ON			
Raising Funds	3,381	-	3,381
Charitable activities			
Direct support services	76,646	13,579	90,225
Governance & Admin	10,387	-	10,387
TOTAL	90,414	13,579	103,993
NET INCOME/ (EXPENDITURE)	26,472	(12,829)	13,643
Transfer between funds	-	-	-
Total funds brought forward	122,817	15,108	137,925
TOTAL FUNDS CARRIED FORWARD	149,289	2,279	151,568

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 continued

5. MOVEMENT IN FUNDS

	At 1.7.24 £	Net movement in Funds £	At 30.6.25 £
Unrestricted Funds			
General Fund	134,289	21,211	155,500
Designated Funds	15,000	(7,500)	7,500
	149,289	13,711	163,000
Restricted Funds			
Community Sponsorship	2,279	(521)	1,758
	2,279	(521)	1,758
TOTAL FUNDS	151,568	13,190	164,758

Net movement in funds, included above.

	Incoming Resources £	Resources Expended £	Movement in Funds £
Unrestricted Funds			
General Fund	132,131	(110,920)	13,711
Designated Funds		(7,500)	(7,500)
	132,131	(118,420)	13,711
Restricted Funds			
Community Sponsorship	-	(521)	(521)
	-	(521)	(521)
TOTAL FUNDS	132,131	(118,941)	13,190

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 continued

Comparatives for movement in funds

	At 1.7.23	Movement in Funds	At 30.6.24
	£	£	£
Unrestricted Funds			
General Fund	110,317	23,972	134,289
Designated Funds	12,500	2,500	15,000
	122,817	26,472	149,289
Restricted Funds			
Community Sponsorship	3,173	(894)	2,279
Somerset Supports Ukrainians	216	(216)	-
Quartet Foundation	7,719	(7,719)	-
Mercers Company	3,500	(3,500)	-
Social Activities	500	(500)	-
	15,108	(12,829)	2,279
TOTAL FUNDS	137,925	13,643	151,568

Comparatives for movement in funds shown above

	Incoming Resources	Resources Expended	Movement in Funds
	£	£	£
Unrestricted Funds			
General Fund	113,886	(89,914)	23,972
Designated Funds	3,000	(500)	2,500
	116,886	(90,414)	26,472
Restricted Funds			
Community Sponsorship		(894)	(894)
Somerset Supports Ukrainians		(216)	(216)
Quartet Foundation		(7,719)	(7,719)
Mercers Company		(3,500)	(3,500)
Social Activities	500	(1,000)	(500)
Heating Grant	250	(250)	-
	750	(13,579)	(12,829)
TOTAL FUNDS	117,636	(103,993)	13,643

6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2025.