

SOCIAL WORKERS WITHOUT BORDERS

England & Wales · Charity number 1174000

Details

Status Registered

Legal form CIO

Registered 2017-07-28

Register [View on the Charity Commission register](#)

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Activities

Objects: THE OBJECTS OF THE CIO ARE FOR THE BENEFIT OF THE PUBLIC TO RELIEVE NEED, ALLEVIATE POVERTY AND TO PROMOTE PHYSICAL AND MENTAL HEALTH OF REFUGEES ASYLUM SEEKERS AND MIGRANTS IN THE UK AND INTERNATIONALLY (THE BENEFICIARIES) GENERALLY AND IN PARTICULAR BY(A) PROVIDING SOCIAL WORK SERVICES(B) PROMOTING EXCELLENCE IN SOCIAL WORK PRACTICE WITH THE BENEFICIARIES GENERALLY AND IN PARTICULAR BY DEVELOPING A MODEL OF SOCIAL WORK PRACTICE WITH THE BENEFICIARIES(C) PROVIDING EDUCATION AND TRAINING TO SOCIAL WORKERS AND OTHERS ENGAGED IN WORKING WITH THE BENEFICIARIES

Activities: Social Workers Without Borders is a social work charity working for migration justice. We mobilise a network of social workers and social work students to practice in a way that is rights-based, upholding the inherent dignity, worth and humanity of every person. SWWB provide independent social work reports for people impacted by immigration policy.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£138,872	£92,240	-	-
2024-03-31	£125,250	£56,046	-	-
2023-03-31	£77,088	£46,036	-	-
2022-03-31	£55,889	£52,015	-	-
2021-03-31	£65,000	£36,000	-	-

Trustees

Name	Role	Appointed
Bridget Ng'andu		2018-11-07
Catherine Lane		2025-09-24
Dr LAUREN ELIZABETH WROE		2017-07-06
Kathleen Whitehead		2025-09-24
Kris Stewart		2025-09-24
Mary Gwendolen Abraham		2022-05-16

Accounts

REGISTERED CHARITY NUMBER: 1174000

TRUSTEE ANNUAL REPORT

1ST APRIL 2024 - 31ST MARCH 2025



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LETTER FROM TRUSTEES

As we approach ten years since social workers first came together under the banner of Social Workers Without Borders (SWWB), this past year has reminded us why our work remains as urgent as ever. The 2024/25 period has been marked by significant political and social shifts, with the current Labour government adopting a markedly tougher stance on migration. The present focus has turned inward—tightening entitlements, expanding temporary protection, accelerating removals, and increasing deportations for those deemed to have no lawful status.

One of the most troubling developments has been the suspension of the dedicated refugee family reunion route, forcing families to navigate restrictive income thresholds and language requirements that make reunification increasingly unattainable. These measures risk deepening the hostile environment, isolating people who have already sought safety, and undermining the UK's responsibilities to those in need of protection.

This political landscape has unfolded alongside rising far-right agitation on streets across the UK, where anger—often rooted in legitimate concerns about housing and public services—is misdirected towards those seeking asylum, even as private companies profit from 'asylum hotels'. Yet, as in 2016 when SWWB first emerged, moments of pressure also illuminate the everyday acts of solidarity and care that bind communities together. In the face of divisive narratives that serve only a powerful minority, our role remains clear: to resist calls for division, stand alongside those targeted by harmful policies, and champion Britain's long, diverse, and interconnected histories.

As a charity operating at the intersections of the migrant justice and social work sectors it is more important than ever that we tell alternative stories about why so many are living in hardship, and that we continue to educate, campaign and deliver services that promote people's rights to have their stories heard. Our Independent Social Work Reports (ISWRs), detailed on page 5 of this report, enable these voices to be heard, but our pro bono service alone is not a solution, we need to see systemic change, and we will continue to work toward this with our colleagues in the migrant justice and social care sectors.

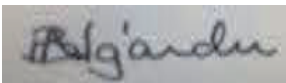
Ben, our Head of Direct Work and Vicky, our Volunteer Coordinator, continue to make huge progress in creating safe and effective systems through which our volunteer social workers can deliver high-impact ISWRs and inspiring and evidence-informed teaching content across the country. Planning ahead, we are seeking to recruit an Operations Manager who will work closely with the Managing Director to ensure smooth day-to-day operations. This role will contribute to governance, policies, and compliance, while strengthening systems and processes that support staff and volunteers in delivering the charity's mission effectively.

In addition to our small and wonderful staff team, this work could not happen without the ongoing support we receive from those who believe in our mission. Beyond the financial resources provided, we value the flexible and supportive approach that enables small charities like ours to grow, develop, and adapt within increasingly complex and demanding contexts.

We have said goodbye to three trustees since our last report and have welcomed three new members to the Trustee Board. We can't thank Phillida, Clare and Erfan enough for the time they gave to SWWB over the years. We remain committed to widening the membership of our Trustee Board and aim to recruit individuals from diverse backgrounds and professions.

Within our Direct Work group, we have faced challenges due to a decrease in the number of volunteer Case Coordinators, which has inevitably impacted the number of assessments completed in 2024–25. Looking ahead, we will be recruiting a dedicated Case Coordinator, to increase our capacity to deliver Independent Social Work Reports (for which there is endless demand) and will be looking to expand and diversify our income to secure our staff team and keep working toward our objective of delivering excellent social work services to those impacted by borders and creating meaningful, systemic change to ensure everyone has access to justice for themselves and their families.

In loving solidarity,

A handwritten signature in dark ink, appearing to read 'Bridget Ng'andu', on a light-colored background.

Bridget Ng'andu

Chair SWWB Board

CHARITY OBJECTS

Social Workers Without Borders (**SWWB**)¹ was established for the public benefit to relieve need and to promote the physical and mental health of refugees, asylum seekers and migrants in the UK and internationally by:

- Providing excellent social work services
- Promoting excellence in social work practice and developing a model of social work practice with refugees, asylum seekers and migrants
- Providing education and training to social workers and others working with refugees, asylum seekers and migrants

The trustees follow Charity Commission guidance on public benefit when planning and reviewing spending and activities. Social Workers Without Borders furthers its charitable objectives through its Direct Work, Education and Campaigns.

¹ Social Workers Without Borders is a Charitable Incorporated Organisation. Its charity registration number is 1174000.

DIRECT WORK

We provide independent social work reports to be used as expert evidence in immigration and asylum matters. These reports are the outcome of a specialist social work assessment and make recommendations about a person or family's needs, safety and welfare. Our reports provide rigorous and impartial professional analysis, adhering to the professional standards of our social work regulator (Social Work England) and the duties set out in the Practice Direction for the Immigration and Asylum Chamber of the First-tier Tribunal.

We operate a broad referral criteria and take a person-centred approach to the delivery of our service. We provide evidence for a range of case types, including family reunion, parental deportation, deportation of young people, asylum applications and appeals, family visas, age disputes, adults with complex needs and undocumented children and families.

Our team of case coordinators are experienced social workers who specialise in preparing expert evidence. Case coordinators supervise and support a team consisting of a lead social work assessor and a supporting social work assessor. The contribution made by our network of volunteer social workers is outstanding, and we would not be able to do the work that we do without the committed support of so many excellent social workers and social work students.

We pride ourselves on producing high quality reports that are well received by the judiciary. Producing an independent social work reports requires a lot of time and skill. By operating a robust supervision, review, and quality assurance process we maintain high standards whilst also offering practitioners the opportunity for professional learning and development.

Our model means that we are able to provide an independent social work report on a pro bono basis when a person does not have funding from the Legal Aid Agency. If a person has access to funding from the Legal Aid Agency we will quote and charge a fee for the report based on agreed Legal Aid rates for social work evidence. The vast majority of the Independent Social Work Reports we complete are in instances where a person does not have access to funding for expert reports. Our work is an essential element of access to justice, in which we are able to provide a service that negates barriers resulting from economic disadvantage.

We view our work as contributing to access to justice in a hostile-by-design immigration system, in which immigration policies disproportionality target and exclude racialised and working class people.² Our practice is grounded in a commitment to antiracist social work practice.

² [The Historical Roots of the Windrush Scandal - GOV.UK](#)

DIRECT WORK IMPACT



During the period 1st April 2024 - March 31st 2025, the Direct Work Team completed 15 Independent Social Work Reports. We harnessed 990 hours of volunteer time in our Direct Work Team.³ Over this period, we completed Independent Social Work Reports on a pro bono basis to the value of £30,030.⁴ This is the second consecutive year that we have seen a significant decline in the number of ISWRs completed.

Since June 2024 we have had a Head of Direct Work, Ben Feder, working 3 days per week to manage our independent social work report service. Ben has led a review and development of all template court reports, subsequently overhauling these so as they represent best practice for expert witness reports. Ben has carried out a detailed review of independent social work reports completed in this period, providing one-to-one feedback and guidance to case coordinators about the ISWRs they have supervised.

Additionally, following the previous year's survey of volunteer's support needs and wellbeing we have implemented several changes to our working methods. This has included:

1

Supporting volunteers to feel more prepared for carrying-out an ISWR by ensuring there are clear expectations, and a consistent approach from Case Coordinator support. We have developed a structured and robust approach for case coordinators to implement in their case planning meetings with volunteers.

2

We have **developed four training modules** for volunteers, including: Understanding the role of the expert witness; Preparing for assessments as a social work expert; Report writing for expert witnesses; Confident court room skills. These training modules will begin delivery from July 2025.

³ **Volunteer time calculation:** Case Coordinator 12 hours (Review the bundle, provide supervision and support to assessing social workers, review the assessment and add reviewing comment), Lead Social Work Assessor 36 hours (Review the bundle, engage with supervision, interview clients, prepare the report), Supporting Social Work Assessor 18 hours (Review the bundle, engage with supervision, interview clients, support with preparation of the report) = 66 hours. 56 x 15 cases = 840 hours

⁴ **Pro bono work calculation:** This figure is an approximation based on the following information: Hours of volunteer time per assessment = 66 hours. Legal Aid Agency hourly rate for social work expert is £35p/h. 66 x £35 = £2310 per assessment. We have completed 13 assessments on a pro bono basis. 13 x £2310 = £30,030.

3

We have continued to seek **feedback from volunteers** after every ISWR is completed.

4

Our re-designed website now includes a **volunteer login area**, enabling volunteers to access forms, policies, guidance and training materials.

5

During this period we secured funding so as we can **improve our wellbeing offer** to volunteers. This means that from April 2025, volunteer expenses now include a food allowance as well as travel expenses. Additionally, we now give volunteers a Social Workers Without Borders t-shirt after they complete a piece of voluntary work. We hope that as well as expressing our gratitude, this gives social workers the opportunity to show the world that they are a part of Social Workers Without Borders and to feel proud of the way they put their social work expertise to use.

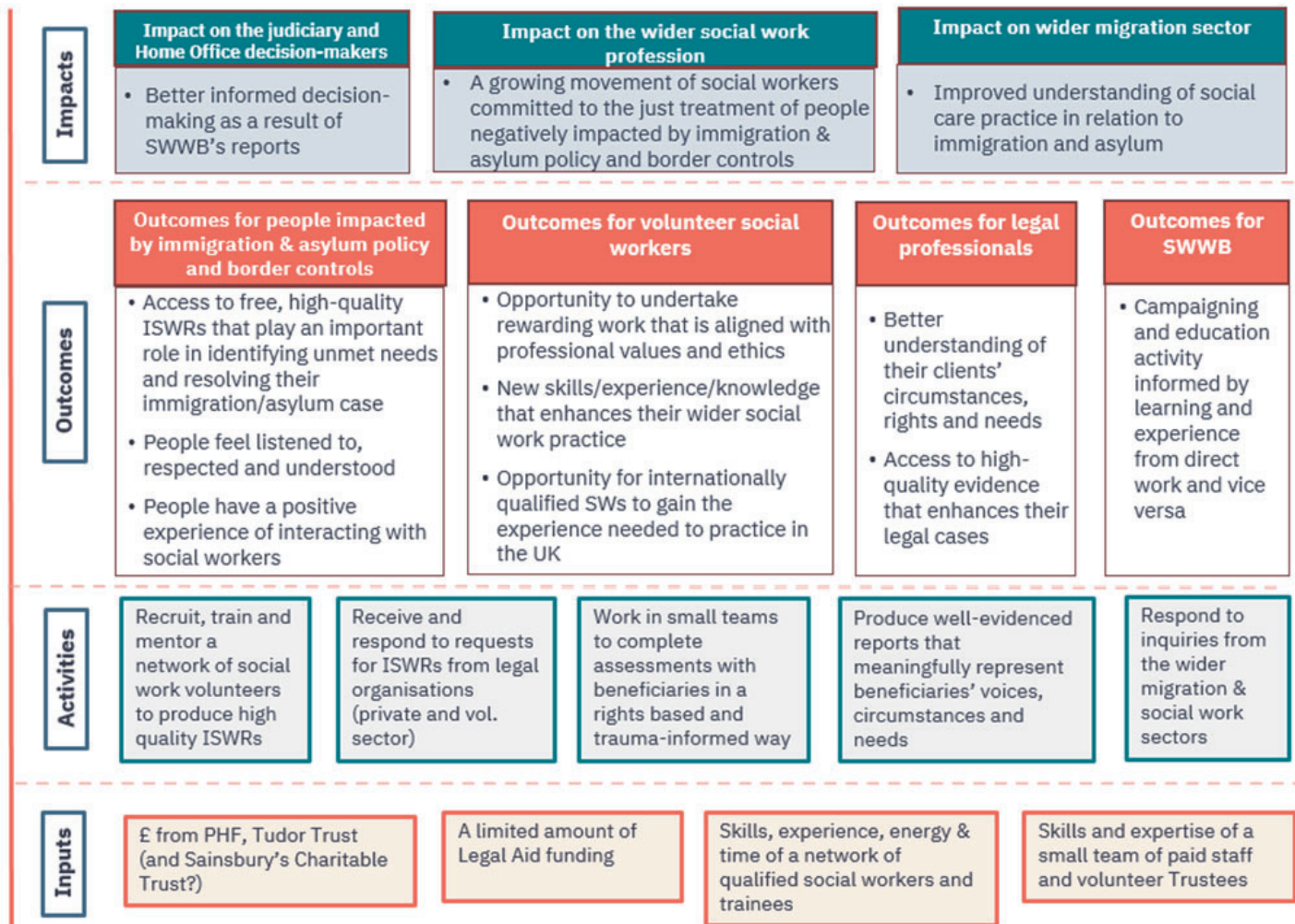
In October 2024, thanks to support from Paul Hamlyn Foundation, we had the opportunity to work with a consultant to develop our monitoring, evaluation and learning framework as it relates to the direct work strand of our activities. This piece of work allowed us to think dynamically about the impact of our work and gave us the space to think about some of the assumptions that underpin our work. Importantly, we have had the opportunity to reflect on our assumptions about our model for delivery of social work reports and question how our model might relate to the challenges in delivery of our service (more on this to follow).

Below is the theory of change we developed as part of this consultation and feedback from solicitors who we have been instructed by in this period.

Direct Work: A Logic Model

External context: hostile immigration environment and border controls; restricted legal aid for immigration cases; overstretched/underfunded statutory social work services; and negative public narratives about immigration.

Our Vision: We use our social work practice to promote the best interests and voices of those impacted by immigration and asylum law to decision-makers.



Feedback from solicitors

How, if at all, did the report assist you to represent your client? How, if at all, did this improve access to justice?

“

*The report assisted significantly with this case. The initial report and addendums were all used when this application was appealed after it was refused by the Home Office. The judge used the evidence in their decision making when they allowed the appeal. **The family are now going to be reunited as a result.** Accessing legal aid for these cases is very difficult, so getting these reports for free allows us to represent these cases as a charity and still get **excellent evidence** in support of the case, pro bono.*

”

“

***Extremely helpful.** We are representing the client without Legal Aid, so the ability to instruct a full report for the client without a fee is **invaluable.** We had some GP records, and witness statements that showed the impact of the separation of the family on health and wellbeing, but nothing to this depth and detail.*

”

“

***We have won all of the cases that SWWB has assisted with.** Reports have been **objective, well balanced** and **very detailed.** The SWWBs have been core at the decisions of the Judges.*

”

“

*The report assisted with **demonstrating the difficulties and deep-seated emotional pain** my client faced as a result of his separation from his family, including through observations of his presentation, which was **incredibly valuable** due to him being quite reserved and hesitant about expressing emotions.*

”

“

*[...] **the ISW report improved fairness** by ensuring that the Tribunal had a **full and expert-informed understanding of the children's best interests**, in line with legal requirements. Without it, there would have been a significant imbalance, as the Home Office rarely provides such evidence. The report therefore **levelled the evidential playing field** and gave the family's experiences proper weight in the*

”

The report had a **significant positive impact on our ability to effectively represent** our client and their family. The application was being outside of the rules on the basis of the family's exceptional circumstances, namely mother's significant history of trauma and subsequent impact on her mental health and their son's additional needs arising from his diagnosis of autism. The ISWR from SWWB was the **crucial bit of evidence** that effectively captured both the additional need for support for mum and the child, the importance of the support they were getting and the potential impact of removal.

The ISW report was **critical in enabling me to present my client's case effectively**. It provided an **independent, expert assessment** of the children's circumstances and best interests, including **detailed analysis** of the likely **emotional, developmental, and practical consequences of separation** from their father. This evidence gave weight and credibility to arguments under s.55 BCIA 2009 and Article 8 ECHR, which could not have been advanced with the same force through submissions alone. The report also **addressed issues that may otherwise have been minimised or overlooked** - such as the children's previous trauma, the risk of them becoming young carers for their mother, and the long-term developmental harm they might face.

The report was **central to our minor client being granted permanent residency in the UK** with her mother whom she had been estranged from for a number of years. For another client it was **central to confirming the family life** that existed between our client (young adult) and his parents and siblings in a challenge against the Home Office decision to deport him alone from the UK.

As a charity, we do not have access to Legal Aid funding so would have had no way to fund the report if SWWB was not available to provide the assistance on a pro bono basis [...] The ISWR **ensured the right outcome for the family's case at the earliest stage**, avoiding further delay of several months, which would have prolonged the time the family spent destitute and in limbo. Access to high quality independent reports at the initial decision stage has a wider benefit as it **reduces the number of cases going to courts** so reducing the pressure on the backlog and our capacity as a charity.

How was the independent social work report received by the decision maker?

With praise! **The report has almost always been the reason why we have won the cases**, especially as most of them have been foreign offenders who have limited financial means.

The decision was refused by the Home office, though this was expected. They did not consider the evidence in the report thoroughly in their decision. However, at appeal, the judge considered the evidence and the appeal was allowed.

The Tribunal expressly acknowledged **the independent social work report as new and significant evidence** which had not been available to Judge Tozzi in 2021. The judge identified the ISW report, alongside the psychological and country expert evidence, as part of the “various factors” justifying a departure from the previous findings. The judge noted that the Appellant had been unrepresented at the earlier hearing and that the availability of such expert material in the current appeal was a key reason why fresh findings were required. The ISW report was therefore received as **credible, independent evidence** which materially assisted the Tribunal in reassessing the proportionality balance under Article 8. It **strengthened the factual basis for evaluating undue harshness** on the Appellant’s children and partner and contributed to the judge’s conclusion that the appeal should be determined on the basis of the current, more complete evidential picture.

The Home Office refused the application, however this is very much expected for this type of application. We are currently still going through the appeal process.

One report was accepted by the court and commended. The other report was initially not accepted by the lower court with the judge suggesting that the report was self serving and the authors had no experience, (clearly incorrect and evidence of this was submitted) and then on further appeal, it was accepted by the Upper Tribunal Immigration and Asylum Chamber and the lower courts findings were dismissed.

Would you have been able to source this kind of expert evidence for your clients without our service?

We could have accessed a paid service but it is very difficult for clients to get money to pay for this and we would likely have to apply for grants, where there is no guarantee they will be granted.

We are not representing the client under Legal Aid, and she would not have been able to pay fees for an Independent Social Worker report herself.

Independent social workers with the right expertise in immigration matters are not easy to identify, and very few are able to provide the kind of detailed, child-focused assessment that the Tribunal expects. The report in this case went well beyond surface-level observations: it provided an in-depth analysis of the children's history, emotional needs, and the likely long-term consequences of separation, all grounded in safeguarding and developmental frameworks. That level of quality and rigour is rarely achievable without access to a trusted referral pathway.

Our legal charity does not have a legal aid contract which would have funded the report privately and our clients are destitute migrants who had no means to fund the report privately. Without this support one case would have failed and the other would have been detrimentally affected.

Feedback from legal professionals shows that our work results in positive outcomes for our beneficiaries and the legal professionals who refer to us, in turn this work has an impact on decision-makers. We are implementing a new case-closing process, which includes formalising the feedback process from our beneficiaries. In the next annual reporting cycle we will have qualitative data to better understand our outcomes and impact from the perspective of our beneficiaries.

Learning and development

In the previous Trustee Annual Report we identified the capacity gap as being related to the number of volunteer case coordinators we have who can supervise and support other volunteer social workers throughout the process of completing an ISWR. Previously we invested significant time into trying to recruit more volunteers to the case coordinator role but were unsuccessful in identifying people who were able to take on the role. Over the 2024/2025 period we have seen a further decrease in the number of volunteer case coordinators, with just 3 volunteer case coordinators in the team during this period, plus 2 staff members who are registered social workers and can act as a case coordinator.

In response to feedback from the volunteers who write our reports (lead social work assessors and supporting social work assessors), we have implemented changes to our process to ensure volunteers receive consistently robust training, support and supervision. However, these additional processes require volunteer case coordinators to give more time to their role and have a deeper understanding of the context and requirements of our work. The assumption we have had to challenge, and what we have learnt, is that the case coordinator role is beyond the remit of a volunteer role. As an organisation we need to transition to increased specialist, staff capacity. The case coordinator role is the key to developing, supporting and retaining our pool of report writers. Case coordinators also act as the main quality assurance process. This needs to be robust and aligned with our value of excellence to manage organisational risk, particularly in a climate where there is increasing scrutiny of the role of expert witnesses.⁵ This is a crucial step in the development, and professionalisation of our social work report service. Most importantly, increased capacity and stabilisation of this area of our work will lead to increased positive outcomes and impact for our beneficiaries.

In the coming year we will focus our time and resources on the recruitment of paid case coordinators. However, alongside increased resourcing of our social work report service, we remain focused on a diverse strategic approach. The direct work strand of SWWB underpins our campaigning and educational work. We will continue to prioritise systemic change and we recognise that the core value of our social work expertise is the platform it gives us to push for policy, practice and social change.

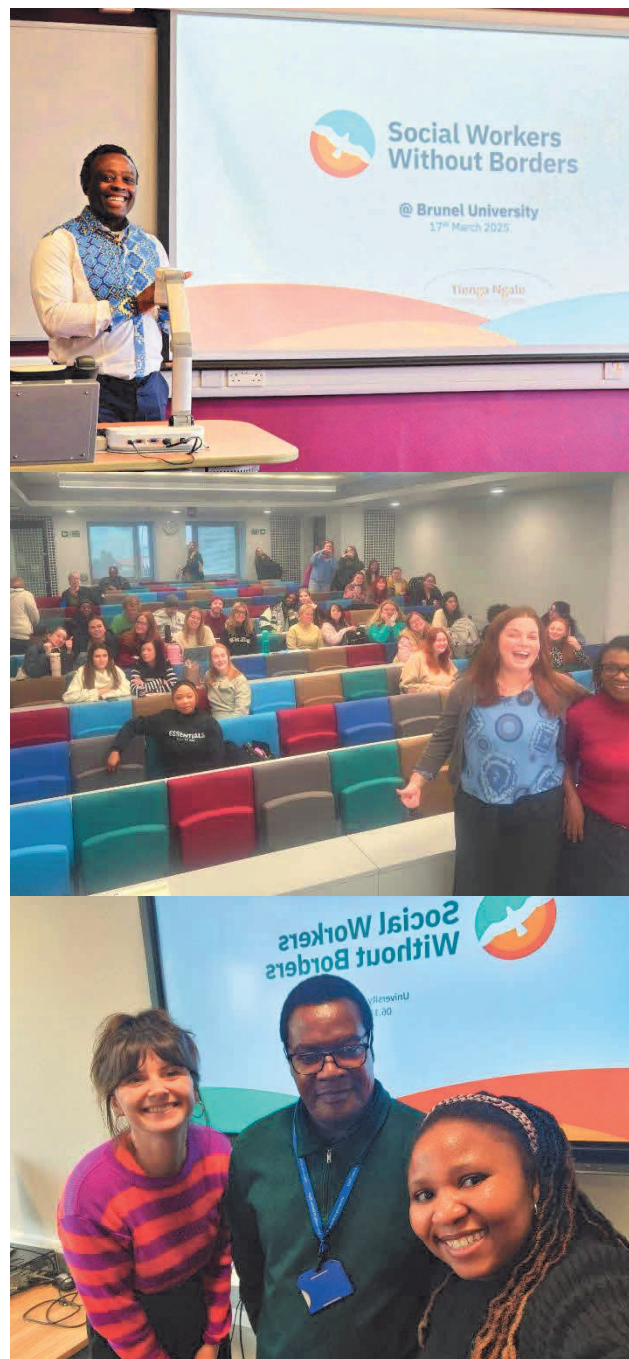
⁵ [Victims and Prisoners Bill - Hansard - UK Parliament](#)

EDUCATION

Frequently social work is co-opted into enforcing hostile immigration policies. We do not believe this is consistent with social work's core values. Through education, we inspire social workers to be allies in the struggle for migration justice; to uphold a model of social work practice that is grounded in principles of human rights and social justice, and congruent to the profession's ethics, standards and the International Federation of Social Work definition of social work.⁶

We have identified a significant gap in social work education and training in relation to working with people who are impacted by immigration control. Our education makes an offering to help address this gap, though we recognise the need for systemic change to ensure that social workers are better equipped to support members of our communities who are impacted by borders.

We believe in the transformative potential of education. We know that when social workers have the opportunity to develop knowledge and skills, and to reconnect with our value base, this has a positive impact on how social work is practiced. Our educators deliver specialist workshops for social work students, social workers, and allied professionals, creating spaces for:



⁶ IFSW Global Definition of the Social Work Profession:

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels.”

Learning about the hostile environment, its impact, and how this shows up in social work

Understanding the intersection of immigration & asylum law and social work

Building knowledge and developing skills for good social work practice with people impacted by borders

Reflecting on our professional identity and values

In addition to our own teaching offer, we are proud of our work as part of the Solidarity Knows No Borders (SKNB) community, where we organise 'Stand Up! Speak Out! A Toolkit to Resist the Hostile Environment in the Public Sector' alongside our colleagues from Migrants Organise and Positive Action For Refugees & Asylum Seekers. The Stand Up! Speak Out! Series is an annual programme of free, online, practical webinars to give public sector workers up-to-date knowledge of the rapidly changing immigration policy context and the implications for their work.

Following the successful delivery of the third year of Stand Up! Speak Out! we have taken the difficult decision to pause the project until we can resource the project. In order to sustain this project we would like to secure funding in order to be able to continue to give it the time and resource it needs to coordinate such a large programme of events with so many different partner organisations.

EDUCATION IMPACT

We delivered
10 lectures at
8 universities

404

social work students
attended a SWWB
lecture

Co-delivered training
with Kids in Need of
Defense: ***Children's
journeys to secure
immigration status &
British citizenship***

48 people attended
our webinar '***Social
Work Education:
Creating Gatekeepers
or Allies in the Struggle
for Migrant Justice***'

Panelist on event at
British Association of
Social Workers national
conference: ***Hopes and
Challenges: The future
of Social Work***

BASW Kent branch event:
delivered a talk about
parallels between central
Govt plans to off-shore
asylum-seekers &
children being placed in
HO hotels, rather than LA
care.

Feedback from university social work students

What are your main takeaways from this session?

To see people as people, not their statuses

Not to discriminate based on immigration status. Families need to be treated as people, and children be the focus

The need for social action to support my service users beyond the laws and policies. Making sure I am not complicit with the immigration laws that marginalise people. I have observed the need to continuously seek additional training on migration issues

The importance of social workers to go beyond just looking at criteria but always be in a place to advocate for the disadvantaged

I found the session extremely informative and it evoked emotions in regards to how people are missing out on support

Thinking about language used and how it can be harmful. I learnt about how some of the immigration systems worked and how people can be left in destitution because of policies made

Social workers are not border officers but are advocates

The immigration system is very unfair and oppressive, as a social worker I need to work with the individual and look at their needs instead of their immigration status

Greater understanding of immigration law, how harmful this can be and how social work can be complicit

I have learnt a lot from this lecture, including the amount of restrictions that are placed on immigrants that no one really understands or thinks about

Build on my knowledge and be creative when working with service users. Always think about their specific needs at the time when assessing, not just the main reason for assessment

The experience for asylum seekers and refugees - the restraints in terms of ability to work or have any financial independence

Importance of knowing about immigration and how a social worker should treat and help the people that need it

To work within a non-judgemental, to treat every individual as they are an individual. To understand everyone has a story. Not to turn your back on anybody

Every year we reach hundreds of social workers and social work students. Feedback from these teaching sessions shows that we make a difference to how social workers think about immigration policies, and their role as a social worker.

This work drives forward our vision for:

“...social work practice that upholds social justice and human rights. Social work should not be complicit with harmful immigration policies. A person’s immigration status should not determine the quality of support they receive from social workers.”

Stand Up! Speak Out! 2025 evaluation



STAND UP! SPEAK OUT!

An online training series for resisting the Hostile Environment in public services.

THE POWER OF WORDS

3rd edition: March - June 2025

 Social Workers Without Borders  migrants organise  PAFRAS
Positive Action for Refugees & Asylum Seekers

Impact of the 2025 series

This series originally began as a political education working group, which was born out of the Solidarity Knows No Borders (SKNB) summit in September 2021. The group has predominantly been organised and facilitated by Brian Dikoff at Migrants Organise, Ally Swadling at Positive Action for Refugees and Asylum Seekers (PAFRAS) and Naomi Jackson at Social Workers Without Borders who all became connected through the SKNB network.

Following some successful training delivery in 2022 as part of the British Association of Social Workers Annual Conference, we developed Stand Up! Speak Out! (SUSO) which we also ran in 2023 and 2024 delivering 46 sessions to 2300 participants and connecting 38 different specialist organisations and academics. In 2025, 866 participants attended 25 webinars running from March to June

For our third year running the series, we organised around the theme **"The Power of Words"**. We are tired of hearing the same old racist rhetoric about immigration from politicians and mainstream media which has fuelled the rise of far right violence and led the way for dehumanising hostile anti-migrant policies. We want public sector workers (and others) to build their confidence and commitment to using the power of their words in solidarity and for justice; to know when and how to listen and learn from the people they are working with; how to advocate and support the individuals they work with, and when not to share information.. Our aims for attendees of SUSO 2025 were to:

- Reframe their work through use of language
- Use their expertise to provide powerful evidence
- Resist complicity with the hostile environment
- Take a trauma-informed approach to gathering information
- Change the narrative on immigration policy

We view education as a powerful tool for social change.

SUSO is designed to give public sector workers up-to-date knowledge of the rapidly changing immigration policy context and the implications for their work. We create spaces for public sector workers to reflect on their professional identity and empower them to resist complicity with hostile and inhumane immigration policy. We invite and inspire public sector workers to be allies in the movement for migrant justice.

We won't let our public services become a tool of hostile immigration enforcement!

STAND UP! SPEAK OUT! 2025 IN NUMBERS

This data has been gathered from attendees who chose to complete the Google feedback form provided during the webinar and in follow-up emails. RSVPs who do not attend still receive resources after the session and communication from SKNB.

2431 RSVPS

866 ATTENDEES



Professions of attendees include:

Social Workers and Managers, foster carers, MP caseworkers, Welfare Rights Advisors, ESOL tutors, banking (for no fixed address), healthcare professionals, food bank coordinators, housing support workers,

40% of attendees said that they currently work in either voluntary/Charitable Sector as staff or volunteers or are students

97%

STRONGLY AGREE or AGREE that as a result of the webinar they attended that:

they feel more confident supporting people who migrate

they now know where to access resources to understand more about this topic

99%

would recommend the series to their colleagues and comrades

25 WEBINARS

25 DELIVERING ORGANISATIONS AND INDIVIDUALS

3 YEARS OF STAND UP! SPEAK OUT!

8062 RSVPS

3123 ACTUAL ATTENDEES

51 WEBINARS

71 DELIVERING ORGANISATIONS AND INDIVIDUALS

ATTENDEE FEEDBACK OF SUSO 2025

I learnt so much from the training, it was super clear and informative - we work with a number of young people that have been/are going through the age assessment process and this has given me a better understanding of how it works

It has been a **very informative and inspiring session**, as professional and future social worker. I recently completed my second and final placement with a LA children Services and I witnessed disappointing practices towards NRPF families, echoing what you said during the session re. barriers to s17 support. I decided to write my final assignment for my apprentice course in SW on this topic, and your session provided me with additional material and source of reflection. **Most importantly you gave me hope that a real anti-oppressive and anti-discriminatory social work is possible.**

I will make use of the points made when advocating for migrants with my MP / councillors as well as in public-facing comms, and I will share the notes I have written up with my colleagues. **I also want to lobby my MP to sit in on a session run by a local migrant support organisation to help build awareness and understanding of the challenges.**

This will inform our approach to commissioning immigration advice locally

Incredibly informative. The speaker referred to it being 'a rant' but I learnt a lot and **feel more confident thinking critically** about the prospect of people being supported under legal aid and to think about some other options locally

I now know **to challenge the lack of service provision when due to a lack of understanding about entitlement**, how to inform people about their entitlement, the significance of trauma in pre and post arrival as well as the journey itself. The barriers faced in accessing healthcare and the importance of working in a trauma-informed way when working with and recording interventions.

it's useful to feel more confident on where to find info and where I stand legally on different issues.

Really wonderful speakers, **infectious energy helps maintain hope and drive!**

I will continue to **reflect on, question and develop my own language use both professionally and personally to make sure it does not inadvertently feed into harmful rhetoric.**

CONTRIBUTORS OF 2025

A huge thank you to all the organisations who delivered sessions in the 2025 series.

ASAP, Atleu, BID, Dr Chris Webster, Jo Gowers at Barnet Council, Sipilien Birani, MP Nadia Whittome, Zoe Gardner, Sabrina Huck at RAMP, Helen Bamber Foundation, Hackney Council, Manuel Bravo Project, Siân Pearce at University of Exeter, Migration Work, Public Law Project, Med Act, Open Rights Group, Right to Remain, Just Right Scotland, Leeds Anti Raids Action, South Yorkshire Refugee Law and Justice, Migrant Rights Network, Migrants Organise, PAFRAS, Social Workers Without Borders



NEXT STEPS FOR SUSO

Firstly we will be working on getting all recorded sessions edited and online on our Stand Up! Speak Out! YouTube channel which we hope will be a key resource for the future.

As the organising committee for the last three years, the 3 of us are also busy with side projects and life changes that has left us to re-consider and reflect on our previous decision to run SUSO unfunded.

We are committed to holding these critical spaces for public sector workers to reflect on their professional identity and empower them to resist complicity with hostile and inhumane immigration policy. Agitate, educate, organise!

Watch this space...

Ally, Brian and Naomi

CAMPAIGNS

Our campaigning sits at the intersection of social work practice and immigration and asylum policy. In recent years, a series of legislative changes have intensified the UK's 'hostile environment' strategy, embedding border controls into nearly every aspect of daily life, including into social work practice. As a social work led charity we are increasingly concerned about the way the language of 'safeguarding' is used to justify harmful, punitive immigration measures.

We use our professional expertise, values and ethics to strive for a world where people have fair and equal treatment regardless of their immigration status. We believe social workers should be allies in the movement for migration justice. We mobilise social workers to come together, organise, resist, and make change.

Practice Discussion Space

The purpose of the PDS is to give social workers a space where they can have open, safe discussions about the intersection of social work practice and immigration and asylum policy. This brought social workers together into a community of their peers and facilitated organisational learning from social workers in practice.

From January to December 2024, volunteers in our campaigns subgroup delivered **9 sessions** and had **37 attendees**. The sign-up form asked about people's professional experience and the majority of attendees had a social work role explicitly at the intersection of social work and immigration policy, predominantly working with unaccompanied children. For other attendees it was apparent that immigration policy featured in practice, such as child protection and fostering support. Whilst social workers brought a range of dilemmas and issues to the group, there were two things that social workers consistently brought to the group as challenges for their role as a social worker:

1

The no recourse to public funds condition (NRPF). Social workers frequently identified this policy as a barrier to effective care and support for the people they are working with, that makes it really difficult to keep people safe and well.

2

Age assessment. Social workers shared ethical dilemmas and challenges around the age assessment process, in particular their experience that since the National Age Assessment Board (NAAB) has come into being there is a lot more pressure to complete more age assessments and less scope for Local Authority social workers to use their professional judgement. This had led to an increased workload and children unnecessarily being put through the age assessment process.

Feedback from social workers who attended the Practice Discussion Space

I would like to be part of a movement that can create change based on our experiences, across the country we shared similar experiences and frustrations. We need to mobilise our collective thoughts and create change through action.

The space facilitated by the SWWB volunteers felt safe, comfortable, and non-judgmental. I appreciated the flexibility of the discussion and the willingness of all participants to go with conversation topics as they came up. Sharing experiences and thoughts as a group of social workers felt reassuring, validating, and important. I really enjoyed the opportunity to meet like-minded social workers and left the session feeling reinvigorated.

It was really lovely to meet everyone else in the session and hear their experiences. I really appreciated hearing about Project 17, and will definitely tell others at my workplace about the organisation and their work.

The general discussion was a great learning experience for me and very inclusive.

It felt like such an open and accepting space to talk and have really good advice from knowledgeable people in so many areas of social work all linking to this.

Diverse experiences, people from across different lines of work and across the country. Really helpful reflective space.

Great discussion and I learned a lot, inspiring group of people.

Everyone could share their experiences. There was enough time for people to share. It felt like a non-judgmental learning environment suitable for anyone with any level of knowledge or experience on the topic.

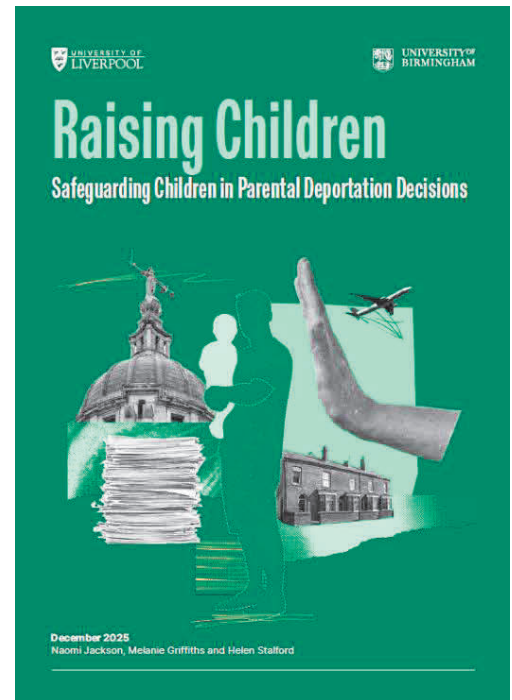
Learning and development

Whilst the feedback from social workers about the Practice Discussion Space was positive, as a team we reflected on the impact of the project and concluded that we have not got the formula right. We are redesigning the project to better use the time and resource to drive positive change for our beneficiaries.

As a result, there has been a collaborative approach between our campaigns and education subgroups to take the work forward as the We Are Social Workers Without Borders campaign. We have developed a pledge for social workers and would like to resource this campaign with a member of staff to facilitate a similar space, but with a focus group methodology to produce outputs that evidence the learning and perspective of social workers. We believe that evidence-based outputs, in addition to action and commitment from social workers will have more impact on social work practice with people impacted by borders.

Unduly Harsh? Children with a Parent with a Deportation Order

We have continued to work with the European Children's Rights Unit⁷ at the University of Liverpool, University of Birmingham, and Bail for Immigration Detainees⁸ and are preparing a report that reflects the findings of a pilot study about the impact of parental deportation. The research project is focused on safeguarding measures for children who are at risk of either being removed from the UK, or of being separated from their parent, due to enforcement action taken against their parent. The report will be completed in the following annual reporting period. During this period, an initial output of this research project has been a journal article published in October 2024, 'Unduly Harsh?: An Empirical Examination of Best Interests Assessments in the Context of Parental Deportation' in *The International Journal of Children's Rights*, Vol 32, Issue 3.⁹



Whilst the research project has been a long process, the timing of the completion of the work is fortuitous. The incoming Labour Government has shifted immigration policy away from a 'deterrent' agenda, (whereby policies were designed to try and stop people wanting to come to the UK, as epitomised by the 'Rwanda Policy'), and instead the focus is on 'enforcement', (whereby net migration is reduced by policies that remove people who are already in the UK). This has led to increased political and media rhetoric about the European Human Rights Convention as being a 'barrier' to removing people from the UK. The research project, and forthcoming report, are a timely counter-perspective, foregrounding the fact that children and their family-ties are not merely 'barriers' to immigration policy. The research project has identified significant findings in relation to safeguarding children, and makes practical policy recommendations to improve the procedural protections for children at risk of separation from their family due to parental deportation. Once the final research report is published we will focus our policy and campaigning work on delivering change in relation to the report recommendations.

⁷ European Children's Rights Unit - Liverpool Law School - University of Liverpool

⁸ Bail for Immigration Detainees | Home (biduk.org)

⁹ The article is available open source: ["Unduly Harsh?": An Empirical Examination of Best Interests Assessments in the Context of Parental Deportation in: The International Journal of Children's Rights Volume 32 Issue 3 \(2024\)](#)

VOLUNTEERS

Steering Group



The Steering Group consists of 16 social workers practitioners, all of whom have a specific interest and commitment to this area of work and are active volunteers in one of the strands of our work. The Steering Group give hundreds of hours of practical support across a range of tasks. This includes acting as a case coordinator to support volunteer social workers to complete assessments, delivering workshops and lectures, and facilitating the Practice Discussion Space.

The Steering Group is made up of social workers who have extensive experience and expertise across all areas of statutory social care, and in specialist third sector organisations working with refugees, asylum-seekers, and migrants.

National Volunteer Network

All volunteers undertaking assessments must complete an agreement form, have a current DBS check and provide two references before commencing work with the charity. There are always two practitioners for every assessment. The Lead Social Work Assessor must be a registered social worker with Social Work England. The Supporting Social Work Assessor can be a social work student or newly qualified social worker.

Managing Director, Naomi Jackson

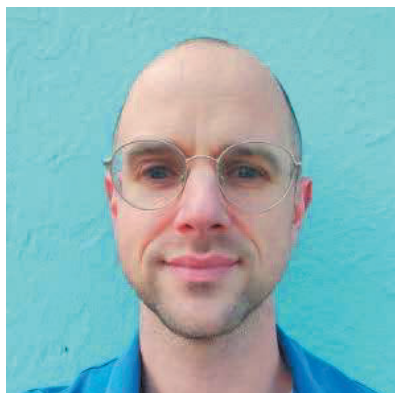


Naomi is a registered social worker. Naomi joined Social Workers Without Borders as a volunteer in 2017, undertaking multiple independent social work reports. In 2020, Naomi became the charity's first member of staff, taking up the role of Development Lead. In September 2023, Naomi became the Managing Director. Naomi is responsible for leading the organization in delivering its strategic goals and ensuring the charity operates to the highest standards.

Prior to joining Social Workers Without Borders, Naomi worked in statutory children and families social work roles, and as a family support worker in a SureStart Children's Centre where she was the lead professional working with families with English as an Additional Language.

In October 2023 Naomi began a PhD in Law. Naomi's research focus is about children's rights in the context of parental deportation.

Head of Direct Work, Ben Feder



Ben joined SWWB in June 2024. Ben is a registered social worker with over 15 years' experience working alongside marginalised children and young people, including as a statutory social worker, a children's rights advocate and a specialist caseworker with separated young people seeking asylum. He has experience of providing expert social work evidence in immigration and family proceedings. He was also the legal services coordinator for a team providing psychological expert witness reports on the impacts of domestic abuse and trafficking.

Ben previously conducted independent social work assessments as a volunteer for Social Workers Without Borders in the UK and Northern France, and has volunteered with young people on the move in Greece. Alongside his Social Workers Without Borders role, Ben works part-time as the asylum and immigration practice lead within a local authority leaving care service. He delivers training and guest lectures on social work practice with separated children and other care experienced young migrants.

Volunteer Coordinator, Vicky Shenton



Vicky joined Social Workers Without Borders in April 2023 after studying for a Master's degree in international social work with refugees and migrants. Vicky has previously worked as a support worker for a Manchester-based charity who offer accommodation, support and advocacy for people facing homelessness after claiming asylum. She is a member of the GM Migration and Destitution Action Group.

Vicky is responsible for volunteer recruitment, induction and support. She has led in expanding our national pool of experienced social work assessors and in developing our support and training offer to volunteers.

Operations Manager

During this period we have prepared for recruiting an Operations Manager. The Operations Manager will be responsible for the day-to-day operations of the charity, including designing and delivering policies and working closely with our bookkeeper to ensure robust financial administration. The Operations Manager will join Social Workers Without Borders in June 2025.

TRUSTEES

Phillida Miles, Chair



Phillida has been a director of two successful consultancy companies over the last 19 years, and has experience of tendering, contract and financial management, and business sustainability.

Her commissions have spanned organisational change, project management, interim management, service reviews, practice auditing and consultation processes. Phillida also designs and delivers a regular programme of training courses to health and social care

staff. Additionally, she creates and facilitates team and business development events and is a qualified coach (level 7 certificate in executive coaching and mentoring). Phillida is a registered social worker with over 30 years' experience. She specialises in adult safeguarding and has supported a number of statutory and charitable organisations to review their approach and policies as well as completing audits of practice and Safeguarding Adult Reviews.

Her connection with Social Workers Without Borders started in April 2016 when she joined founder members volunteering in Calais to support refugees particularly unaccompanied minors. She became a trustee in 2017 when SWWB became a registered charity,

Clare Cowie, Treasurer

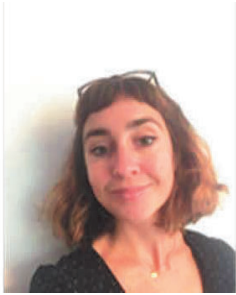


Clare resigned from her role as a trustee on 31st March 2025,

Clare is a city lawyer with broad legal experience in the financial services sector. Clare has a passion for humanitarian work and

has volunteered extensively with people with insecure immigration status. She delivers legal confidence sessions to members of the refugee community with Lawyers Against Poverty.

Dr Lauren Wroe



Lauren is an Associate Professor in the Sociology Department at Durham University where she is in the management team for the Contextual Safeguarding research programme. Lauren is a founding member of Social Workers Without Borders, the Safeguarding and Health and Safety lead on the Board, and a Case Coordinator for the Direct Work team. Lauren is a registered social worker and has worked specifically with young people impacted by exploitation, and adults who have been

trafficked. Lauren is co-editor of the book *Social Work with Refugees*,

Asylum Seekers and Migrants: Theory and Skills for Practice (Jessica Kingsley).

Lauren leads social care research in the UK and internationally specifically in relation to safeguarding and inequalities. As part of this role Lauren oversees large research grants, manages research staff and develops bids and strategies for the research programme. Lauren is an activist-scholar and uses her work to inform policy changes as well as to support those most impacted by inequalities in safeguarding, and wider society.

Lauren was awarded a PhD from the University of Manchester in 2013, where her thesis critically analysed the language of refugee advocacy organisations. Lauren has over 15 years' experience supporting families impacted by immigration control in the voluntary and statutory sector, and as a campaigner.

Molly Abraham



Molly is a UK registered social worker with experience in leaving care teams, working

predominantly with separated children. She has worked in the forced migration field since 2010 and currently works as Head of Casework at CARAS, an organisation based in London working with people seeking asylum. Previously Molly has worked at a social work centre in Southern Morocco and has spent time volunteering in both Greece and Calais.

Dr Bridget Ng'andu



Bridget has nearly 25 years of experience in social work practice and education. She has practised social work in a range of settings including in a primary school in Botswana, Southern Africa, and as a frontline Social Worker in Children and Families in the UK.

Bridget is currently a Senior Lecturer and Head of Social Work at the University of Kent. She is also Co-Chair of the Black, Asian and Minority Ethnic Staff Network at the University. Her

research interest includes race and ethnic studies, anti-racist social work (including exploring the relevance of whiteness and privilege in social work education); decolonising social work education (promoting the inclusion of indigenous knowledge and research); radical social work practice and activism; migration, refugees and asylum seekers; and exploring social work practice in the voluntary sector.

Her involvement with Social Workers Without Borders started in 2016, when she started volunteering in Calais, to support children, young people, and adults in the camp. Bridget was also involved in undertaking Best Interest Assessments in the camp to support unaccompanied minors and families applying for immigration status in the UK.

Erfan Alaei



Erfan is a UK registered social worker. While studying for his Bachelor of Social Work in Iran

he voluntarily worked with refugees and people with disabilities there. Erfan holds a Masters in Human Resource Management from the University of Lancaster. He is currently working in Human Resources as a Human Resources Coordinator. Moreover, he is a person with lived experience of the UK's asylum system and offers invaluable insight into the challenges facing people seeking safety in the UK. In response to his experiences of the 'hostile environment' policy context, Erfan is a political organiser and campaigner.

Jamie Bell



Jamie is a Solicitor in the Public Law and Immigration Department at Duncan Lewis Solicitors. Jamie brings extensive knowledge and skills in immigration and asylum law to the Board. He has significant experience in a wide variety of complex and high profile cases, including: litigation that has prevented the detention and removal of hundreds of Afghan nationals; extensive experience dealing with vulnerable clients, including those in detention, those suffering from complex psychological issues and victims of torture and trafficking; and giving advice and support to unaccompanied refugee children in their applications to come to the UK under the 'Dubs Amendment', playing a leading role in the second visit in organising the taking of instructions and liaising with social workers. Jamie is a Recommended Individual in the 2019, 2020 and 2021, 2024 editions of The Legal 500 for his work involving civil liberties and human rights. He was nominated for Public Lawyer of the Year at the LALYS in 2022.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

Social Workers Without Borders is a Charitable Incorporated Institution, whose only voting members are its charity trustees. It has a 'foundation model' constitution dated 28 July 2017.

None of the trustees hold any property on behalf of the charity.

The trustees are ultimately responsible in law for the financial and strategic management of the charity. They are advised by the Managing Director. Trustees are expected to attend general meetings, all monthly board meetings and contribute purposefully to decision making. Policy decisions are made with the Managing Director.

The Board is responsible for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Board maintains a comprehensive risk register and each trustee has a key area of responsibility covering areas such as finance and legal, human resources, safeguarding and health and safety, data protection.

We work in subgroups that are comprised of a mixture of different stakeholder roles. The subgroups reflect the three main strands of our work. Each subgroup reports to the 'whole team' meeting and is responsible for delivering and developing our aims.

Risk Management

Social Workers Without Borders understand the importance of recognising and managing risk. The Board of Trustees has established a risk register which it maintains to identify, evaluate and manage risk. Any issues of concern are discussed at the monthly trustee meetings. There are systems and procedures in place to mitigate the risks faced by the charity and these are reviewed periodically.

Volunteers and staff conducting social work assessments are all registered social workers and robust safeguarding and supervision procedures are in place. Our safeguarding policy is reviewed annually. Particular care is taken over confidential information, and we use a secure database (Lamplight) for our client information.

Trustees, staff, and volunteers carrying out our social work assessments, training sessions, and other activities, are covered by our professional indemnity insurance. We also have public liability and employer's liability insurance in place.

There are procedures in place for the authorisation of all financial transactions to minimise our internal risks. Our payroll is managed externally by a payroll provider, and we have commissioned the support

of a professional bookkeeper.¹⁰ Our bookkeeper maintains our financial records, prepares quarterly management accounts, and provides advice and support to staff around charity finance.

Strategic Plans

During this year we have continued to work in accordance with the 3-year plan we developed in 2022. The strategic plan is informed by the goals we set as a whole team and with the support of an external consultant.

Strategic Goals:

- 1. Stabilise and strengthen:** A focus on risk management and compliance.
- 2. Sustain:** Diversify funding and recruit financial expertise.
- 3. Solidify and increase our role as leaders in this area of social work practice (ISWR):** Raise our profile and role as sector leaders.
- 4. Systemic change:** Campaign for changes to procedural protection for children and young people in immigration and asylum decision-making. Be strategic about cases that we provide expert evidence for.
- 5. Embed antiracist practice:** Review every aspect of our workings and embed an antiracist approach in all aspects of the charity.

Notable achievements that speak to these strategic goals include:

Website and rebrand

A development grant from the Tudor Trust has enabled us to work with website and graphic designers¹¹ to develop a brand identity for Social Workers Without Borders, and to rebuild our website. Our new website is a key development in work to raise our profile and promote systemic change. As the public-facing presentation of the charity, it is an important platform for sharing our message. The website is key to our communication about our work, including campaigns for social change. The website also has new functional features that make it easier for beneficiaries and referrers to understand our service, and for our network of volunteer to engage with our work. As well as sharing our own work, we also use the website to share resources from across the migration justice sector which are of relevance to social work practice. Improving the website is also a stepping stone in our

¹⁰ [Lavender Virtual Bookkeeping | bookkeeper](#)

¹¹ [Agency for Good | Web Design & Marketing for Charity and Nonprofit Organisations](#)

plans to diversify our funding income because it is essential that future funders and donors understand the purpose and value of our work.

Values and vision

During this period we have worked with our steering group to re-imagine and re-align our vision and values. This piece of work has been really helpful to refocus the charity on our purpose and the values that underpin our approach to this work. Working on this collectively, with steering group members, trustees, staff, people representing the different areas of our work, has enabled a clarity about the thread that runs through our diverse range of strategic approaches to systemic change. Since then, returning to the vision and values as they relate to various charitable activities has been a helpful anchor point.

The outcome of this work:

Our vision is for social work practice that upholds social justice and human rights. Social work should not be complicit with harmful immigration policies. A person's immigration status should not determine the quality of support they receive from social workers.

We use our social work practice to promote the best interests and voices of those impacted by immigration and asylum law to decision-makers.

Migration justice:

Supporting people's access to justice; striving for a world where people are not harmed by borders and immigration policy. Challenging systemic injustice.

Solidarity:

Taking an intersectional approach to anti-oppressive practice. Embedding anti-racism in everything we do.

Rights-based:

We recognise and uphold the inherent dignity, worth and humanity of every person.

Collaboration:

Working together as a collective of social workers and allied stakeholders. Lending our social work expertise to the migrant justice sector.

Excellence:

We are independent and impartial; we provide and model evidence-based, professional services. We are accountable to our beneficiaries, our professional standards and ethical frameworks.

Respect:

We take a trauma-informed and empathetic approach to how we work with people. We make person-centred decisions. We do social work with people, not to people.

In the next annual cycle, as a collective, we will focus on reviewing the charity's governing document and updating and clarifying the terms of reference and delegations of power for committees and subgroups. It is vital that the governance mechanisms provide structure and clarity to delivery of our charitable purpose, and accountability to our organisational vision and values.

FINANCIAL REVIEW

The charity's total income in 2024-2025 increased from £125,250 to £138,872. Our income base has remained steady over the past year, reflecting the three-year funding secured in 2023-2024, from the Tudor Trust, the Paul Hamlyn Foundation and the Alan Babette Sainsbury Charitable Fund.

Donations returned to their previous level, with £1,849 received. Earned income rose from £3,989 to £4,661. Although social work assessments declined as described elsewhere, the figures include the recovery of amounts from the previous year as well as new income from education activities.

Salary costs increased significantly, from £35,691 to £59,853, reflecting the recruitment of a third member of staff taking our full-time equivalent headcount to 1.8, in addition to the full-year effect of the 2023-24 appointment of a second member of staff and the promotion of Naomi to managing director. Pension and other headcount-related costs have increased alongside these. Staff travel and volunteer expenses grew over the period, with volunteer expenses now including a food allowance. Trustees claimed £242 in travel & subsistence expenses, made up of £224 claimed by Lauren Wroe and £18 claimed by Erfan Alaei.

Bookkeeping and accountancy fees increased from £1,290 to £5,840, reflecting the new fully outsourced bookkeeping and payroll arrangements entered into during the previous year. Trustees are very happy with the value for money which the charity gets from these new arrangements, with streamlined financial administration and improved information for the managing director and for trustees.

Staff training and supervision costs continued to increase as planned, following a commitment from the board of trustees to develop our staff and to invest in our volunteer case coordinators.

At the end of the financial year we had £111,449 in unrestricted funds, comprising unrestricted funding from the Tudor Trust and The Alan Babette Sainsbury Charitable fund together with other income and free reserves. In March 2025, as part of the planning process for 2025-26, the board of trustees adopted a new reserves policy based on running costs, with a target to hold free reserves of five months' value of total running costs. With budgeted running costs of £127,387 for 2025-26, this approach suggests a value of £53,077. Trustees agreed to "stop and strategize" should this value drop below four months' of costs (£42,462) or above six months' worth (£63,693). This process was undertaken as part of the March exercise and resulted in a number of proposals' being agreed to invest in staff generally and to add resource to the Direct Work team. We expect to see excess reserves decrease towards the target level over the coming period.

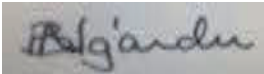
DECLARATION

REFERENCE OF ADMINISTRATIVE DETAILS Charity name: Social Workers Without Borders (not known by any other names) Trustee Annual Report dates: 1st April 2023-31st March 2024 Registered Charity No: 1174000 Address: Unit 13249, PO BOX 6945, London, W1A 6US Email: Trustees@socialworkerswithoutborders.org Website: www.socialworkerswithoutborders.org

Declarations

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

Signed on behalf of the charity’s trustees

Signature		
Full Name	Bridget Ng’andu	Kris Stewart
Position	Chair of Trustees	Treasurer
Date	26.01.2026	26.01.2026

INDEPENDENT EXAMINER'S REPORT

Independent examiner's report to the trustees of Social Workers Without Borders

I report on the accounts of the charity for the year ended 31 March 2025, which are set out on pages 40 to 41.

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts: you consider that the audit requirement of section 144(2) of the Charities Act 2014 (the Act) does not apply and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the Act);
- to follow the procedures specified in the General Directions given by the Charity Commissioners under section 145(5)(b) of the Act and;
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.



27th January 2026
Nicholas Lawrence, ACA
61 Benskin Road
Watford
WD18 0HN

STATEMENT OF ACCOUNTS

Statement of receipts and payments for the year ended 31 March 2025

	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Total £
Receipts				
Donations	1,849	-	1,849	3,942
Grant income	66,500	65,698	132,198	117,243
Fees from charitable services	4,661	-	4,661	3,989
Interest income	114	-	114	76
Other income	50	-	50	-
Total receipts	73,174	65,698	138,872	125,250
Payments				
Salaries	24,453	35,400	59,853	35,691
Pension contributions	1,391	2,079	3,470	1,931
Other staff costs	3,282	1,142	4,424	8,142
Other direct costs	4,228	1,325	5,553	3,461
IT costs	2,290	6,335	8,625	2,721
Bookkeeping & accountancy	5,840	-	5,840	1,290
Insurance	1,901	-	1,901	1,690
Telephone & internet	647	440	1,087	480
Advertising & marketing	299	-	299	-
Postage & stationary	182	-	182	20
Other expenses	340	666	1,006	620
Total payments	44,853	47,387	92,240	56,046
Net of receipts / (payments)	28,321	18,311	46,632	69,204
Cash funds brought forward	80,936	63,703	144,639	73,001
Cash funds carried forward	109,257	82,014	191,270	142,205

Statement of assets and liabilities as at 31 March 2025

	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Total £
Current assets				
Cash at bank and in hand	109,256	82,014	191,271	144,639
PAYE tax reclaimable	2,326	-	2,326	-
Total assets	<u>111,582</u>	<u>82,014</u>	<u>193,598</u>	<u>144,639</u>
Current liabilities				
Pension contributions payable	135	203	337	135
PAYE tax payable	-	-	-	2,299
Total liabilities	<u>135</u>	<u>203</u>	<u>337</u>	<u>2,434</u>
Net assets	<u>111,449</u>	<u>81,812</u>	<u>193,260</u>	<u>142,205</u>
Funds of the Charity				
Unrestricted funds			111,449	63,703
Restricted funds			81,812	78,502
Total funds			<u>193,260</u>	<u>142,205</u>

Accounts

TRUSTEE ANNUAL REPORT

1st April 2023 - 31st March 2024

Registered Charity Number: 1174000



**Social Workers
Without Borders**

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LETTER FROM TRUSTEES

As I write this letter to introduce our sixth annual report, it is an opportunity to reflect and review not only our work but the wider context in which we operate.

In recent years, a series of legislative changes have intensified the UK's hostile environment strategy, embedding border controls into nearly every aspect of daily life. As a social work led charity, we are increasingly concerned at the way the language of “safeguarding” has been used to justify harmful, punitive immigration measures. Claiming asylum in the UK has been effectively criminalised under the guise of protecting people from “people smugglers” and “criminal gangs”. Social workers are now embedded in the Home Office via the National Age Assessment Board and age assessments are completed for “immigration purposes” rather than an assessment of children’s safety and welfare needs.

In providing Independent Social Work Reports we bear witness to the harmful impact of hostile-by-design immigration policies. This includes people with complex health needs, disabilities, mental health difficulties and extensive histories of trauma being placed in impossible situations because of their immigration status. It also includes families being torn apart by immigration policies, with decisions about separating a child from a parent being made without the procedural rigour that is required to centre on children’s rights in such life-changing decisions.

We continue to renew our commitment to social work practice that is grounded in social justice and human rights. Our vision is for social work to not be complicit with harmful immigration policies and we believe that a person’s immigration status should not determine the quality of support they receive from social workers. We use our social work practice to promote the best interests and voices of those impacted by immigration and asylum law to decision-makers through independent social work practice.

As a small charity, we have continued to grow and develop across our three main strands, as evidenced in this report. Our focus is on:

- Independent social work assessments (Direct Work)
- Education
- Campaigns

SWWB is immensely grateful for the continued support from the Tudor Trust for renewing our grant for a further three years and for new funding from the Paul Hamlyn Foundation and the Alan and Babette Sainsbury Charitable Fund. This has enabled us to create a team of paid staff, creating new roles of Managing Director, Volunteer Coordinator and Head of Direct Work as well as being able to

commission specialist external services to aid our financial management and our role as an employer. Within the Trustee Board we have also delegated specific roles and responsibilities to strengthen our governance and statutory compliance.

We continue to benefit from the hard work and commitment of our amazing volunteers who play key roles in our Steering Group and in each of our three work strands. Without their relentless passion to join with their colleagues and stand in solidarity with those adversely impacted by borders, we would not be where we are today or be able to continue.

As we look ahead and make plans for the coming year, we are confident that we have found our niche and that we do have an important role to play as a social work-led charity in this sector and we hope to attract new funding streams to enable us to increase our capacity and to sustain and strengthen our work.

Phillida Miles

Chair

CHARITY OBJECTS

Social Workers Without Borders (**SWWB**)¹ was established for the public benefit to relieve need and to promote the physical and mental health of refugees, asylum seekers and migrants in the UK and internationally by:

- Providing excellent social work services
- Promoting excellence in social work practice and developing a model of social work practice with refugees, asylum seekers and migrants
- Providing education and training to social workers and others working with refugees, asylum seekers and migrants

The trustees follow Charity Commission guidance on public benefit when planning and reviewing spending and activities. Social Workers Without Borders furthers its charitable objectives through its Direct Work, Education and Campaigns.

¹ Social Workers Without Borders is a Charitable Incorporated Organisation. Its charity registration number is 1174000.

DIRECT WORK

Our Direct Work Team is made up of a dedicated team of Case Coordinators who support and supervise social workers and social work students to prepare Independent Social Work Reports. An Independent Social Work Report is a piece of expert evidence that is the outcome of a social work assessment, and makes recommendations about a person's needs, safety and welfare.

Our team of Case Coordinators are social workers who have expertise in social work practice with people with insecure immigration status and they have knowledge and experience of preparing expert evidence. Each case is allocated to a Case Coordinator, a Lead Social Work Assessor, and a Supporting Social Work Assessor. The Lead Social Work Assessor must be a qualified and registered social worker and this role is allocated to the person with the most relevant professional experience. The role of Supporting Social Work Assessor is usually allocated to new volunteers, or newly qualified social workers, or social work students.

The contribution made by our volunteers is phenomenal, and we would not be able to do the work that we do without the committed support of so many fantastic social workers and social work students. We pride ourselves on producing high quality reports, which are well received by the judiciary. Producing an Independent Social Work Report requires a lot of time and skill. We maintain the high standards of our reports, whilst also offering practitioners the opportunity for professional learning and development, by operating a robust supervision, review, and quality assurance process. To achieve this, **we harnessed 1400 hours of volunteer time in our Direct Work Team.**¹

During the period 1st April 2023-March 31st 2024, the Direct Work Team accepted 25 referrals. This figure represents an 34% decrease in case work compared to the previous year. There were a further 12 referrals received in this period that were either declined or withdrawn due to a change in the client's circumstances. Decisions to decline cases were usually due to the lack of capacity in the team meaning the piece of work could not be completed in the timeframe required by the client or because the referral request fell outside the remit of Social Workers Without Borders.

The decline in the number of cases completed this year reflects the capacity issues within our Direct Work Team. Specifically in relation to having volunteer Case Coordinators to supervise and support other volunteers to complete ISWRs. From September 2023 to January 2024, we closed our waiting list and did not accept any new referrals. This pause allowed us to catch-up on the long list of referrals we had stacked up.

During this period of pause we also had a focus on recruiting more Case Coordinators. Case Coordinators are highly dedicated volunteers who make a substantial commitment to delivering the charity's service, and are aligned with our values and ethos. The role is highly specialised, requiring

social workers who have demonstrated excellent report writing skills, rigorous understanding and application of expert witness duties, and expertise in immigration based social work. We revised our recruitment strategy and plans for inducting new Case Coordinators into the role. However, we did not identify anyone who wanted to take on the role. Many of our existing volunteers declined the opportunity to apply for the voluntary role, citing their preference to remain in a role that allows them to work directly with our beneficiaries by carrying-out the social work assessment. Alongside this we recognise that Case Coordinating is a significant role to take on in a voluntary capacity and this is also likely a contributing factor for our difficulties in recruiting to this role.

Fortunately, we are now able to employ an additional member of staff as our Head of Direct Work. From June 2024 we will have a member of staff whose remit is to manage the Direct Work strand of the charity. This increased personnel resource will enable us to address the difficulties we are facing in recruiting Case Coordinators and having consistent capacity in our Direct Work Team.

23 of the Independent Social Work Reports concerned the Best Interests of children. These included;

- 13 reports for families who are making an application for family reunion
- 5 reports for children with a parent facing deportation
- 5 reports for children facing removal from the UK

Children's rights in immigration decision-making

The cases we work involve life-changing decisions for children, such as a child being separated from their family because of an immigration decision. Independent Social Work Reports are a crucial piece of evidence, and we believe that social work assessment addressing the best interests of a child ought to be considered a key component to compliance with domestic and international law and ensuring children's access to justice.

The UK's domestic legislation sets out a duty on authorities to safeguard and promote the welfare of children in immigration matters.² This is aligned with the UK's obligations in international human rights law, specifically the UN Convention on the Rights of the Child 1989 (UNCRC 1989).

Adherence to UNCRC 1989 requires decisions about a child's life to be made with primary consideration to the best interests of the child. To achieve this principle there needs to be a holistic assessment, carried-out by an appropriately qualified professional, who can provide an independent

view about the child's unique circumstances and needs. This is consistent with the interpretation of UNCRC 1989 Article 3 as articulated in General Comment 14, which states that:

*"The Committee on the Rights of the Child (the Committee) has identified article 3, paragraph 1, as one of the four general principles of the Convention for interpreting and implementing all the rights of the child and applies it as a dynamic concept that requires an assessment appropriate to the specific context."*³

And:

*"Children are a diverse group, with each having his or her own characteristics and needs that can only be adequately assessed by professionals who have expertise in matters related to child and adolescent development. This is why the formal assessment process should be carried out in a friendly and safe atmosphere by professionals trained in, inter alia, child psychology, child development and other relevant human and social development fields, who have experience working with children and who will consider the information received in an objective manner."*⁴

The assessment facilitates children's participation in proceedings in a manner that is child-focussed and developmentally and emotionally appropriate for the child. Children have a right to be seen and heard when life-changing decisions are being made about their lives. This approach is aligned with Article 12 of UNCRC 1989 and is explained in General Comment 12 (UNCRC, 2009), which states:

*"Article 12 stipulates that simply listening to the child is insufficient; the views of the child have to be seriously considered when the child is capable of forming her or his own views."*⁵

2 of the Independent Social Work Reports concerned the needs and rights of adults. These included;

- 2 reports for undocumented adults with multiple complex needs and who were applying to regularise their immigration status on Article 8 private life grounds.

Adults with insecure immigration status: supporting people with complex needs

In addition to assessing the rights and needs of children, we have also worked with a small number of adults with multiple complex needs, such as acute mental health difficulties, physical ill-health, social isolation, destitution and homelessness. All of which present significant barriers to a person being able to resolve their immigration status and achieve the stability and safety they need.

Pro bono expert evidence and access to justice

The burden of proof in immigration and asylum matters lies with the applicant, this means that the person who is making an application to regularise their immigration status must provide the evidence to prove the circumstances that their application is based upon. The vast majority of the Independent Social Work Reports we completed were in instances where a person could not access legal aid funding, this means that there was no funding available to pay for an expert to prepare a report. People who do not have the funds to pay for a report themselves, are significantly disadvantaged in preparing their case. **We can carry-out our work without charging a fee (pro bono), and in doing so we are able to tackle barriers to justice that are the outcome of economic disadvantage.** In the period 2023/2024 we completed Independent Social Work Reports on a pro bono basis to the value of £39,805⁶

We are of the view that there are injustices built into the UK's immigration and asylum system that disproportionately impact racialised people.⁷ **We view our work as contributing to access to justice in a hostile immigration system, and our practice is grounded in a commitment to antiracist social work practice.**



Over 90% of the people we completed reports for were referred by migrant justice and legal NGOs, this includes organisations such as: Greater Manchester Immigration Aid Unit,⁸ Refugee and Migrant Forum for Essex and London,⁹ Praxis,¹⁰ Red Cross,¹¹ Joint Council for the Welfare of Immigrants,¹² Bail for Immigration Detainees,¹³ and university law clinics.

Social Workers Without Borders' Independent Social Work Reports are frequently sought by lawyers who are working in the charity sector, as such we consider our service to be a key component of the infrastructure that supports lawyers in the migration justice charity sector to ensure their clients have access to justice.

We operate a broad referral criteria and this allows us to consider referrals on a case-by-case basis and keep our decisions person-centred. This means we work with people who might slip through the gaps in other services and who do not have access to other statutory social work provision.

Referrals to our service continue to be most related to two case types: complex family reunion cases and parental deportation. SWWB received referrals for family reunification cases when the sponsor and applicant's circumstances fell outside the immigration rules and as such, they need to demonstrate the exceptional circumstances that make them eligible for family reunion. In the majority of cases this was when a former unaccompanied child is the UK-based sponsor making an application for their sibling/s or parent, or the application concerned a familial relationship in the wider family network beyond the parent-child dyad. Children with a parent with a deportation order continues to be an area of work in which SWWB receives a significant proportion of our referrals. These referrals concern British children or children who have been continuously resident in the UK for a long time, and it is their parent who is subject to immigration control. These children are at risk of being separated from their deportee parent or having to leave the UK with their parent in the event of deportation. In order to revoke a deportation order the Home Office or the tribunal must decide that it would be 'unduly harsh' to deport the parent with or without their child, this means that these children face a particularly high legal test to have their right to a private and family life upheld.

Feedback about the impact of our Independent Social Work Reports:

"Happy to report that we have been finally granted leave to remain on the basis of private life.

We wanted to take a moment to express our sincere gratitude for all your hard work and dedication throughout the case. Your expertise and commitment were truly invaluable."

Beneficiary

"Independent social work reports are incredibly valuable tools. They provide comprehensive evidence of a family's situation, children's needs, and their best interests. They are key tools to ensuring decision-makers have access to independent quality evidence so they can make informed decisions. They increase the chance of better outcomes for vulnerable families who can then evidence their entitlement to the protections and support they need. The fact that SWWB can provide reports on a pro bono basis is unique, highly valued, and essential. SWWB has allowed vulnerable families the chance to secure crucial evidence where they would otherwise have no alternatives due to the capacity crisis in the Legal Aid immigration advice sector."

Solicitor, Praxis Community Projects

EDUCATION

Social work education is key to making positive changes to the social work profession. Our teaching raises awareness of the intersection between social care and immigration policy and promotes best social work practice and a rights-based approach to practice with people with insecure immigration status.

During this year we have focused our energies on recruiting a new team of Educators. In October 2023 a team of 8 new volunteers joined the education team. The team now consists of a group of people with varied experiences of social work practice and education, lived experience of migration and the UK immigration & asylum system, and activism.

We inspire future social workers to **uphold a model of social work practice that is anti-racist, grounded in principles of human rights and social justice**, and congruent to the profession's ethics, standards and the International Federation of Social Work definition of social work.²

Our Educators deliver specialist workshops for social work students. We offer teaching in-person / online. We create spaces for social work students to:

- Learn about the **harmful impact borders/immigration policy** has on all of us, and how this shows up in social work.
- Encourage thinking on how we work in **solidarity** with people & keep our **shared humanity** at the heart of our work.
- Build knowledge to offer **more care and support** and **resist complicity** with hostile policy and practice.
- To reflect on our **professional identity**.

² IFSW Global Definition of the Social Work Profession:

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels.”

Stand Up! Speak Out! A Toolkit to Resist the Hostile Environment in the Public Sector

This year saw us continue our collaboration with Migrants Organise³ and Positive Action For Refugees & Asylum Seekers,⁴ as members of the Solidarity Knows No Borders (SKNB) community, and deliver ‘Stand Up! Speak Out! A Toolkit to Resist the Hostile Environment in the Public Sector’.⁵

The Stand Up! Speak Out! Series is an annual training series of practical webinars to give public sector workers up-to-date knowledge of the rapidly changing immigration policy context and the implications for their work. We create spaces for public sector workers to reflect on their professional identity and empower them to resist complicity with hostile and inhumane immigration policy. We view education as a powerful tool for social change and we invite and inspire public sector workers to be allies in the movement for migrant justice. The series ran in 2023 and 2024.

Over the last two years, we have brought together 38 different specialist organisations and academics to deliver 49 webinars to over 2200 attendees ranging from frontline, management and senior practitioners from professions including social care, housing, employment, welfare, education & health.



³ [Home - Migrants Organise](#)

⁴ [Home - PAFRAS](#)

⁵ [Stand Up Speak Out 2024 - Solidarity Knows No Borders \(sknb.org\)](#)

CAMPAIGNS

Our campaign work continues against a backdrop of political rhetoric and policy objectives that promote the idea of illegality of migration and increase the means by which migrants can be criminalised.⁶ In the run-up to the 2024 General Election we have seen political parties from across the spectrum lean into hostile and scapegoating narratives about migration.

We focus on the intersection of immigration policy and social work practice. We have a core team of 5 volunteers who work with our Managing Director and Volunteer Coordinator to deliver our campaigning objectives. Our campaign goals are to:

- **Empower social workers to resist complicity with harmful immigration policies.**
- **Seek changes to the way that children's safeguarding and welfare needs are protected in immigration and asylum matters.**

Practice Discussion Space

Since January 2024, Campaigns volunteers have been facilitating a monthly online 'Practice Discussion Space'. This action is an outcome of a briefing for social workers about the "Illegal" Migration Act that we prepared in 2023. The purpose of this briefing was to give social workers knowledge about immigration policy changes and empower them to be able to raise their concerns about the policy in statutory workplaces. Feedback about the briefing indicated that practitioners want this kind of resource, but they did not then raise issues in their work environment. We reflected on this and decided there is a need for social workers to come and learn together about immigration policy and discuss how this impacts their work environment and organisational cultures. This is something that is also captured in the feedback from our wider volunteer network. We want to give social workers a space where they can have open, safe discussions about the intersection of social work practice and immigration and asylum policy.

Aims

- Share knowledge and learn together
- Reflect on ethical dilemmas, unanswered questions, and search for solutions
- Independent, non-judgmental, peer-to-peer support

⁶ NABA 2022 introduced new offences relating to knowingly arriving in or facilitating entry into the UK without valid entry clearance and significantly increases the sentences that people receive for such offences. The IMA 2023 severely limits the conditions under which individuals can seek asylum in the UK and extends the circumstances under which those who arrive through so-called "irregular methods" can be removed.

- Empower social workers to challenge hostile immigration policies in the workplace

How does this group work?

- Open to all social workers registered with a UK based social work regulator
- Maximum 10 people in each group + 2 group facilitators
- The space is held online, on the third Thursday of the month, 7-8.30pm

Feedback from social workers who have attended the Practice Discussion Space:

“Sharing experiences and thoughts as a group of social workers felt reassuring, validating and important. I left the session feeling invigorated.”

“I would like to be part of a movement that can create change based on our experiences, across the country we shared similar experiences and frustrations. We need to mobilise our collective thoughts and create change through action”

Unduly Harsh? Children with a Parent with a Deportation Order

We have continued to work with the European Children’s Rights Unit⁷ at the University of Liverpool, University of Birmingham, and Bail for Immigration Detainees⁸ and are preparing a report that reflects the findings of a pilot study about the impact of parental deportation.

We are focusing on deportation cases as a case study; understanding how to protect and promote children’s rights in deportation cases will deepen our understanding of how to enforce rights-related obligations in respect of all children subject to immigration and asylum law. We want to strengthen the procedural protections for children in relation to the duty to safeguard and promote children’s welfare in immigration matters.

⁷ [European Children's Rights Unit - Liverpool Law School - University of Liverpool](#)

⁸ [Bail for Immigration Detainees | Home \(biduk.org\)](#)

VOLUNTEER SUPPORT

Volunteers are vital and valued members of SWWB. Our volunteers work with the staff team and Trustees to deliver our objectives across all three strands of our work. Our Direct Work team is particularly dependent on the work of volunteers: every Independent Social Work Report requires a substantial amount of volunteer expertise and time, with a team, including a Case Coordinator, Lead Social Work Assessor and Supporting Social Work Assessor, all working in a voluntary capacity to complete the report.

In April 2023 Social Workers Without Borders gained our second member of staff, our Volunteer Coordinator, this has enabled us to have a renewed focus on our offer to our volunteer network. Our Volunteer Coordinator is responsible for the recruitment, induction and ongoing support of our volunteers with a focus on **volunteer wellbeing and community**.

Development of Volunteer Support

This year our Volunteer Coordinator has implemented new volunteer management strategies, including:

- Creating a Volunteer Handbook so as volunteers have all their key documents and guidance in one place.
- Reviewing and implementing new volunteering policies and procedures, including an updated Volunteer Agreement.
- Overseeing a robust and proactive process for volunteer checks so as this is frontloaded. This has improved the speed at which new volunteers can take up their volunteer role.
- Designing and facilitating monthly online volunteer induction sessions.
- Increasing the quality and consistency of communication with our volunteer network.
- Initiating a process of volunteer feedback so we can learn about volunteers' experiences, enabling us to improve our service and build our community.

Impact

This increased resource to support our volunteers is having a significant impact on our delivery service, including:

- It has become a more efficient and streamlined process to identify and allocate volunteers to carry-out independent social work reports.
- Volunteers feel more supported in their roles.
- Volunteers feel more involved due to increased communications.
- There are increased opportunities for volunteers to get involved, for example our Volunteer Coordinator has on-boarded a new team of Educators, and continues to support them to develop and deliver our education objectives.
- Our volunteer network has grown. We currently have **142 registered volunteers**.

Wellbeing & Community

This year our Volunteer Coordinator sought feedback from our network specifically to learn about how we can support our wellbeing and sense of community. This was a helpful process, and this is what we learnt:

- Our volunteers want more training and development opportunities.
- When completing independent social work reports, our volunteers want to feel more prepared, have clear expectations, and a consistent approach from Case Coordinator support and input.
- Our volunteers want to be able to give feedback about their experiences after completing an independent social work report.
- Our volunteers want an online platform to connect with the organisation.
- Our volunteers want opportunities to meet each other in-person.
- Our volunteers want flexible opportunities for shorter pieces of work.
- Our volunteers are motivated by their commitment to social justice; they want more opportunities to meet at demonstrations and support campaigns.

What have we implemented since receiving this feedback?

- The induction process and ongoing support of volunteers has been improved.
- There is now a process for every volunteer to anonymously provide feedback after completing an independent social work report. There is also the opportunity for a debrief phone call.
- We have increased the consistency and quality of communications with our network: through our monthly email to all volunteers, as well as upcoming assessments, we share – events, training opportunities, ways to take action (e.g. petitions, campaigns), and resources. We also share a bi-monthly newsletter, communicating what SWWB community has been doing with the wider public, and sharing longer written pieces to share the organisation's position in relation to current affairs.
- Our campaigns group facilitate a monthly online group: 'Practice Discussion Space'. This is open to social workers and provides a space where people can access in peer-to-peer support and share experiences of social work at the intersection of immigration policy.

What else are we planning to do?

- Now we have Head of Direct Work we will be able to provide increased opportunities for training and development.
- Our new website will have a volunteer portal. This will mean volunteers can login to a section of the website and access resources, guidance and training to support them in their role.
- We would like to secure funding to have the resources to support volunteer rewards and retention, and more opportunities for in-person activities.

VOLUNTEERS

Steering Group



The Steering Group consists of 16 social workers practitioners, all of whom have a specific interest and commitment to this area of work and are active volunteers in one of the strands of our work. The Steering Group give hundreds of hours of practical support across a range of tasks. This includes acting as a Case Coordinator to support volunteer social workers to complete assessments, delivering workshops and lectures as part of our Education team, writing content for our newsletter, and contributing to our social media.

The Steering Group is made up of social workers who have extensive experience and expertise across all areas of statutory social care, and in specialist third sector organisations working with refugees, asylum-seekers, and migrants.

National Volunteer Network

All volunteers undertaking assessments must complete an agreement form, have a current DBS check and provide two references before commencing work with the charity. There are always two practitioners for every assessment, the Lead Social Work Assessor must be a registered social worker with Social Work England. The Second Social Work Assessor can be a social work student or newly qualified social worker.

Volunteer feedback:

“Working on joint assessments with SWWB colleagues with time to think, write and reflect together has really reconnected me with what I love most about social work and why I became a social worker in the first place”

STAFF

Managing Director, Naomi Jackson



Naomi is a registered social worker. Naomi joined Social Workers Without Borders as a volunteer in 2017, undertaking multiple independent social work reports. In 2020, Naomi became the charity's first member of staff, taking up the role of Development Lead. In September 2023, Naomi became the

Managing Director. Naomi is responsible for leading the organisation in delivering its strategic goals and ensuring the charity operates to the highest standards.

Prior to joining Social Workers Without Borders, Naomi worked in statutory children and families social work roles, and as a family support worker in a SureStart Children's Centre where she was the lead professional working with families with English as an Additional Language.

In October 2023 Naomi also began a PhD in Law at the University of Liverpool. Naomi's research focus is about children's rights in the context of parental deportation.

Volunteer Coordinator, Vicky Shenton



Vicky joined Social Workers Without Borders in April 2023 after moving back from Germany where she was studying for a MA in 'International Social Work with Refugees and Migrants'. Vicky has worked for charities with

people experiencing homelessness, and people impacted by asylum policies (asylum seekers & refugees). In addition to work, she is part of a Greater Manchester network working to tackle enforced destitution due to immigration status.

Vicky is responsible for supporting our volunteer network and has made the induction and ongoing support to our volunteers more robust, as well as valuable improvements to the quality of communication with our network.

Head of Direct Work, Ben Feder

During this period we have secured funding to enable us to employ a Head of Direct Work. Following a successful recruitment process, Ben started his employment in June 2024.

Ben is a registered social worker with over 15 years' experience working alongside marginalised children and young people, including as a statutory social worker, a children's rights advocate and a specialist caseworker with separated young people seeking asylum. He has experience of providing expert social work evidence in immigration and family proceedings. He was also the legal services coordinator for an organisation providing specialist psychological

expert witness reports addressing the impacts of domestic abuse and trafficking. Ben previously conducted independent social work assessments as a volunteer for Social Worker Without Borders in the UK and Northern France, and has been a long-term volunteer with young people on the move in Greece. Alongside his role with Social Workers Without Borders, Ben continues to work part-time as the asylum and immigration practice lead within a local authority leaving care service. He delivers training on responding to the needs and rights of care experienced young people with unresolved immigration status and is a guest lecturer on the Goldsmiths College social work programme.

TRUSTEES

Phillida Miles, Chair



Phillida has been a director of two successful consultancy companies over the last 19 years, and has experience of tendering, contract and financial management, and business sustainability.

Her commissions have spanned organisational change, project management, interim management, service reviews, practice auditing and consultation processes. Phillida also designs and delivers a regular programme of training courses to health and social care

staff. Additionally, she creates and facilitates team and business development events and is a qualified coach (level 7 certificate in executive coaching and mentoring). Phillida is a registered social worker with over 30 years' experience. She specialises in adult safeguarding and has supported a number of statutory and charitable organisations to review their approach and policies as well as completing audits of practice and Safeguarding Adult Reviews.

Her connection with Social Workers Without Borders started in April 2016 when she joined founder members volunteering in Calais to support refugees particularly unaccompanied minors. She became a trustee in 2017 when SWWB became a registered charity,

Clare Cowie, Treasurer



Clare is a city lawyer with broad legal experience in the financial services sector. Clare has a passion for humanitarian work and

has volunteered extensively with people with insecure immigration status. She delivers legal confidence sessions to members of the refugee community with Lawyers Against Poverty.

Dr Lauren Wroe



Lauren is an Associate Professor in the Sociology Department at Durham University where she is in the management team for the Contextual Safeguarding research programme. Lauren is a founding member of Social Workers Without Borders, the Safeguarding and Health and Safety lead on the Board, and a Case Coordinator for the Direct Work team. Lauren is a registered social worker and has worked specifically with young people impacted by exploitation, and adults who have been trafficked. Lauren is co-editor of the book *Social Work with Refugees*,

Asylum Seekers and Migrants: Theory and Skills for Practice (Jessica Kingsley).

Lauren leads social care research in the UK and internationally specifically in relation to safeguarding and inequalities. As part of this role Lauren oversees large research grants, manages research staff and develops bids and strategies for the research programme. Lauren is an activist-scholar and uses her work to inform policy changes as well as to support those most impacted by inequalities in safeguarding, and wider society.

Lauren was awarded a PhD from the University of Manchester in 2013, where her thesis critically analysed the language of refugee advocacy organisations. Lauren has over 15 years' experience supporting families impacted by immigration control in the voluntary and statutory sector, and as a campaigner.

Molly Abraham



Molly is a UK registered social worker with experience in leaving care teams, working predominantly with separated children. She has worked in the forced migration field since

2010 and currently works as Head of Casework at CARAS, an organisation based in London working with people seeking asylum. Previously Molly has worked at a social work centre in Southern Morocco and has spent time volunteering in both Greece and Calais.

Dr Bridget Ng'andu



Bridget has nearly 25 years of experience in social work practice and education. She has practised social work in a range of settings including in a primary school in Botswana, Southern Africa, and as a frontline Social Worker in Children and Families in the UK.

Bridget is currently a Senior Lecturer and Head of Social Work at the University of Kent. She is also Co-Chair of the Black, Asian and Minority Ethnic Staff Network at the University. Her

research interest includes race and ethnic studies, anti-racist social work (including exploring the relevance of whiteness and privilege in social work education); decolonising social work education (promoting the inclusion of indigenous knowledge and research); radical social work practice and activism; migration, refugees and asylum seekers; and exploring social work practice in the voluntary sector.

Her involvement with Social Workers Without Borders started in 2016, when she started volunteering in Calais, to support children, young people, and adults in the camp. Bridget was also involved in undertaking Best Interest Assessments in the camp to support unaccompanied minors and families applying for immigration status in the UK.

Erfan Alaei



Erfan is a UK registered social worker. While studying for his Bachelor of Social Work in Iran

he voluntarily worked with refugees and people with disabilities there. Erfan holds a Masters in Human Resource Management from the University of Lancaster. He is currently working in Human Resources as a Human Resources Coordinator. Moreover, he is a person with lived experience of the UK's asylum system and offers invaluable insight into the challenges facing people seeking safety in the UK. In response to his experiences of the 'hostile environment' policy context, Erfan is a political organiser and campaigner.

Jamie Bell



Jamie is a Solicitor in the Public Law and Immigration Department at Duncan Lewis Solicitors. Jamie brings extensive knowledge and skills in immigration and asylum law to the Board. He has significant experience in a wide variety of complex and high profile cases, including: litigation that has prevented the

detention and removal of hundreds of Afghan nationals; extensive experience dealing with vulnerable clients, including those in detention, those suffering from complex psychological issues and victims of torture and trafficking; and giving advice and support to unaccompanied refugee children in their applications to come to the UK under the 'Dubs Amendment', playing a leading role in the second visit in organising the taking of instructions and liaising with social workers. Jamie is a Recommended Individual in the 2019, 2020 and 2021, 2024 editions of The Legal 500 for his work involving civil liberties and human rights. He was nominated for Public Lawyer of the Year at the LALYS in 2022.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

Social Workers Without Borders is a Charitable Incorporated Institution, whose only voting members are its charity trustees. It has a 'foundation model' constitution dated 28 July 2017.

None of the trustees hold any property on behalf of the charity.

The trustees are ultimately responsible in law for the financial and strategic management of the charity. They are supported by the Managing Director. Trustees are expected to attend general meetings, all monthly Board Meetings and contribute purposefully to decision making. Policy decisions are made with the Managing Director. Our model of having a Trustee and the Managing Director in each of our working groups allows for decisions to be made collectively and for power to be delegated across our organisation. Trustees draw upon the expertise of our volunteers, who are experienced practicing or academic social workers. This enables them to further our objectives to promote excellent social work services and develop new models of social work best practice for social workers and others working with refugees, asylum seekers and migrants (our beneficiaries).

The Board is responsible for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Board maintains a comprehensive risk register and each trustee has a key area of responsibility covering areas such as finance and legal, human resources, safeguarding and health and safety, data protection, campaigns and social media, public and immigration law.

We work in subgroups that are comprised of a mixture of different roles. The subgroups reflect the three main strands of our work. Each subgroup reports to the 'whole team' meeting and is responsible for delivering and developing our aims.

Risk Management

Social Workers Without Borders understand the importance of recognising and managing risk. The Board of trustees has established a risk register which it maintains to identify, evaluate and manage risk. Any issues of concern are discussed at the monthly trustee meetings.

There are systems and procedures in place to mitigate the risks faced by the charity and these are reviewed periodically.

Volunteers and staff conducting social work assessments are all registered social workers and robust safeguarding and supervision procedures are in place. Our safeguarding policy is reviewed annually. Particular care is taken over confidential information, and we use a secure database (Lamplight) for our client information. Trustees, staff, and volunteers carrying out our social work assessments and

training sessions are covered by our professional indemnity insurance. We also have public liability and employer's liability insurance in place.

There are procedures in place for the authorisation of all financial transactions to minimise our internal risks. Our payroll is managed externally by a payroll provider, and we have commissioned the support of a professional bookkeeper.

Strategic Plans

Strategic Goals:

- 1. Stabilise and strengthen:** A focus on risk management and compliance.
- 2. Sustain:** Diversify funding and recruit financial expertise.
- 3. Solidify and increase our role as leaders in this area of social work practice (ISWR):** Raise our profile and role as sector leaders.
- 4. Systemic change:** Campaign for changes to procedural protection for children and young people in immigration and asylum decision-making. Be strategic about cases that we provide expert evidence for.
- 5. Embed antiracist practice:** Review every aspect of our workings and embed an antiracist approach in all aspects of the charity.

During this year we have continued to work in accordance with the 3-year plan we developed in 2022. The strategic plan is informed by the goals we set as a whole team and with the support of an external consultant.

Notable achievements that speak to these strategic goals include:

1. Organisational structure and leadership:

Our first member of staff, Naomi Jackson, was initially employed as a Development Lead. Since September 2023, Naomi has changed role and is now SWWB's Managing Director (60% FTE). This change of role has meant that we now have a staff member with strategic and operational leadership responsibility, and this has allowed the Trustees to step-back from some of the operational charity tasks and consolidate their roles as trustees. The board have progressed areas of governance related

to the specific roles including, Chair, Treasurer, Safeguarding Lead, Health and Safety Lead, Data Protection Lead, HR Lead, Legal leads, Immigration Policy lead.

Funding from PHF has meant we can continue to employ Vicky Shenton as our Volunteer Coordinator (60% FTE), and we have been able to employ a new member of staff, Ben Feder, as our Head of Direct Work (60% FTE). This increased staffing resource is having three key impacts:

- The work completed in the Direct Work Team (Independent Social Work Reports) harnesses an incredible amount of volunteer time and is at the heart of our charitable activities. Working with volunteers to the extent that we do is both a strength and a weakness. Our Volunteer Coordinator and Head of Direct Work roles enable us to have an increased focus on the quality and quantity of work in our Direct Work Team, with a particular focus on the training and support provided to our network of volunteers. This is vital for us achieving our strategic goal to ‘Solidify and increase our role as leaders in this area of social work practice’.
- Our Managing Director now has more time to focus on things outside of the Direct Work team, meaning she can focus on the overall management of the charity.
- We have become a small team! Expanding to a staff team of three people has made SWWB more dynamic, broadening the skills, knowledge and perspectives in the team. This feels like a healthy development for the charity, and we look forward to continuing this journey of growing our staff team.

2. Financial Management

In the last year we have made significant strides in the management of our finances. Our Treasurer and Managing Director have completed charity finance training and engaged in consultation with Embrace Finance.⁹ An outcome of this consultation was clarity about how we could use our resources most efficiently to robustly meet our financial management needs. This resulted in us commissioning a new bookkeeper with expertise in charity finance and who could take a more hands-on role in supporting us with our financial management. As a result, we commissioned Jane Roche of Lavendar Bookkeeping.¹⁰ Jane brings a wealth of charity bookkeeping experience, and the increased costs associated with her service compared to our previous bookkeeper, are a vital investment in the sustainability of the charity. This has enabled us to improve the administration, management and

⁹ [Working with small charities to build financial confidence](#)

¹⁰ [Lavender Virtual Bookkeeping | bookkeeper](#)

strategic approach to our finances, and take a more dynamic, forward-looking approach to our financial position.

3. Human Resources

Growing our staff team has meant we have more complex HR arrangements to manage, as such we have commissioned HR support from WorkNest.¹¹ We now have a full remit of HR policies and procedures; we have a HR portal, and staff can access essential workplace e-learning modules via WorkNest's training portal.

4. Safeguarding

Our Safeguarding Trustee Lead and Managing Director have overhauled our safeguarding policy and procedure. Whilst the Safeguarding Policy applies to every area of our work, it is of particular relevance to our Direct Work Team, because this is the main area of contact between our beneficiaries, staff, and volunteers. This piece of work is a response to our need to ensure our compliance and risk management is robust, but it also relates to our strategic goal to embed anti-racist practice in all areas of our work. Our new Safeguarding Policy draws on *Contextual Safeguarding*¹² and the *Radical Safeguarding Handbook*.¹³ Our beneficiaries are people subject to immigration controls, who are frequently marginalised and racialised, it was vital for us to critically appraise our approach to safeguarding and ensure our practice recognises the systemic harm of hostile immigration policy, and that we do not replicate systems of surveillance, power and control, and gatekeeping, that so frequently impact migrant communities under the guise of “safeguarding”. Our new safeguarding approach emphasises taking a collective response, centring the views, needs and relationship with the affected person/s. We have checks and balances in our procedure that ensure as an organisation we prioritise care and humanity in our response to meeting people's safety and wellbeing needs and avoid veering towards responses that prioritise the organisation's risk management needs.

¹¹ [Brilliant Employment Law, HR and H&S Support](#)

¹² [About us | Contextual Safeguarding](#)

¹³ [Radical safeguarding](#)

FINANCIAL REVIEW

The charity's income has grown substantially over the past year. We have been re-funded by the Tudor Trust for a further 3-year period and have secured two new 3-year grants from the Paul Hamlyn Foundation and The Alan Babette Sainsbury Charitable Fund. Our total income in 2023-2024 increased from £77,088 to £125,250. The Tudor Trust main grant will be used to fund Naomi's role as Managing Director until August 2026 and will also cover other core costs and admin support. A second £2,000 grant will be used to improve our volunteer wellness offer. The Paul Hamlyn grant will fund Ben's role as Head of Direct Work and Vicky's role as volunteer co-ordinator for the next 3 years.

Our donations increased over the period from £1,774 to £3,942. This is largely due to a grant from the Barrow Cadbury Trust for which we are very grateful. Income from Social Work Assessments rose from £2,283 last year to £3,172. Teaching and authoring income also rose from £250 to £816. This was due to book royalties which were donated to the charity by the authors of '*The Anti-Racist Social Worker: stories of activism by social care and allied health professionals*'²⁶ and '*The Future of Children's Care: Critical Perspectives on Children's Services Reform*'.²⁷

Staff salaries increased due to the appointment of a second member of staff and Naomi's promotion. Employers' pension contributions were increased following a pay review. A freelance social work consultant provided services to the charity at the beginning of the year to cover some of the Direct Work prior to Ben's appointment. Staff travel and volunteer expenses increased over the period. This was due to an increase in face-to-face meetings for which the Charity hired meeting rooms and incurred venue costs. Two trustees claimed travel expenses. Dr Lauren Wroe claimed £105.89 and Bridget Ng'andu claimed £40.59.

Insurance costs decreased slightly due to improvements made in risk management.

Bookkeeping and payroll costs have risen as both these functions are now fully outsourced to professionals and headcount has increased.

Staff training and supervision costs increased due to a trustee commitment to develop our staff. Naomi Jackson was promoted to Managing Director on 1 September 2023 and as part of her new role we will implement an ambitious three-year strategy which has been set by the Board of Trustees to

grow our charity. We also enrolled with Worknest to provide HR support for our growing team at a cost of £1,920.

At the end of this financial year, we had £78,502 in unrestricted funds. This comprised unrestricted funding from the Tudor Trust and The Alan Babette Sainsbury Charitable fund together with other income and free reserves.

The charity is funded on a 12-month funding cycle. We designate 6 months of unrestricted funds to cover core costs until the next funding event. In March 2024 this was estimated at £24,555.

This leaves our reserves at £53,947.

Our target reserves level is based on a risk-based approach. This figure covers winding up costs including contractual obligations and professional fees (estimated at £33,085), plus one month of total running costs to cover unforeseen circumstances (£9,187 in March budget), therefore our target reserve level in March 2024 was £42,272. Our reserves level in March (£53,947) was higher than necessary under the policy. As we are currently running at a slight surplus to income, we intend to hire a business coordinator to support core operations and expect to see our excess reserves decrease to the target level over the next two reporting cycles.

DECLARATION

REFERENCE OF ADMINISTRATIVE DETAILS Charity name: Social Workers Without Borders (not known by any other names) Trustee Annual Report dates: 1st April 2023-31st March 2024 Registered Charity No: 1174000 Address: Unit 13249, PO BOX 6945, London, W1A 6US Email: Trustees@socialworkerswithoutborders.org Website: www.socialworkerswithoutborders.org

Declarations

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

Signed on behalf of the charity's trustees

Signature	<i>Phillida Miles</i>	<i>Clare Cowie</i>
Full Name	Phillida Miles	Clare Cowie
Position	Chair	Treasurer
Date	22.01.25	22.01.25

STATEMENT OF ACCOUNTS

 CHARITY COMMISSION FOR ENGLAND AND WALES	SOCIAL WORKERS WITHOUT BORDERS		1174000	
	Charity Name			
Receipts and payments accounts				
For the period from	Period start date	To	Period end date	
	01/04/2023		31/03/2024	

Section A Receipts and payments					
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	3,942		-	3,942	1,774
Grant - Network for Social Change	-	-	-	-	22,100
Grant - Paul Hamlyn		50,243		50,243	
Grant - Alan & Babette	15,000			15,000	
Grant- Tudor Trust	50,000	2,000	-	52,000	47,667
Articles and authoring income	817	-	-	817	250
Assessment Income	3,172	-	-	3,172	2,283
Research Income	-	-	-	-	3,000
Training income	-	-	-	-	-
Bank Interest	76	-	-	76	14
Sub total(Gross income for AR)	73,007	52,243	-	125,250	77,088
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	73,007	52,243	-	125,250	77,088
A3 Payments					
Staffing:					
Salary Payment	19,792	15,899	-	35,691	24,384
Pension Contributions	1,171	760	-	1,931	751
Ni - Employers Contribution	-	-	-	-	0
Staff Internet and Telephone	240	240	-	480	240
Staff Training and Development	838	10	-	848	547
Refreshments /Catering	46	-	-	46	-
Consultant Fees	4,875	-	-	4,875	9,925
Supervision	1,485	-	-	1,485	805
Staff Travel	284	138	-	422	204
Staffing Total	28,731	17,047	-	45,778	36,856
Running Costs Total:					
Volunteer Expenses	1,370	-	-	1,370	1,064
Trustee Expenses	147	-	-	147	140
ICO registration	35	-	-	35	35
DBS Checks	30	-	-	30	46
IT software, consumables,Website & Zoom	2,721	-	-	2,721	1,964
Team meeting catering & venue hire	440	-	-	440	0
Insurance	1,689	-	-	1,689	1,793
Postage,Freight & Courier	20	-	-	20	40
Advertising & Marketing	-	-	-	-	248
Accountancy & Examination fee	690	-	-	690	600
Bookkeeping & Payroll cost	600	-	-	600	462
Interpreter fees	606	-	-	606	863
Consulting	-	-	-	-	1,800
HR Costs	1,920	-	-	1,920	-
Charitable & Political Donations	-	-	-	-	125
Running Costs Total	10,268	-	-	10,268	9,180
Sub total	38,999	17,047	-	56,046	46,036
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	38,999	17,047	-	56,046	46,036
Net of receipts/(payments)	34,008	35,196	-	69,204	31,052
A5 Transfers between funds	(6,407)	6,407	-	0	-
A6 Cash funds last year end	50,901	22,100	-	73,001	41,949
Cash funds this year end	78,502	63,703	-	142,205	73,001

Section B Statement of assets and liabilities at the end of the period

Category name	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at banks	78,502	63,703	-
		-	-	-
		-	-	-
	Total cash funds	78,502	63,703	-

(agree balances with receipts and payments accounts)

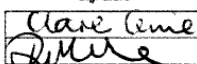
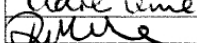
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Creditors	2,434	-	-
		-	-	-
		-	-	-
		-	-	-

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Clare Cowie	22/11/24
	Phyllis Miles	23/12/24

INDEPENDENT EXAMINERS REPORT



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's
report on the accounts**

Section A Independent Examiner's Report

**Report to the trustees/
members of**

SOCIAL WORKERS WITHOUT BORDERS

**On accounts for the year
ended**

31 March 2023

**Charity no
(if any)**

1174000

Set out on page

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

**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").

**Independent
examiner's statement**

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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

18 January 2024

Name:

Chaweevan Williams FCCA

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

Chartered Certified Accountants

Address:

Verdant Accountants Limited

20-22 Wenlock Road, London N1 7GU

Accounts



TRUSTEE ANNUAL REPORT: 1st April 2022 - 31st March 2023

Registered Charity Number: 1174000

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LETTER FROM THE TRUSTEES

It is with great pride that I write this opening letter as we outline our work and achievements in the sixth year of being a charity. It was a year of endings and beginnings as one of our co-founders, Lynn King stepped down as trustee and we welcomed four new trustees to our board – Clare Cowie, Mary Abraham, Erfan Alaei and Jamie Bell. I want to thank Lynn for her inspiration to form this collective of social workers focused on the rights of refugees and asylum seekers and acknowledge all her tireless work to help us build the foundations of the organisation we are today. With the expansion of our trustee board not just in terms of numbers but also new expertise and resources, we can both extend our ambitions but also strengthen and sustain our core activities within a robust governance and risk management framework.

The three main strands of our work -independent social work assessment ('Direct Work'), 'Campaigns' and 'Education' continue to be our focus and I believe it is truly amazing what is achieved by our staff, volunteers and my fellow trustees. Despite all the challenges of working within the UK government's 'hostile environment' policy and increasingly restrictive immigration law, this report will outline the positive impact Social Workers Without Borders (SWWB) is making at an individual level for our beneficiaries, as evidenced in the four case studies provided but also across our profession and the wider sector. We are particularly proud of the success of the 'Stand Up, Speak Out' webinars and the progress made on our research work focused on the experiences of children with a parent subject to a deportation order.

Within this year, there have been some changes to our staffing as our development lead, Naomi Jackson took some maternity leave and then returned to work on part-time hours. Naomi has now worked for SWWB for three years and her hard work and commitment is unsurpassable! Year after year, she has helped us to grow as a charity and establish a respected position in the sector, forming new partnerships with key allies such as the European Children's Rights Unit at the University of Liverpool, Bail for Immigration Detainees, Solidarity Knows No Borders, Migrants Organise and PAFRAS, to name but a few. At the beginning of 2023, we recruited to our second post of volunteer coordinator and welcomed Vicky Sheldon to our team. Our volunteers are our superpower and so having a dedicated person to sustain and develop this resource is vital.

As evidenced in our accounts, we have increased our income as a result of a successful grant application. Due to a reduction in staffing costs as explained above, our expenditure did decrease in this financial period and we have consulted with our funders on this issue. Our financial reserves are outlined in this report as a key part of our financial control and compliance.

Lastly, I would like to express our utmost appreciation to our individual donors and two key funders – The Tudor Trust and the Network for Social Change. We are indebted to their continued belief in us and we aspire to make as positive an impact as possible with your support.

Phillida Miles

Chair of the Trustees

CHARITABLE OBJECTS

Social Workers Without Borders (**SWWB**) was established for the public benefit to relieve need and to promote the physical and mental health of refugees, asylum seekers and migrants in the UK and internationally by:

- Providing excellent social work services
- Promoting excellence in social work practice and developing a model of social work practice with refugees, asylum seekers and migrants
- Providing education and training to social workers and others working with refugees, asylum seekers and migrants

The trustees follow Charity Commission guidance on public benefit when planning and reviewing spending and activities. Social Workers Without Borders furthers its charitable objectives through its Direct Work, Education and Campaigns.

DIRECT WORK

Our Direct Work Team is made up of a dedicated team of Case Coordinators who support and supervise social workers and social work students to prepare Independent Social Work Reports. An Independent Social Work Report is a piece of expert evidence that is the outcome of a social work assessment, and makes recommendations about a person's needs, safety and welfare.

Our team of Case Coordinators are social workers who have expertise in social work practice with people with insecure immigration status and they have knowledge and experience of preparing expert evidence. Each case is allocated to a Case Coordinator, a Lead Social Work Assessor, and a Supporting Social Work Assessor. The Lead Social Work Assessor must be a qualified and registered social worker and this role is allocated to the person with the most relevant professional experience. The role of Supporting Social Work Assessor is usually allocated to new volunteers, or newly qualified social workers, or social work students.

The contribution made by our volunteers is phenomenal, and we would not be able to do the work that we do without the committed support of so many fantastic social workers and social work students. We pride ourselves on producing high quality reports, which are well received by the judiciary. Producing an Independent Social Work Report requires a lot of time and skill. We maintain the high standards of our reports, whilst also offering practitioners the opportunity for professional learning and development, by operating a robust supervision, review, and quality assurance process. To achieve this, **we harnessed 2128 hours of volunteer time in our Direct Work Team.**¹

During the period 1st April 2022-March 31st 2023, the Direct Work Team accepted 38 referrals. This figure represents an 18.75% increase in case work compared to the previous year. There were a further 20 referrals received in this period that were either declined or withdrawn due to a change in the client's circumstances. Decisions to decline cases were usually due to the lack of capacity in the team meaning the piece of work could not be completed in the timeframe required by the client or because the referral request fell outside the remit of Social Workers Without Borders.

¹ **Volunteer time calculation:** Case Coordinator 12 hours (Review the bundle, provide supervision and support to assessing social workers, review the assessment and add reviewing comment), Lead Social Work Assessor 32 hours (Review the bundle, engage with supervision, interview clients, prepare the report), Supporting Social Work Assessor 12 hours (Review the bundle, engage with supervision, interview clients, support with preparation of the report) = 56 hours.
56 x 38 cases = 2128 hours

31 of the Independent Social Work Reports concerned the Best Interests of children. These included;

- 13 reports for families who are making an application for family reunification
- 10 reports for children with a parent facing deportation
- 2 reports for children making an application for leave to remain after having spent 7+ years resident in the UK
- 2 reports for age disputed children
- 2 reports for children who face significant barriers if forcibly returned to country of origin
- 1 report for children in families that are appealing a refused asylum decision
- 1 report for children in a family that are appealing a decision about their application for settled status following 10 years continuous residence in the UK.

Independent Social Work Reports are a crucial piece of evidence. Adherence to the UN Convention on the Rights of the Child 1989 requires decisions about children's lives to be made with primary consideration to what is in the child's best interests. To achieve this principle, we believe that there needs to be a holistic assessment that considers the child's unique circumstances and needs. This is consistent with the interpretation of UNCRC 1989 Article 3 as articulated in General Comment 14, which states that:

*"Accordingly, the concept of the child's best interests is flexible and adaptable. It should be adjusted and defined on an individual basis, according to the specific situation of the child or children concerned, taking into consideration their personal context, situation and needs. For individual decisions, the child's best interests must be assessed and determined in light of the specific circumstances of the particular child"*²

The assessment facilitates children's participation in proceedings in a manner that is child-focussed and developmentally and emotionally appropriate for the child. Children have a right to be seen and heard when life-changing decisions are being made about their lives. This approach is aligned with Article 12 of UNCRC 1989 and is explained in General Comment 12 (UNCRC, 2009), which states:

*"Article 12 stipulates that simply listening to the child is insufficient; the views of the child have to be seriously considered when the child is capable of forming her or his own views."*³

² United Nations, The Committee on the Rights of the Child, General Comment 14, 2013

³ United Nations, The Committee on the Rights of the Child, General Comment 12, 2009

7 of the Independent Social Work Reports concerned the needs and rights of adults. These included;

- 6 reports for undocumented adults with multiple complex needs and who were applying to regularise their immigration status on Article 8 private life grounds.
- 1 report for an adult appealing a decision about their application for asylum protection

In addition to assessing the rights and needs of children, we have also worked with adults with multiple complex needs, such as acute mental health difficulties, physical ill-health, social isolation, destitution and homelessness. All of which present significant barriers to a person being able to resolve their immigration status and achieve the stability and safety they need.

The burden of proof in immigration and asylum matters lies with the applicant, this means that the person who is making an application to regularise their immigration status must provide the evidence to prove the circumstances that their application is based upon. The vast majority of the Independent Social Work Reports we completed were in instances where a person could not access legal aid funding, this means that there was no funding available to pay for an expert to prepare a report. People who do not have the funds to pay for a report themselves, are significantly disadvantaged in preparing their case. **We can carry-out our work without charging a fee (pro bono), and in doing so we are able to tackle barriers to justice that are the outcome of economic disadvantage.** In the period 2022/2023 we completed Independent Social Work Reports on a pro bono basis to the value of £69,135.⁴

We are of the view that there are injustices built into the UK's immigration and asylum system that disproportionally impact racialised people.⁵ **We view our work as contributing to the pursuit of a more equitable immigration system, and our practice is grounded in a commitment to antiracist social work practice.**

⁴ **Pro bono work calculation:** This figure is an approximation based on the following information: This agency identifies £2095 as the fee for an Independent Social Work Report. <https://vivacitysocialwork.co.uk/assessments-social-work-costs#:~:text=Preparation%2C%20Assessment%20and%20Report%3A%20C2%A31895%20%28This%20includes%20a,Assessments%3A%20C2%A33500%20Initial%20Telephone%20Consultation%3A%20C2%A3100%20per%20hour> We have completed 33 assessments on a pro bono basis. 33 x £2095 = £69,135.

⁵ 'From Expendable to Key Workers and Back Again: Immigration and the Lottery of Belonging in Britain,' Runnymede Trust, 2020

38 Independent
Social Work
Reports completed

135 people
assessed

2,128 hours of
volunteer time

£69,135 pro bono
work completed

Approximately two thirds of the people we completed reports for were referred by migrant justice and legal NGOs, this includes organisations such as: Greater Manchester Immigration Aid Unit,⁶ Refugee and Migrant Forum for Essex and London,⁷ Praxis,⁸ Kids In Need of Defence UK,⁹ and university law clinics.

Social Workers Without Borders' Independent Social Work Reports are frequently sought by lawyers who are working in the charity sector, as such we consider our service to be a key component of the infrastructure that supports lawyers to ensure their clients have access to justice.

We operate a broad referral criteria and this allows us to consider referrals on a case-by-case basis and keep our decisions person-centred. This means we work with people who might slip through the gaps in other NGOs' services and who do not have access to other statutory social work provision. This year we saw a significant increase in two areas:

Firstly, in the number of referrals we are receiving that relate to family reunification cases. This has become our highest area of demand and we accepted 13 referrals this year compared to 7 last year. Recent changes to the law mean that making an application for family reunion is the only safe route to the UK for people who cannot access the very limited remit of resettlement programmes. SWWB

⁶ <https://gmiau.org>

⁷ <http://www.ramfel.org.uk/index.html>

⁸ <https://www.praxis.org.uk>

⁹ <https://www.kidsinneedofdefense.org.uk/>

received referrals for family reunification cases when the sponsor and applicant's circumstances fell outside the immigration rules and as such, they need to demonstrate the exceptional circumstances that make them eligible for family reunification. In the majority of cases this was when the UK based sponsor was not the parent of the child outside the UK, and instead they were a sibling group.

Secondly, we saw an increase in the number of referrals for adults with multiple complex needs. Last year we accepted 2 of these referrals and this year it tripled to 6 referrals accepted. Adults with multiple complex needs, such as acute mental health difficulties, physical ill-health, social isolation, destitution and homelessness, face significant barriers to being able to resolve their immigration status and achieve the stability and safety they need.

Children with a parent with a deportation order continues to be an area of work in which SWWB receives a significant amount of referrals. 10 referrals accepted this year maintains the same number of referrals from the previous year. These referrals concern British children or children who have been continuously resident in the UK for a long time, and it is their parent who is subject to immigration control. These children are at risk of being separated from their deportee parent or having to leave the UK with their parent in the event of deportation. In order to revoke a deportation order the Home Office or the tribunal must decide that it would be 'unduly harsh' to deport the person, this means that these children face a particularly high legal test in order to have their right to a private and family life upheld. In addition to completing independent social work reports for children with a parent with a deportation order, SWWB is also conducting research about the procedural protections for these children.

In the proceeding section we have included case studies relate to these types of referral and illustrate some of the key types of work we are undertaking in our Direct Work team. Additionally, we have included a case study about an age disputed child, because like our deportation cases, this cohort of children relates to the focus of our campaigning work.¹⁰

¹⁰ The names in these cases studies are pseudonyms and some identifying details have been changed, so as to protect the anonymity of the people concerned.

FAMILY REUNION

Case Study One: Emmanuel and Helen

Emmanuel and Helen are a brother and sister originating from Eritrea. Emmanuel is 20 years old and has refugee status in the UK. Helen is 14 years old and is living in Ethiopia where she does not have any adult providing her with care. Emmanuel and Helen's mother died several years previously due to poor health and their father had disappeared following forced conscription into the Eritrean army.

Emmanuel arrived in the UK when he was 16 years old and has been granted refugee status and has made an application to the Home Office for family reunification. As they are siblings this is not a straightforward application and so their solicitor referred them to Social Workers Without Border for an Independent Social Work Report to assess Emmanuel and Helen's circumstances and their relationship to each other.

Social workers met Emmanuel in-person and interviewed Helen online, reviewed a bundle of evidence and produced an in-depth report

about Helen and Emmanuel's rights, needs and views. The report recommended that it would be in Helen's best interests to be safely reunited with her brother, and provided information about the support they could access from the Local Authority once reunified, as well as signposting Emmanuel to meaningful activities to meet his mental health need.

“One of the projects we work with is assisting refugees to apply for family reunion for their family members to join them in the UK. The support of Social Workers Without Borders has been vital for us, especially evidencing complex family reunion applications, such as with siblings. The reports are incredibly valuable as they are able to capture the views of the child and the family, and what is in their best interests. Being able to present these strong and independent reports to the tribunal, and to the Home Office, can be the difference between a case succeeding and a case failing”

(Immigration Advisor and Casework Manager at RAMFEL)

ADULTS WITH MULTIPLE COMPLEX NEEDS

Case Study Two: Michael and Susan

Michael is a 66 year old man originating from Trinidad. He has been living in the UK for nearly 20 years, having arrived in the UK on a student visa. After completing his studies, Michael spent 10 years living as an undocumented migrant. During this time he met his partner, Susan. When Susan sustained an injury Michael became her full-time carer, and because Susan needed Michael's support, the Home Office granted Michael a limited period of leave to remain. When it was time for Michael to renew his immigration status he did not do it because he was having a mental health crisis and could not cope with the bureaucracy. Michael became an undocumented migrant again and subject to the No Recourse to Public Funds condition, which meant he was not allowed to access welfare benefits and secondary health services. Shortly after this, Michael had a stroke and this meant he had his own care and support needs, but the Local Authority did not want to provide him with services because of his immigration status. Michael and Susan were in crisis and sought help from a legal NGO who were able to help them prepare an application to the Home Office.

SWWB volunteers carried out a social work assessment, detailing Michael's complex physical and mental health needs and the

emotional support that Susan and Michael gave each other. Michael and Susan's solicitor included the social work report in their submissions to the Home Office and in advocacy to the Local Authority. The Local Authority decided to provide Susan and Michael with services, and the Home Office granted Michael leave to remain in the UK. This meant Susan and Michael could continue to live together and receive the care and support they both needed.

"The majority of our clients are undocumented migrants who are homeless, destitute and often rough sleepers. The main types of applications made to the Home Office to regularise their immigration status are based on their poor health and their private and family life. I have instructed SWWB with a few cases for adults with very complex mental health problems including learning difficulties and Psychosis. Reports by SWWB have been an integral part of an application to the Home Office as it helped to prove that a client meets the legal requirements of the immigration rules. It provides an assessment of the client's social circumstances by covering the private life in the UK and obstacles they will face if removed from the UK. This is often difficult to evidence and a report by an independent social worker has often been key in deciding whether someone should be allowed to remain in the UK because of their human rights."

(Immigration Advisor, Praxis)

PARENTAL DEPORTATION

Case Study Three: Tiffany and Joy

Joy and her 8 year old daughter, Tiffany, live in the North East of the UK. Joy had been given a Deportation Order because she had been to prison for fraud offences before Tiffany was born.

The family were referred to SWWB and we completed an assessment as part of the family's application to the Home Office.

The assessment identified that Joy's immigration status was having a significant detrimental impact on the family's life and making them more vulnerable to risky and exploitative situations. The assessing social workers carried out work with Tiffany and she was able to share her views, this included sharing her worries about the family not having much money and a stable place to live.

Once the Home Office received all the evidence they decided to revoke the Deportation Order.

“SWWB worked on the case of a client who had been in the UK without legal status for over 30 years, and who was the single parent of a young British child. Our client was living with a deportation order against her at the time we contacted SWWB, which meant she could not make a successful application for leave to remain in the UK as it would be certain to fail. We urgently needed assistance to try to

challenge the deportation order and open up legal possibilities for our client to remain in the UK with her child.

We received a decision on our referral within a matter of weeks and from then on SWWB worked diligently and professionally to conduct a thorough assessment of our client's child's best interests. The SWWB team were able to meet several times with my client and her child, and my client spoke very highly of how the assessment process was carried out, minimising stress and seeking details on all relevant factors.

A year after we submitted our request to the Home Office to revoke our client's deportation order, we were informed that the order had been revoked, and that our client had been granted legal status to remain in the UK with her child.

I have no doubt at all that we would not have secured this outcome for our client were it not for SWWB.

Our client can now live legally in the UK for the first time in 3 decades. She and her child can remain in the place where they are without fear of her being detained and deported.

I feel that SWWB occupy a unique place in the migrant justice sector: I would not have known where else I could possibly turn for assistance for my client without them. I am so grateful to SWWB for all that they have done in this case, and for all that they do for the many other clients they assist with their work.”

(Immigration Solicitor, Law Centre)

AGE DISPUTED CHILDREN

Case Study Four: Omar

Omar is a 17 year old boy, and a separated child seeking asylum in the UK. When he arrived in the UK he was accepted by the Local Authority into their care and placed with foster carers. Omar was attending college and accessing local community services. He was beginning to settle into his new life whilst awaiting a decision from the Home Office about his application for asylum protection.

After nearly 6 months of living with his foster carers, the Local Authority decided to carry-out an age assessment, despite his foster carers and allocated social worker believing that his claimed age was credible. Different social workers carried out an age assessment and concluded that Omar was 10 years older than his claimed age. This resulted in Omar having to leave his foster placement and college, and he was moved to a different area of the UK into a hotel being used for accommodating adult asylum-seekers.

Omar's solicitor was advocating for the age assessment to be done again because they believed there were serious flaws in how the age assessment had been conducted. The solicitor referred Omar to SWWB for an assessment of his best interests because of concern about the risk to his safety and welfare as a child in adult accommodation.

On receiving the referral, and in light of the urgency in addressing Omar's situation, a Case Coordinator carried out an initial telephone call with Omar and wrote a letter of advocacy to be shared with the Local Authority. We then allocated two social workers to complete an in-depth assessment of Omar's welfare needs, raising significant concerns about Omar's social isolation and lack of support, and how these factors were exacerbating his previous traumatic experiences and resulting mental health difficulties.

The solicitor submitted our Independent Social Work Report along with their pre-action protocol letter to both Local Authorities. The Local Authority who completed the age assessment then decided to accept that Omar was significantly younger than their initial age assessment suggested.

"I have instructed SWWB on several occasions for cases concerning age disputed children. Whilst these children are wrongly treated as adults they are at significant risk in adult accommodation. An independent social work report is a vital piece of evidence and helps persuade the Local Authority to go and meet the child and properly assess them, and then make a decision about their age. This then results in the Local Authority accepting that they have a duty of care to them as a child and providing them with appropriate accommodation and services"

(Solicitor, Duncan Lewis)

EDUCATION

Social work education is key to making positive changes to the social work profession. Our teaching raises awareness of the intersection between social care and immigration policy and promotes best social work practice and a rights-based approach to practice with people with insecure immigration status. **Through radical education we are able to influence individual practitioners and in-turn, enable them to disseminate the learning, so that together, we can create a culture shift across the profession.**

During the 2022/2023 period we delivered less university lectures than the previous year, this reduction can be attributed to our Development Lead having a period of maternity leave and then returning on a part-time basis.

SWWB delivered lectures at universities, such as the University of Derby, the University of Gloucestershire and the University of Portsmouth. Additionally, **we presented at the biggest social work education events of the year**, including Joint Social Work Education and Research Conference,¹¹ British Association of Social Workers¹² annual conference, and the Social Work England¹³ annual celebration of World Social Work Day.

Stand Up! Speak Out! A Toolkit to Resist the Hostile Environment in the Public Sector

Last year we began working within the Solidarity Knows No Borders (SKNB) community in the Political Education Group. In 2022-2023 we built on the positive working relationships we have established with colleagues at Migrant Organise and PAFRAS, and within the SKNB community, and together we coordinated a series of online webinars called 'Stand Up! Speak Out! A Toolkit to Resist the Hostile Environment in the Public Sector'.¹⁴ Planning for the project began in 2022, and the webinars took place between March-July 2023.

Through this project we have created a space where social workers can access the broad range of knowledge and skills in the NGO migrant justice sector and apply this learning in the public sector workplace. This has been a project defined by the spirit of collaboration and education as a tool of social justice. Given the success of SUSO 2023, we will be coordinating the series again in 2024. The project evaluation is included below:

¹¹ [Home \(jswec2023.org.uk\)](https://jswec2023.org.uk)

¹² www.basw.co.uk | The professional association for social work and social workers

¹³ [Home - Social Work England](https://www.socialworkengland.org.uk)

¹⁴ [Stand Up! Speak Out! Solidarity Knows No Borders Training Series—Resist the Hostile Environment \(firmcharter.org.uk\)](https://www.firmcharter.org.uk)



Stand Up! Speak Out!

A toolkit to resist the Hostile Environment in public services.

(March - July 2023)



migrants
organise

PAFRAS
Positive Action for Refugees & Asylum Seekers



Impact of the training series

August 2023

Background

This series originally began as a political education working group, which was born out of the Solidarity Knows No Borders (SKNB) summit in September 2021. The SKNB network links up over 60 migrant justice organisations groups and individuals, working in solidarity, to end hostility and racism against migrants and refugees. Through the physical isolation of the pandemic, we found inclusion and connection online which allowed for the political education group to be facilitated by different individuals and organisations from across the country. The group has predominantly been organised and facilitated by Migrants Organise, Positive Action for Refugees and Asylum Seekers (PAFRAS) and Social Workers Without Borders who all became connected through the SKNB network.

The Political Education working group delivered two sessions in 2022 for the British Association of Social Workers' (BASW) AGM and annual conference and an online session for social workers across the country. Following the success of these events, we wanted to build on the power of collaborative working and in 2023 we ran the **Stand Up! Speak Out!: A toolkit for resisting the Hostile Environment in public services series** which we launched with an online event for Social Work England to commemorate World Social Work Day in March 2023.

Our mission

We view education as a powerful tool for social change. Stand Up! Speak Out! is designed to give public sector workers up-to-date knowledge of the rapidly changing immigration policy context and the implications for their work. We create spaces for public sector workers to reflect on their professional identity and empower them to resist complicity with hostile and inhumane immigration policy. We invite and inspire public sector workers to be allies in the movement for migrant justice.

There is so much expertise in the migrant justice NGO sector and we want to create a space for that expertise to be shared with public sector workers. We have kept their teaching space accessible by delivering it online, for free, and keeping webinars "bite-size". The aim is for public sector workers to be equipped with practical, transferable knowledge and skills that they can use when working with people with insecure immigration status.

Who's involved

Solidarity Knows No Borders Network - SKNB does not want to replicate or replace work that you are already doing, but instead support all of us to recruit new people and build our capacity, and provide resources that we can all use to build the movement and to win.

Organisers - This series has been organised by the Brian Dikoff, Legal Organiser at Migrants Organise, Naomi Jackson, Development Lead, Social Workers Without Borders, Ally Swadling, Young Person's Development Worker at PAFRAS and the young people who access PAFRAS.

Contributors - In addition to the organisers, sessions were also delivered by ASAP, Asylum Aid, Atleu, Asylum Aid, Atleu, BiD UK, Breaking Barriers, Dr Andy Jolly, Dr Chris Webster, Dr Jo Wilding, Dr Lucy Mayblin, Dr Maria Abranches, GMIAU, ILPA, Leeds Anti-Raids Action, MedAct, Migration Work, Project 17, We Belong, Wilsons LLP & Together Now.

A huge thank you to all the organisations who delivered sessions in the 2023 series. We couldn't have done this without your support and expertise!



Key statistics from SUSO 2023

24 sessions were delivered by 23 organisations and individuals from all over the UK.

3007

people signed up from
all over England, Wales,
Scotland & Northern
Ireland

1000+
actual attendees

average of
52
attendees
per session

Attendees were from a
range of frontline,
management and senior
practitioners from
professions including
social care, housing,
employment, welfare,
education & health

From attendees who chose to complete the feedback form:

99%

Either agreed or strongly
agreed that they are more
aware of the challenges faced
by people seeking safety

95%

Either agreed or strongly agreed
that they feel more confident
when supporting someone
seeking safety and where to find
relevant & accurate resources.

Feedback from attendees of SUSO 2023

I'm more able to raise awareness with others of the impact of precarious immigration status on young people.

I will cascade out the information to my team of social workers working with asylum seeking children, to build our practice.

Useful info to add to policies and to inform practice

Helped to understand history and how new legislation will impact . to hear about new research and take time to think about what i can do from a social work perspective

As I work in A&E, I know that I can see that the care I provide will not be charged for, so I can challenge other staff members who may be saying otherwise.

We will conduct MP casework in a way that is more informed and effective at getting positive decisions.

This training series clarifies a lot of my questions about the mechanisms and impacts of the Hostile Environment at different points of contact with the state and public services.

Very good, really educational, informative and easy to digest in a short-session. The training runners are clearly very knowledgeable and passionate and you can see they want to help people

We can now be more confident of providing beneficiaries with good advice and are more likely to identify and obtain support for victims of trafficking.

This was a great session - I learned things i didn't even know and i have worked in NHS for 8 years!

I was really impressed with how informative the session was whilst not being overwhelming. I feel like I know so much more now.

I will be more confident when speaking to clients about NHS charges and more sensitive to their concerns. I will be clearer about our service's confidentiality & independence from the Home Office/ NHS

The sessions increased my awareness and understanding of challenges my students might face despite arriving here through legal routes - this may enable me to better support them.

Feedback from contributors of SUSO 2023

"The series allowed for those outside of the sector to get valuable training that they otherwise would not have been able to be part of. We were able to reach an audience of public sector workers, who may know little about asylum support, but work with asylum seekers regularly to understand the realities of the asylum support system...and crucially the difficulties people face when trying to access safe and suitable accommodation.

There are so many amazing training opportunities to those within the sector, who already have a knowledge of the hostile environment, but to open out training and webinars to those who may not, is in my opinion invaluable."

- Holly Hepburn (ASAP), Asylum Support 101

"Presenting at the series was a fantastic experience that enabled me to engage with a large and diverse audience. The seminar series was extremely well organised and facilitated seamlessly. The series offered challenging and critical perspectives that hopefully will inspire genuine grassroots change alongside professional knowledge exchange."

- Dr Chris Webster (Yorkshire St Pauli) Leisure in a hostile environment: resisting border violence through informal leisure spaces

"I thought the series was a brilliant idea and was very happy to be involved. I wanted more time with people! Not sure how that would have been possible but maybe an offer of a follow up normal zoom format workshop type thing (still happy to do that) for those who came and wanted more or wanted to explore specific areas or problems. I would love to do some more sessions if possible. The organisation was excellent, the before and on the day."

- Sue Lukes (Director of MigrationWork and the UK's first migrant champion councillor and set up the migrant champions network), Accessing council housing services: eligibility and the hostile environment,

"Working on SUSO 2023 has significantly expanded my knowledge and deepened my understanding of the hostile environment in the UK. Throughout the course of the project, I had the opportunity to dive into various aspects that were previously unfamiliar to me. As a result, my skill set has grown, and I now feel more confident presenting complex tasks and approaching new projects. This experience has truly been a transformative journey that has not only enhanced my skills but also ignited a newfound passion for the field"

- Fatima, PAFRAS Volunteer Youth Ambassador

What's next? SUSO 2024!

Thanks to the amazing work of all our contributors, we want to run SUSO again next year and view 2023 as the pilot. We've learnt some really important lessons around logistics of running an online training series as well as what makes for a good practical webinar. We recognise that we weren't able to cover some key areas such as domestic violence and immigration law, a more general introduction to immigration routes, maternity and pregnancy, criminal law and immigration law and trauma-informed practice (to name a few!). We also want to focus on more follow-up work and we plan to create a toolkit for all attendees to assist them in taking the tools learnt from the webinars and putting them into practice.

For the 2023 edition of SUSO, a courageous and inspirational young person, Fatima, helped us to shape and deliver some of the sessions. We want to build on this work and Fatima will be taking the lead on developing various areas of the project and will be getting more young people with lived experience of the immigration system involved in both planning and delivery.

"Approaching this upcoming project SUSO 2024 with elevated responsibility and the opportunity of working with other young people fills me with mix of anticipation and determination. The increased role offers a chance to prove my capabilities which is both motivating but can be slightly nerve wracking. Working alongside others brings the excitement of diverse perspectives and skills. I'm committed to embracing this opportunity, learning from my teammates , and contributing my best to ensure a successful and rewarding outcome of SUSO 2024."

-Fatima, PAFRAS Volunteer Youth Ambassador

We have not received any funding for this series. The organisers and contributors have all done this work in addition to their daily roles and with a passion to fight for migrant justice. We will be exploring ways to further remunerate the youth volunteers for all their hard work as well as opportunities for further training and development.

We also want to reach more people! We are so proud of achieving over 3000 sign-ups and over 1000 actual attendees across the series. Fatima has already been working hard on building a database of every University social work course and heads of Local Authorities across the country and we will continue to try and build relationships and a powerful network of care and resistance.

We will be sending out an Expression of Interest form in Autumn 2023!



Ally, Fatima, Brian and Naomi



CAMPAIGNS

We have a core team of 4 volunteers who work with our Development Lead and a Trustee to deliver our campaigning objectives. The team takes an agile response to the changing policy context, supports the campaign working of other organisations, and continues to work on our longer-term plans for seeking changes to the way that children's safeguarding and welfare needs are protected in immigration and asylum matters.

Unduly Harsh? Children with a Parent with a Deportation Order

A considerable proportion of the Independent Social Work Reports carried out by SWWB concern children with a parent with a Deportation Order. For research and campaigning purposes we are focusing on deportation cases as a case study; if we can better understand how to protect and promote children's rights in deportation cases it will deepen our understanding of how to enforce rights-related obligations in respect of all children subject to immigration and asylum law. Children in deportation cases face the most significant barriers to justice for the following reasons:

- In deportation cases children are not an applicant and are generally not party to proceedings; instead, their needs are considered as a 'dependent' on their adult parent, rendering them and their interests at best conterminous with those of the parent and at worst, invisible.
- People subject to deportation proceedings do not generally qualify for legal aid.¹⁵
- Deportation cases set the highest legal bar for the s.55¹⁶ welfare test and Article 8 family life¹⁷ claims to be successful due to the 'unduly harsh' test.¹⁸
- Narratives around "foreign national offenders" are used as political justification for the UK's most punitive immigration policies and, as such, there is limited public consciousness and sympathy for families impacted by deportation, and their children. Indeed, the radical changes brought in with the Nationality and Borders Act 2022 and Illegal Migration Act 2023, and the

¹⁵ Legal Aid, Sentencing and Punishment of Offenders Act (LASPO) 2012. Only in exceptional cases, where funding is necessary to prevent a breach of human rights, will legal aid potentially be available to claimants (s.10 LASPO).

¹⁶ Section 55 of the Borders, Citizenship and Immigration Act 2009 places a duty on the Government to have regard to the need to safeguard and promote the welfare of children in matters related to immigration, asylum and nationality.

¹⁷ Article 8 of the Human Rights Act 1998/European Convention on Human Rights protects your right to respect for your private life, your family life, your home and your correspondence. It is a qualified right, meaning a public authority can sometimes interfere with your right to respect for private and family life if it is to protect other people's rights or in the interest of the wider community.

¹⁸Section 32(5) of the UK Borders Act 2007 which: "mandates that, unless certain circumstances apply, the Home Secretary must make a deportation order against a "foreign criminal", defined in the same Act as a person who has been convicted of an offence and sentenced to 12 months' imprisonment as a result. There are certain exceptions to this rule including if an individual has children and spousal ties in the UK or is socially and culturally integrated. The family life exception is subject to the 'unduly harsh' test (Section 117 (5) Immigration Act 2014), meaning that the exception will only apply if the appellant can evidence that it would 'unduly harsh' for the family to be separated, in some cases a further caveat of 'very compelling' circumstances must additionally be evidenced.

ongoing political debate about the Human Rights Act are driven by an explicit desire to curb the purported abuse of the immigration and asylum system by foreign national offenders.

We have continued our collaboration with the European Children's Rights Unit¹⁹ at the University of Liverpool, and Bail for Immigration Detainees²⁰ have joined this project. Together we will produce a piece of research about the experiences of children with a parent subject to a Deportation Order. In 2022/23 period we have achieved ethics approval from the university ethics committee and we have obtained the consent of our beneficiaries for their casefiles to be reviewed by the research assistants. Currently, the researchers are in the process of reviewing casefiles for the empirical research data. Thanks to funding from The Network for Social Change, once the research is complete, we will produce a public report. The report will make recommendations about procedural changes that are needed to more robustly safeguard children in immigration decision-making.

Social Work with Unaccompanied Children

In the 2022/2023 period we continued to respond to the changes that resulted from the implementation of the Nationality and Borders Act 2022, specifically with a focus on changes to the age assessment process for age disputed unaccompanied children.

During this period, the Government also launched the Illegal Migration Bill, which became an Act in July 2023. This piece of legislation makes sweeping changes to the UK's asylum system. The scope of the changes are broad and complex, as an organisation we made the strategic decision to focus our efforts on the changes that interface with social work practice with unaccompanied children.

Understanding the impact of the Illegal Migration Act 2023 has been challenging and time consuming, however, we were able to prepare a briefing²¹ aimed at social workers. The briefing launched in July 2023, and had been widely shared and well received by social workers and colleagues in the migrant justice sector. The briefing gives social workers knowledge about the Act and calls on them to raise their concerns about the legislation in their workplaces. As we learn more about how this legislation will be operationalized, our campaigns team will continue to update SWWB's campaigning resources and will continue to galvanise social workers into taking action to resist harmful immigration policies.

¹⁹ [European Children's Rights Unit - Liverpool Law School - University of Liverpool](#)

²⁰ [Bail for Immigration Detainees | Home \(biduk.org\)](#)

²¹ https://drive.google.com/file/d/1Mbt4kLvWKFuW1R2ux90xwxajddCwnph/view?usp=drive_link

STRUCTURE, GOVERNANCE, MANAGEMENT

Social Workers Without Borders is a Charitable Incorporated Institution, whose only voting members are its charity trustees. It has a 'foundation model' constitution dated 28 July 2017.

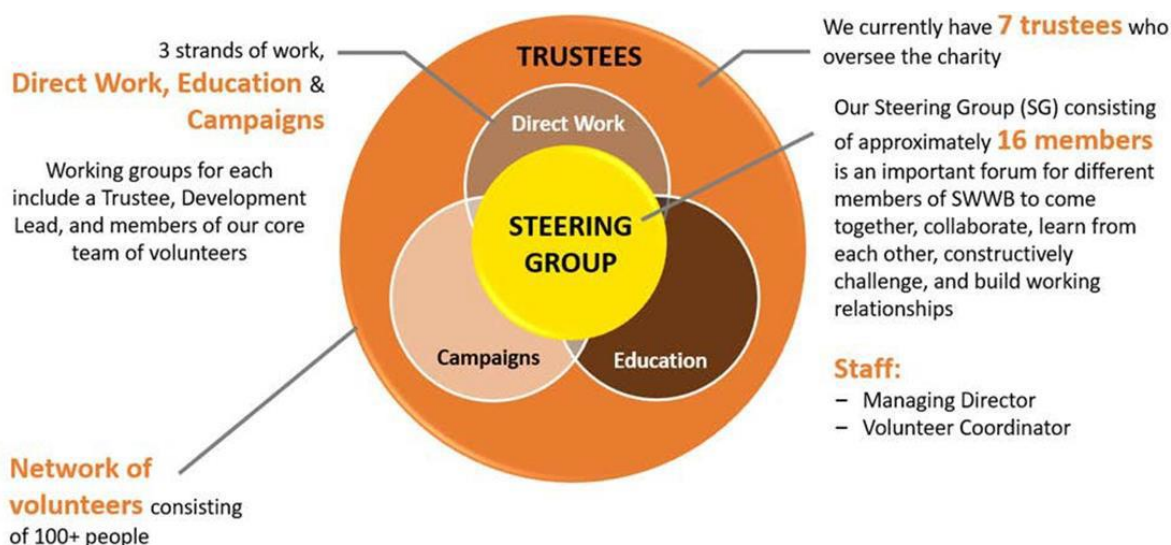
None of the trustees hold any property on behalf of the charity.

The trustees are ultimately responsible in law for the financial and strategic management of the charity.

They are supported by the Development Lead. Trustees are expected to attend general meetings, all monthly Board Meetings and contribute purposefully to decision making. Policy decisions are made with the Development Lead. Our model of having a Trustee and the Development Lead in each of our working groups allows for decisions to be made collectively and for power to be delegated across our organisation. Trustees draw upon the expertise of our volunteers, who are experienced practicing or academic social workers. This enables them to further our objectives to promote excellent social work services and develop new models of social work best practice for social workers and others working with refugees, asylum seekers and migrants (our beneficiaries).

The Board is responsible for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Board maintains a comprehensive risk register and each trustee has a key area of responsibility covering areas such as finance and legal, human resources, safeguarding and health and safety, data protection, campaigns and social media, public and immigration law.

At SWWB, we work in subgroups that are comprised of a mixture of the different roles. The subgroups reflect the three main strands of our work. Each subgroup reports to the 'whole team' meeting and is responsible for delivering and developing our aims.



Our team, consisting of approximately 16 professional social workers, give hundreds of hours to supervise our direct work, deliver training and raise public awareness. In addition to our core team, we have a national network of social workers and social work students who complete Independent Social Work Reports

Risk Management

Social Workers Without Borders understands the importance of recognising and managing risk. The Board of trustees has established a risk register which it maintains in order to identify, evaluate and manage risk. Any issues of concern are discussed at the monthly trustee meetings.

There are systems and procedures in place to mitigate the risks faced by the charity and these are reviewed periodically.

Volunteers and staff conducting social work assessments are all registered social workers and robust safeguarding and supervision procedures are in place. Our safeguarding policy is reviewed annually. Particular care is taken over confidential information and we use a secure database (Lamplight) for our client information. Trustees, staff, and volunteers carrying out our social work assessments and training sessions are covered by our professional indemnity insurance. We also have public liability and employer's liability insurance in place.

There are procedures in place for the authorisation of all financial transactions to minimise our internal risks. Our payroll is managed externally by a payroll provider and we have commissioned the support of a professional bookkeeper.

Strategic Plans

We commissioned external expertise to support the development of our strategic plans in 2022 and in December, we held a whole team day facilitated by a consultant to review the needs and aspirations of the charity, and identifying key targets and milestones in the organisation's development. The Trustees and Development Lead then used this as the basis of the development of our strategic plans over the next three years. Going forward, our key strategic goals are:

- 1. Stabilise and strengthen:** A focus on risk management and compliance.
- 2. Sustain:** Diversify funding and recruit financial expertise.
- 3. Solidify and increase our role as leaders in this area of social work practice (ISWR):** Raise our profile and role as sector leaders.
- 4. Systemic change:** Campaign for changes to procedural protection for children and young people in immigration and asylum decision-making. Be strategic about cases that we provide expert evidence for.
- 5. Embed antiracist practice:** Review every aspect of our workings and embed an antiracist approach in all aspects of the charity.

Whilst we are proud of everything we have achieved to date; we recognise that having such a small staff team limits what we can achieve and our reliance on Trustees to carry-out operational day-to-day management tasks is not a sustainable or optimal organisational structure. We need to concentrate our efforts on strengthening and stabilising the charity, in order to sustain and expand so we can have a bigger impact. Our strategic plan outlines how we will do this. It involves a restructure to allow day-to-day management of SWWB to sit with our staff team, as well as additional operations/finance expertise to ensure compliance of our expanding organisation, and recruitment to three specialist roles to oversee each of the strands of our work. In turn we will increase our impact by doing more case work, further refining and developing our unique social work practice, and pursuing systemic change through campaigning, education and litigation.

FINANCIAL REVIEW

Our total income in 2022-2023 increased from £55889 to £77088. This was mainly due to a grant from the Network for Social Change to fund a volunteer co-ordinator. Trustees recruited for this role and our new volunteer co-ordinator started in April 2023. Training and consultancy income also increased with significant income generated through work as consultants to research with the University of Liverpool. However, income from donations fell.

Our Development Lead, Naomi Jackson, was our only employed member of staff for this period. Her role was initially funded by a three-year grant from the Tudor Trust on a full-time basis. Naomi took maternity leave over the summer of 2022 and returned part-time in October. Her role was covered by a part-time consultant with some of our activities needing to be paused until her return. This led to a reduction in expenditure over the financial year but with agreement with our funder, Tudor Trust, we were able to continue to fund her role until the end of August 2023.

Staff travel and volunteer expenses increased over the period. This was due to more face-to-face meetings and assessments as we returned to normal after the pandemic.

Two trustees claimed travel expenses. Dr Lauren Wroe claimed £98 to travel to London for a team strategy day and Erfan Alaei claimed £42.34 to attend a BASW conference on behalf of the charity.

Insurance costs increased. This was primarily due to a rise in professional indemnity insurance premiums to cover our social work together with our increase in turnover.

Bookkeeping and payroll costs have also risen as both these functions are now fully outsourced to professionals. Staff training costs increased due to a trustee commitment to develop our staff. Naomi Jackson was promoted to Managing Director on 1 September 2023 and as part of her new role we will implement an ambitious three-year strategy which has been set by the Board of Trustees to grow our charity.

At the end of the financial year the charity's reserves were equivalent to approximately 6.5 months running costs. The trustees' reserves policy is to maintain sufficient funds to cover the costs of winding up the charity and paying redundancies. As of 31 March 2023, the Trustees needed to renew a major grant and accordingly held back a higher level of reserves in accordance with their policy.

Trustees are grateful to the Tudor Trust who have provided a second three-year unrestricted grant of £150,000 with a £2000 restricted wellbeing grant for staff, trustees and volunteers. This grant will run from 1 September 2023 to August 31, 2026.

TRUSTEES

Phillida Miles



Phillida has run a successful consultancy company for 18 years, and has experience of tendering and contracts, managing finances, and business sustainability.

As an independent social worker, her commissions have spanned organisational change, project management, interim management, service reviews, practice auditing and consultation processes. Phillida also designs and delivers a regular programme of training courses to health and social care staff.

Additionally, she creates and facilitates team and business development events and is a qualified coach (ILM level 7 certificate in executive coaching and mentoring).

Phillida is a registered social worker with over 30 years' experience in health and social care as a practitioner and manager. She has worked in a wide range of roles and services including mental health, residential care, community social work, a family centre, been an independent chair for child protection conferences and managed several adult social work teams.

Her connection with Social Workers Without Borders started in April 2016 when the founder members started volunteer work in Calais. This was driven by her concern for refugees particularly unaccompanied minors.

Dr Lauren Wroe



Lauren is an Assistant Professor in the Sociology Department at Durham University where she is in the management team for the Contextual Safeguarding research programme. Lauren

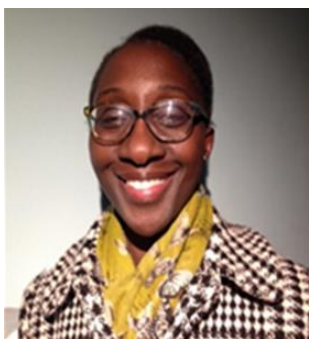
leads social care research in the UK and internationally specifically in relation to safeguarding and inequalities. As part of this role Lauren oversees large research grants, manages research staff and develops bids and strategies for the research programme. Lauren is an activist-scholar and uses her work to inform policy change as well as to support those most impacted by inequalities in safeguarding, and wider society. Lauren is a founding member

of Social Workers Without Borders and is a Case Coordinator for the Direct Work team.

Lauren was awarded a PhD from the University of Manchester in 2013, where her thesis critically analysed the language of refugee advocacy organisations. Lauren has over 15 years' experience supporting families impacted by immigration control in the voluntary and

statutory sector, and as a campaigner. Lauren is a registered social worker and has worked specifically with young people impacted by exploitation, and adults who have been trafficked. Lauren is co-editor of the book *Social Work with Refugees, Asylum Seekers and Migrants: Theory and Skills for Practice* (Jessica Kingsley).

Dr Bridget Ng'andu



Bridget has nearly 25 years of experience in social work practice and education. She has practised social work in a range of settings including in a primary school in Botswana, Southern Africa, and as a frontline Social Worker in Children and Families in the UK.

Bridget is currently a Senior Lecturer and Head of Social Work at the University of Kent. She is also Co-Chair of the Black, Asian and Minority Ethnic Staff Network at the University. Her

research interest includes race and ethnic studies, anti-racist social work (including exploring the relevance of whiteness and privilege in social work education); decolonising social work education (promoting the inclusion of indigenous knowledge and research); radical social work practice and activism; migration, refugees and asylum seekers; and exploring social work practice in the voluntary sector.

Her involvement with Social Workers Without Borders started in 2016, when she started volunteering in Calais, to support children, young people, and adults in the camp. Bridget was also involved in undertaking Best Interest Assessments in the camp to support unaccompanied minors and families applying for immigration status in the UK.

Molly Abraham



Molly is a UK registered social worker with experience in leaving care teams, working

predominantly with separated children. She has worked in the forced migration field since 2010 and currently works as Head of Casework at CARAS, an organisation based in London working with people seeking asylum. Previously Molly has worked at a social work centre in Southern Morocco and has spent time volunteering in both Greece and Calais.

Erfan Alaei



Erfan is a UK registered social worker. While studying for his Bachelor of Social Work in Iran he voluntarily worked with refugees and people

with disabilities there. Erfan holds a Masters in Human Resource Management from the University of Lancaster. He is currently working in Human Resources as a Human Resources Coordinator. Moreover, he is a person with lived experience of the UK's asylum system and offers invaluable insight into the challenges facing people seeking safety in the UK. In response to his experiences of the 'hostile environment' policy context, Erfan is a political organiser and campaigner.

Clare Cowie



Clare is a former city lawyer who worked on high value cross – border insolvency and restructuring cases for a top-tier law firm. She subsequently moved to the financial sector and gained international experience at a FTSE 100

firm where she worked on global fund launches and managed legal and regulatory risk on billions of dollars of assets under management. Clare is on the National Leadership Team for Citizens UK's Settle our Status Campaign which is seeking a regularisation process for people with insecure immigration status. She delivers legal confidence sessions to members of the refugee community with Lawyers Against Poverty and recently contributed to Just Fair's Civil Society Parallel Report of England & Wales for the UN Committee on Economic, Social and Cultural Rights.

Jamie Bell



Jamie is a Solicitor in the Public Law and Immigration Department at Duncan Lewis Solicitors. Jamie brings extensive knowledge and skills in immigration and asylum law to the Board. He has significant experience in a wide variety of complex and high profile cases, including: litigation that has prevented the detention and removal of hundreds of Afghan nationals; extensive experience dealing with

vulnerable clients, including those in detention, those suffering from complex psychological issues and victims of torture and trafficking; and giving advice and support to unaccompanied refugee children in their applications to come to the UK under the 'Dubs Amendment', playing a leading role in the second visit in organising the taking of instructions and liaising with social workers. Jamie is a Recommended Individual in the 2019, 2020 and 2021 editions of The Legal 500 for his work involving civil liberties and human rights. He was nominated for Public Lawyer of the Year at the LAYS in 2022.

Lynn King



Lynn was one of the founders of Social Workers Without Borders. Lynn is a passionate and committed to working with those left vulnerable by borders and is driven by her conviction for humanitarian response to the crisis of displacement and border controls. Reading about the experience of women and children in Calais at the camp during 2016, motivated Lynn to take action, and mobilise other social workers. It was through the experiences and contacts made in the camp that the first Best Interest Assessments were created, working alongside Duncan Lewis

Solicitors. This resulted in the completion of 40 Best Interest Assessments with social work volunteers from across the UK, to support children and young people to seek a safe environment.

She is a qualified Social Worker and works in Local Authority social work, where she is a Practice Lead for Social Work with Older Adults.

She is an experienced Best Interest Assessor, conducting mental capacity assessments and making best interest decisions to protect and empower people unable to do so themselves. Lynn is a qualified Practice Educator and Newly Qualified Social Worker Assessor, working with students, new social workers and developing social workers to embed evidence-based practice.

Lynn has made contribution to chapters in three social work books about social work practice with asylum-seekers, refugees, and migrants.

Lynn resigned on 2 April 2023

STAFF

Development Lead, Naomi Jackson



Naomi is an experienced social worker, with expertise in social work with people with insecure immigration status and a background in statutory children and families social work. Naomi has a particular interest in children's

rights in the context of immigration and asylum policy. Naomi coordinates the Direct Work, Education and Campaigns team, and works with the trustees to develop and deliver Social Workers Without Borders strategic and operational plans.

During 2022 Naomi has welcomed a new baby, and had a period of maternity leave, during this time her role was paused and the charity recruited a consultant to support the Direct Work team 2 days per week. Since returning from maternity leave Naomi has continued to work part-time, 3 days per week, and we have recruited our second member of staff. Naomi manages our Volunteer Coordinator.

Volunteer Coordinator, Vicky Shenton



Vicky joined Social Workers Without Borders in April 2023 after moving back from Germany where she was studying for a MA in 'International Social Work with Refugees and Migrants'. Vicky has worked for charities with people experiencing homelessness, and people impacted by asylum policies (asylum

seekers & refugees). In addition to work, she is part of a Greater Manchester network working to tackle enforced destitution due to immigration status.

Vicky is responsible for supporting our volunteer network and has made the induction and ongoing support to our volunteers more robust, as well as valuable improvements to the quality of communication with our network.

VOLUNTEERS

Steering Group



The Steering Group consists of 11 social workers practitioners, all of whom have a specific interest and commitment to this area of work and are active volunteers in one of the strands of our work. Steering Group meetings are also attended by the trustees and the development lead.

Our dedicated volunteers give their time to further Social Workers Without Borders aims and objectives. The Steering Group give hundreds of hours of practical support across a range of tasks. This includes acting as a Case Coordinator to support volunteer social workers to complete assessments, delivering workshops and lectures, writing content for our newsletter, and managing our social media.

The Steering Group is made up of social workers who have extensive experience and expertise across all areas of statutory social care, and in specialist third sector organisations working with refugees, asylum-seekers, and migrants.

National Volunteer Network

All volunteers undertaking assessments must complete an agreement form, have a current DBS check and provide two references before commencing work with the charity. There are always two practitioners for every assessment, the Lead Social Work Assessor must be a registered social work with Social Work England. The Second Social Work Assessor may be a social work student. The assessing pair are supervised and supported by one of our Case Coordinators.

REFERENCE OF ADMINISTRATIVE DETAILS

Charity name: Social Workers Without Borders (not known by any other names)

Trustee Annual Report dates: 1st April 2022-31st March 2023

Registered Charity No: 1174000

Address: Unit 13249, PO BOX 6945, London, W1A 6US

Email: Trustees@socialworkerswithoutborders.org

Website: www.socialworkerswithoutborders.org

DECLARATION

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

Signed on behalf of the charity's trustees

Signature(s)

<i>Phillida Miles</i>	<i>Clare Cowie</i>
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Full name(s)

Phillida Miles	Clare Cowie
----------------	-------------

Position

Trustee	Trustee
---------	---------

Date

18.01.24

INDEPENDENT EXAMINER'S REPORT



CHARITY COMMISSION
FOR ENGLAND AND WALES

**Independent examiner's
report on the accounts**

Section A

Independent Examiner's Report

Report to the trustees/ SOCIAL WORKERS WITHOUT BORDERS **members**

of

**On accounts for the
year ended**

Set out on page 1-2

31 March 2023

**Charity
no (if
any)**

1174000

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Signed:

Name:

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

Address:

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

18 January 2024

Date:

Chaweevan Williams FCCA
Chartered Certified Accountants

Verdant Accountants Limited

20-22 Wenlock Road, London N1 7GU

SIGNED ACCOUNTS

	CHARITY COMMISSION FOR ENGLAND AND WALES	SOCIAL WORKERS WITHOUT BORDERS	1174000	
Charity Name				
Receipts and payments accounts				
For the period from	Period start date	To	Period end date	
	01/04/2022		31/03/2023	

Section A Receipts and payments					
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	1,774		-	1,774	4,969
Grant - Network for Social Change	-	22,100	-	22,100	-
Grant- Tudor Trust	47,667	-	-	47,667	47,667
Articles and authoring income	250	-	-	250	-
Assessment Income	2,283	-	-	2,283	2,952
Research Income	3,000	-	-	3,000	-
Training income	-	-	-	-	300
Bank Interest	14	-	-	14	1
Sub total(Gross income for AR)	54,988	22,100	-	77,088	55,889
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	54,988	22,100	-	77,088	55,889
A3 Payments					
Staffing:					
Salary Payment	24,384	-	-	24,384	37,363
Pension Contributions	751	-	-	751	2,520
NI - Employers Contribution	-	-	-	-	3,747
Staff Internet and Telephone	240	-	-	240	220
Staff Training and Development	547	-	-	547	3,000
Consultant Fees	9,925	-	-	9,925	-
Supervision	809	-	-	809	-
Staff Travel	204	-	-	204	-
Staffing Total	36,856	-	-	36,856	46,850
Running Costs Total:					
Volunteer Expenses	1,064	-	-	1,064	633
Trustee Expenses	140	-	-	140	70
ICO registration	35	-	-	35	35
DBS Checks	46	-	-	46	-
IT software, consumables,Website & Zoom	1,964	-	-	1,964	1,234
Team meeting catering & venue hire	-	-	-	-	998
Insurance	1,793	-	-	1,793	1,067
Postage,Freight & Courier	40	-	-	40	55
Advertising & Marketing	248	-	-	248	38
Accountancy & Examination fee	600	-	-	600	500
Bookkeeping & Payroll cost	462	-	-	462	423
Interpreter fees	863	-	-	863	112
Consulting	1,800	-	-	1,800	-
Charitable & Political Donations	125	-	-	125	-
Running Costs Total	9,180	-	-	9,180	5,165
Sub total	46,036	-	-	46,036	52,015
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	46,036	-	-	46,036	52,015
Net of receipts/(payments)	8,952	22,100	-	31,052	3,874
A5 Transfers between funds	3,817	(3,817)	-	-	-
A6 Cash funds last year end	38,132	3,817	-	41,949	38,075
Cash funds this year end	50,901	22,100	-	73,001	41,949

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at banks	50,901	22,100	-
		-	-	-
		-	-	-
	Total cash funds	50,901	22,100	-

(agree balances with receipts and payments account(s))

OK

OK

OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Creditors	1,942	-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Clare Cowie
Phyllida Miles

Clare Cowie
Phyllida Miles

11.1.24
11.1.24

Accounts



SOCIAL WORKERS WITHOUT BORDERS

TRUSTEE ANNUAL REPORT 1st April 2021-31st March 2022

Registered Charity No: 1174000



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Letter from the Trustees

In 2021 and 2022 we have seen a ramping up of government policy and media rhetoric aimed at people crossing borders. Amidst a raft of new legislation and guidance seeking to control immigration to the UK (including for people seeking asylum) children and adults continue to lose their lives at UK borders, in immigration detention centres, in housing that is not fit for purpose, and because of poverty and destitution. Between 2017 and the end of 2021, 150 people have died crossing the Channel, 25% of these deaths occurred in 2021 alone¹. New restrictions placed on the asylum process by the Nationality and Borders Act 2022 (that creates a two-tier system contingent on means of entry to the country) seek to limit safe passage options for people fleeing persecution with the aim of deterring ‘unwanted’ migration to the UK. This move is based on two false premises. First, that by removing safe passage options people will not attempt the journey to England; time has shown that this is simply not true, people cross borders because they have to, as British-Somali poet Warsan Shire affirms “*no one puts their children in a boat unless the water is safer than the land*”.² Second, that inward migration to the UK, whether by people seeking refuge and/or better lives, is unwanted by the British public; with recent Ipsos Mori figures³ revealing an upward trend in proponents of increased immigration and a downward trend in those who oppose it.

Whilst public attitudes to immigration shift in a favourable direction, government policy and attitude across the political spectrum remains steadfast in deterring migration. This hostile political (and policy) context has implications for social work. In 2021 and 2022 the UK Home Office have been trialling the National Age Assessment Board, which recruits social workers into Home Office roles to conduct age assessments for young people who are entering the UK. Social Workers Without Borders has taken a stance against the Government’s plans to make changes to how and why age assessments are carried-out, due to a concern about the ethics and reliability of medical evidence and a blurring of the social work role and our duty to children, their welfare, and best interests. Social Workers Without Borders has also taken a stance in relation to Foreign National Offenders and their access to justice. There has been significant public and political interest in the deportation via charter flights of foreign nationals in this period, and we have committed to providing the same pro bono service to foreign nationals who are facing deportation, and their children, as we have to all others who do not have access to legal aid.

Conducting our work as a charity in these times requires us to be up to date with legislative and policy change, to be represented in professional committees that are informing Government policy, and to educate and train our volunteers and the wider workforce about immigration policy, social work, and human rights to pierce hostile media stories about migration, and migrants. This is a critical time for immigration in the UK, where ratcheting government policy and rhetoric are at odds with public attitude. It is a critical time for social work too, where we are tasked, as a profession, with considering the scope and remit of our role, with whom we work and where our professional duty lies. We believe we are playing a positive role in this rapidly shifting landscape, by delivering a unique service to children, families and individuals who have limited access to justice, by educating the current and future social work workforce, and by partnering with academics, clients, and NGOs to build a campaign that hits right at the heart of these issues: demanding (and laying out the evidence) for rigorous pathways for children’s best interests to be central to immigration policy and practice.

This work would simply not be possible without our volunteers and staff. As you will hear within the pages of this report, countless volunteer hours (and crucial staff hours) go into making SWWB happen. Our volunteers and staff deliver lectures, prepare training, meet families, author expert reports, attend committees, take part in research activities, and deliver social media campaigns on top of their busy day to day roles as social workers and social work educators. The great leaps we have been able to take in the past year in recruitment and staffing, capacity building, and dedicated research time have been made possible by our funders the Tudor Trust and the Network for Social Change as well as individual donations. Every client who has access to justice is a result of the commitment of our volunteers, staff, and funders – we cannot thank you enough.

Dr Lauren Elizabeth Wroe

Co-founder and trustee



¹ <https://inews.co.uk/news/migrant-crisis-deaths-crossing-channel-figures-total-higher-warning-1318804>

² ‘Home’ by Warsan Shire

³ <https://www.ipsos.com/en-uk/immigration-tracker-october-2022>

Charitable Objects

Social Workers Without Borders (**SWWB**) was established for the public benefit to relieve need and to promote the physical and mental health of refugees, asylum seekers and migrants in the UK and internationally by:

- Providing excellent social work services
- Promoting excellence in social work practice and developing a model of social work practice with refugees, asylum seekers and migrants
- Providing education and training to social workers and others working with refugees, asylum seekers and migrants

The trustees follow Charity Commission guidance on public benefit when planning and reviewing spending and activities. Social Workers Without Borders furthers its charitable objectives through its Direct Work, Education and Campaigns.

Direct work

Our Direct Work Team is made up of a dedicated team of Case Coordinators who support and supervise social workers and social work students to prepare Independent Social Work Reports. An Independent Social Work Report is a piece of expert evidence that is the outcome of a social work assessment, and makes recommendations about a person's needs, safety and welfare.

Our team of Case Coordinators are social workers who have expertise in social work practice with people with insecure immigration status and they have knowledge and experience of preparing expert evidence. Each case is allocated to a Case Coordinator, a Lead Social Work Assessor, and a Supporting Social Work Assessor. The Lead Social Work Assessor must be a qualified and registered social worker and this role is allocated to the person with the most relevant professional experience. The role of Supporting Social Work Assessor is usually allocated to new volunteers, or newly qualified social workers, or social work students.

The contribution made by our volunteers is phenomenal, and we would not be able to do the work that we do without the committed support of so many fantastic social workers and social work students. We pride ourselves on producing high quality reports, which are well received by the judiciary. Producing an Independent Social Work Report requires a lot of time and skill. We maintain the high standards of our reports, whilst also offering practitioners the opportunity for professional learning and development, by operating a robust supervision, review, and quality assurance process. To achieve this, we harnessed 1792 hours of volunteer time in our Direct Work Team.⁴

Research⁵ indicates that practitioners volunteering with Social Workers Without Borders are strongly motivated by their desire for social justice and they view social work as an activity which has both the power to impact individual's lives and make change on a societal level. Social Workers Without Borders was found to offer a practice space that aligns with practitioner's values and makes a positive, meaningful impact on people's lives. We believe that the model of social work developed in Social Workers Without Borders promotes good practice and offers opportunities for professional development. Furthermore, the sense of shared values and purpose provides resilience to enable social workers to uphold anti-oppressive practice when working across the spectrum of social services.

During the period 1st April 2021-March 31st 2022 the Direct Work Team accepted 32 referrals. There were a further 21 referrals received in this period that were either declined or withdrawn due to a change in the client's circumstances. Decisions to decline cases were usually due to the lack of capacity in the team meaning the piece of work could not be

⁴ **Volunteer time calculation:** Case Coordinator 12 hours (Review the bundle, provide supervision and support to assessing social workers, review the assessment and add reviewing comment), Lead Social Work Assessor 32 hours (Review the bundle, engage with supervision, interview clients, prepare the report), Supporting Social Work Assessor 12 hours (Review the bundle, engage with supervision, interview clients, support with preparation of the report) = 56 hours. 56 x 32 cases = 1792 hours

⁵ CULLINAN F. (2020) 'Why they do it: a study into the motivations of social workers volunteering with migrants for Social Workers Without Borders' in *Critical and Radical Social Work*, 8(1), 2020, pp.111-120, Policy Press.

completed in the timeframe required by the client or because the referral request fell outside the remit of Social Workers Without Borders.

29 of the Independent Social Work Reports concerned the Best Interests of children. These included;

- 10 reports for children with a parent facing deportation.
- 7 reports for children who were making an application for leave to remain after having spent 7+ years continuously resident in the UK.
- 7 reports for children who were making an application to be reunified with a family member. These were all complex reunification cases that fell outside the immigration rules because of the type of familial relationship, for example there were several unaccompanied children seeking to be reunified with a sibling.
- 3 reports were for children in families that were appealing a refused asylum application.
- 1 report was for an unaccompanied child who was appealing a refused asylum application.
- 1 report was for children whose parent was facing extradition.

3 of the Independent Social Work Reports concerned the needs and rights of adults. These included;

- 2 reports for undocumented adults with multiple complex needs and who were applying to regularise their immigration status on Article 8 private life grounds.
- 1 report for a British person with complex health needs whose carer was a person who had had their asylum application refused and was now applying to regularise their immigration status on Article 8 private life grounds.

Independent Social Work Reports are a crucial piece of evidence. Adherence to the UN Convention on the Rights of the Child 1989 requires decisions about children's lives to be made with primary consideration to what is in the child's best interests. To achieve this principle, we believe that there needs to be a holistic assessment that considers the child's unique circumstances and needs. This is consistent with the interpretation of UNCRC 1989 Article 3 as articulated in General Comment 14, which states that:

*"Accordingly, the concept of the child's best interests is flexible and adaptable. It should be adjusted and defined on an individual basis, according to the specific situation of the child or children concerned, taking into consideration their personal context, situation and needs. For individual decisions, the child's best interests must be assessed and determined in light of the specific circumstances of the particular child"*⁶

The assessment facilitates children's participation in proceedings in a manner that is child-focussed and developmentally and emotionally appropriate for the child. Children have a right to be seen and heard when life-changing decisions are being made about their lives. This approach is aligned with Article 12 of UNCRC 1989 and is explained in General Comment 12 (UNCRC, 2009), which states:

*"Article 12 stipulates that simply listening to the child is insufficient; the views of the child have to be seriously considered when the child is capable of forming her or his own views."*⁷

In addition to assessing the rights and needs of children, we have also worked with adults with multiple complex needs, such as acute mental health difficulties, physical ill-health, social isolation, destitution and homelessness. All of which present significant barriers to a person being able to resolve their immigration status and achieve the stability and safety they need.

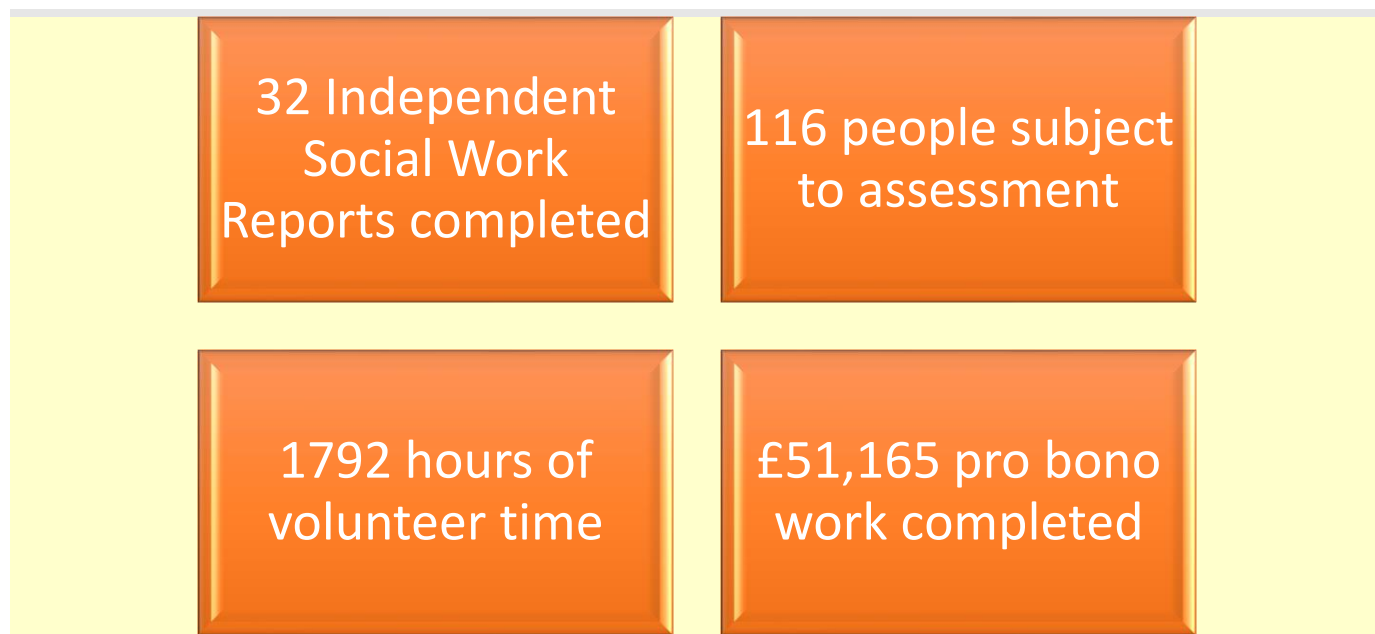
The burden of proof in immigration and asylum matters lies with the applicant, this means that the person who is making an application to regularise their immigration status must provide the evidence to prove the circumstances that their application is based upon. The vast majority of the Independent Social Work Reports we completed were in

⁶ United Nations, The Committee on the Rights of the Child, General Comment 14, 2013

⁷ United Nations, The Committee on the Rights of the Child, General Comment 12, 2009

instances where a person could not access legal aid funding, this means that there was no funding available to pay for an expert to prepare a report. People who do not have the funds to pay for a report themselves, are significantly disadvantaged in preparing their case. **We can carry-out our work without charging a fee (pro bono), and in doing so we are able to tackle barriers to justice that are the outcome of economic disadvantage.** In the period 2021/2022 we completed Independent Social Work Reports on a pro bono basis to the value of £51, 165.⁸

We are of the view that there are injustices built into the UK's immigration and asylum system that disproportionately impact racialised people.⁹ **We view our work as contributing to the pursuit of a more equitable immigration system, and our practice is grounded in a commitment to antiracist social work practice.**



Approximately two thirds of the people we completed reports for were referred by migrant justice and legal charities, this includes organisations such as: Joint Council for the Welfare of Immigrants,¹⁰ Greater Manchester Immigration Aid Unit,¹¹ Refugee and Migrant Forum for Essex and London,¹² Praxis,¹³ Islington Law Centre,¹⁴ North East Law Centre,¹⁵ Kids In Need of Defense UK,¹⁶ Refugee and Asylum Participatory Action Research.¹⁷

Social Workers Without Borders' Independent Social Work Reports are frequently sought by lawyers who are working in the charity sector, as such we consider our service to be a key component of the infrastructure that supports lawyers to ensure their clients have access to justice.

So as we can understand the impact our work makes, and what things we could improve, we asked all the solicitors that we accepted referrals from in 2021/2022 to give us feedback.

⁸ **Pro bono work calculation:** This figure is an approximation based on the following information: This agency identifies £1895 as the fee for an Independent Social Work Report. <https://vivacitysocialwork.co.uk/assessments-social-work-costs#:~:text=Preparation%2C%20Assessment%20and%20Report%3A%20%2C%A31895%20%28This%20includes%20a,Assessments%3A%20%2C%A33500%20Initial%20Telephone%20Consultation%3A%20%2C%A3100%20per%20hour> We have completed 27 assessments on a pro bono basis. 27 x £1895 = £51,165.

⁹ 'From Expendable to Key Workers and Back Again: Immigration and the Lottery of Belonging in Britain,' Runnymede Trust, 2020

¹⁰ <https://www.jcwi.org.uk>

¹¹ <https://gmiau.org>

¹² <http://www.ramfel.org.uk/index.html>

¹³ <https://www.praxis.org.uk>

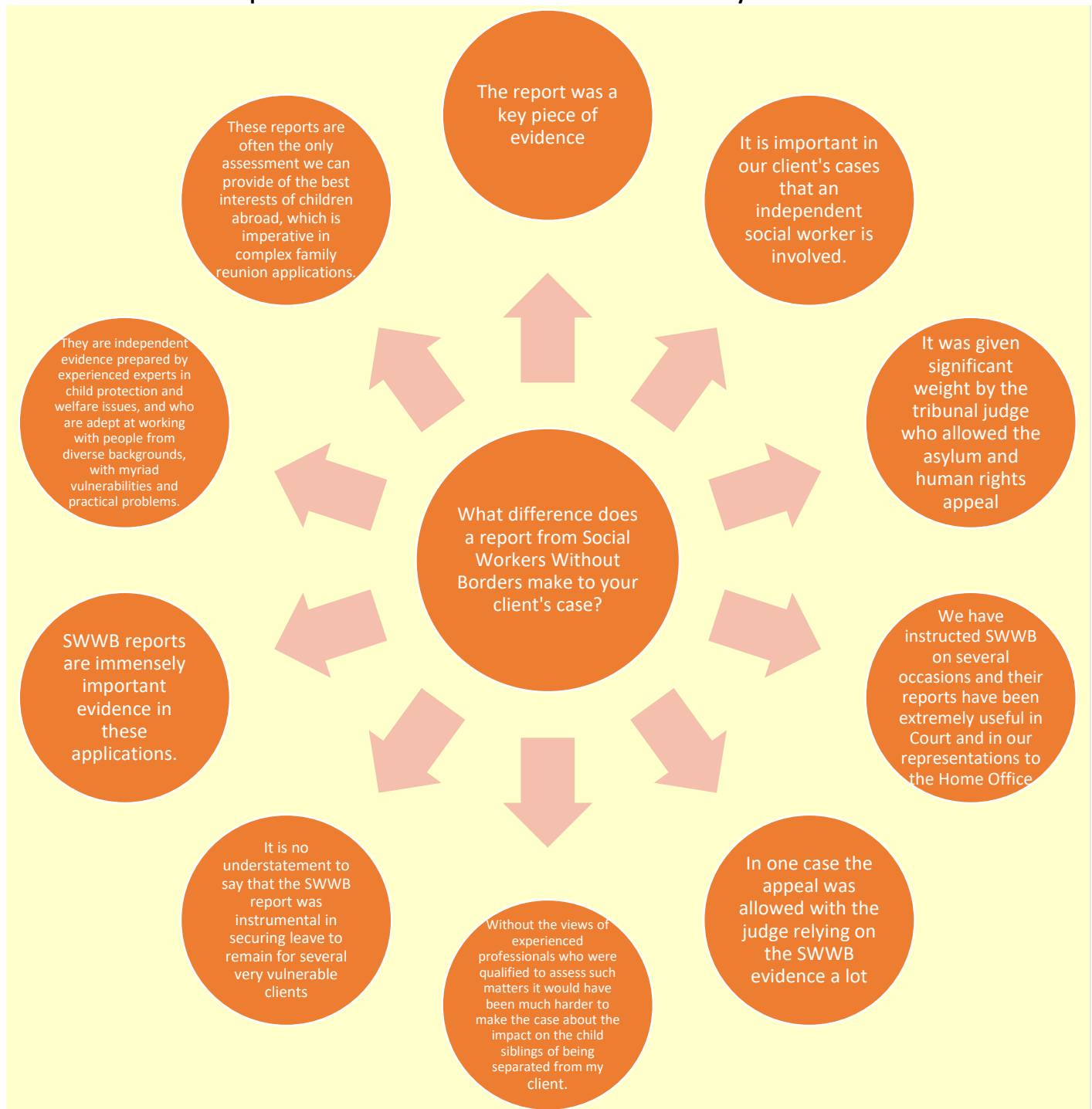
¹⁴ <http://www.islingtonlaw.org.uk/>

¹⁵ <https://www.nelawcentre.co.uk/>

¹⁶ <https://www.kidsinneedofdefense.org.uk/>

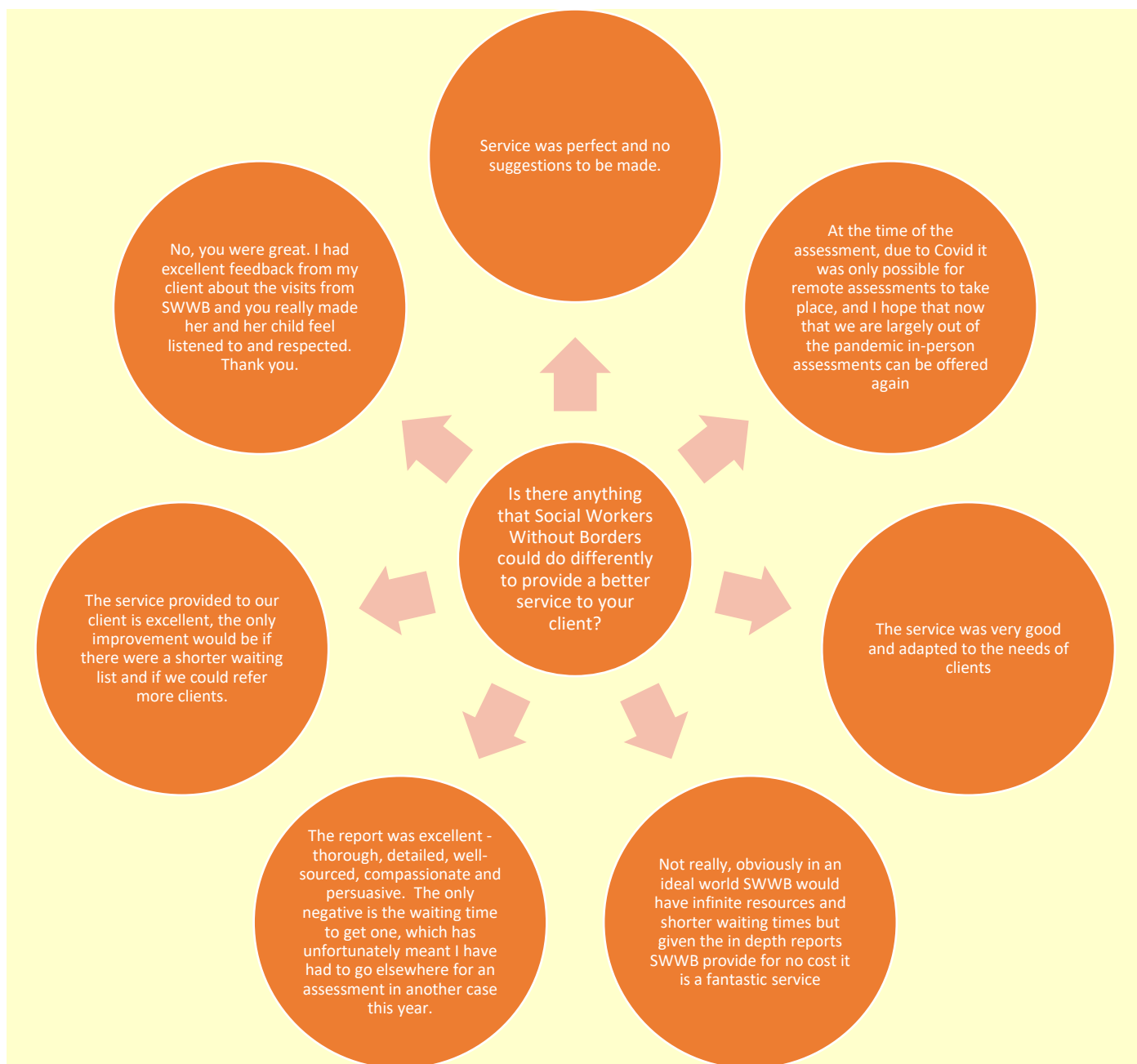
¹⁷ <http://www.rapar.co.uk/>

What difference does a report from Social Workers Without Borders make to your client's case?



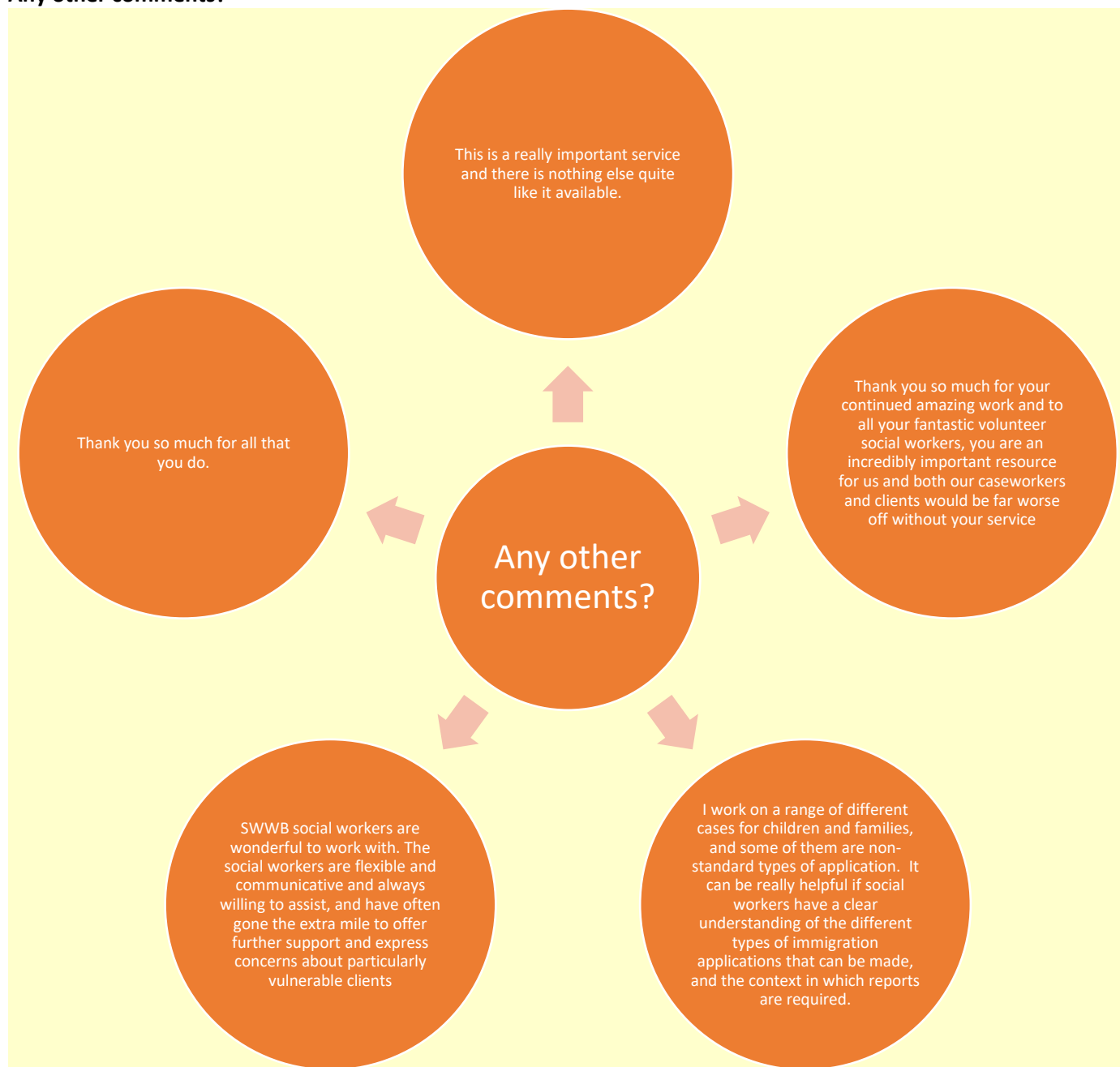
- **Independent Social Work Reports are a key piece of evidence that makes a significant difference to the outcome of cases. Our reports are an important document for making an application to the Home Office and are well received in the courts.**
- **Social Workers provide an expert opinion about children's safety and welfare, and this is crucial for ensuring decisions are made with regard to children's best interests.**
- **Social Workers are able to work with people with complex needs, or whose age and stage of development limit their capacity and facilitate their participation in proceedings.**

Is there anything that Social Workers Without Borders could do differently to provide a better service to your client?



- Referrers were generally very satisfied with the service, identifying that Independent Social Work Reports were of a high quality and the approach to working with their client was person-centred.
- Three of the respondents said that it would be beneficial if SWWB had increased capacity and was able to accept more of the referrals received. We continue to recruit and induct new Case Coordinators and volunteers however we need increased time and resources to be able to expand our operation.
- One respondent identified that their client had to be assessed remotely because of the risks associated with Covid-19 and that they hoped that Social Workers Without Borders is now offering in-person assessment. Now that the risks associated with the pandemic have largely passed, we have returned to in-person assessment. However, we have continued to assess remotely where this is necessary, and we offer a blended approach with parts of the assessment carried-out in-person and part carried-out remotely. In particular, this approach is crucial for the assessments we have completed where a person is overseas.

Any other comments?



- Respondents identified that our service is unique, and it is a crucial resource for the migrant justice sector.
- 1 respondent identified a training need for our volunteers. Our plans for next year include expanding the training we offer to volunteers to support them in their role as an Expert Witness.

Case study 1: Independent Social Work Report completed for three children with a father subject to a Deportation Order

This assessment concerned the rights and needs of three children with a parent facing deportation. The applicant's children were from two different relationships and lived in different areas of the UK. Two of the children were primary school age and one child was a pre-schooler.

The children's father had been living with the Deportation Order for over 5 years. As a result of his immigration status, he was unable to work, he had to relinquish his driving license, he could not access welfare benefits or secure housing. These factors were impacting his parenting capacity, but despite these barriers he was able to travel between the two sets of children, provide them with attuned care, and facilitate the half-siblings to have a meaningful relationship.

To complete the assessment the social worker observed the youngest child in the context of their family. The older children had the opportunity to share their views about the possibility of their father being deported. The children also spoke about their significant worries related to the health and wellbeing of another family member.

The social worker identified that the two older children had needs as 'Young Carers' and that their relationship with their father was a significant mitigating factor against the risks associated their unavoidable, difficult family circumstances and status as 'Young Carers.' The social worker found that the father played a vital role in all three of the children's lives and that the loss of this relationship would be emotionally harmful.

The Independent Social Work Report centred the children's experiences and ensured that they were seen and heard by the decision-maker. The judge gave careful consideration to the evidence provided by SWWB and identified that it was credible and of significant utility in the decision-making process.

Subsequently, the Deportation Order was revoked, and the children are no longer at risk of losing their father.

The judge's comments on SWWB's evidence:

I have considered her report and her responses to questions in oral evidence. I find that she does have relevant expertise to comment upon the relationship between the Appellant and his children and relevant expertise in eliciting the needs and wishes of the children. She is a qualified social worker... I was content that she fully understood her duties to the court... I found Ms J to be a balanced and fair witness. She understood her duties to the court and sets out clearly in her report factors which she cannot comment upon... I accept her evidence that the Appellant had a good relationship with his children and that he had been a significant source of emotional support... In her report, she notes (and I accept) that the boys were relaxed and comfortable with the Appellant, that there was reciprocal affection between them and that the boys had regular overnight contact. She noted that the Appellant would encourage the children with their interests and hobbies and had engaged with them creatively to support their self-confidence. I place significant weight upon her evidence, which I find creates a picture of a parental figure, who is actively involved in his children's lives to their significant benefit. I also find and accept that previous separation from their father (when he was in custody) had a clear detrimental impact on the boys' well-being. I have come to this conclusion after considering all the evidence, but having placed significant weight upon Ms J's report...

Case Study 2: Independent Social Work Report completed for an undocumented, homeless adult

Two social workers completed an Independent Social Work Report for a man who had multiple complex needs. He had been living in the UK as an undocumented migrant, and for over 10 years he had been street homeless. As a result of not having any legal status to be in the UK he was subject to the No Recourse to Public Funds condition, this meant he was unable to access housing, welfare benefits, had limited access to healthcare, and was unable to seek employment.

The man had a traumatic childhood. He was socially isolated and had been rejected by his family because of prejudice about his sexuality. He had a history of acute mental health difficulties and alcohol dependency; in addition, he had a significant sight impairment. Due to his marginalisation, he was at risk of exploitation.

The social workers completed a report that made clear how the accumulation of all of these factors placed the man at significant risk and advised that it was essential that he remain in the UK where he was able to access the support and services that were vital for his health, wellbeing and safety.

The Home Office accepted the man's application, citing his medical condition and need for treatment in the UK. He was granted a period of leave outside the rules on an exceptional basis.

In addition to securing his immigration status he had the No Recourse to Public Funds condition lifted. This meant he would be able to access services and he would no longer be homeless and destitute.

Feedback from the solicitor:

"... application for leave outside the rules on medical grounds (Art 3&8 ECHR) was successful for a client that SWWB provided an ISWR.

The client has been granted leave to remain with access to public funds. The SWWB assessment was instrumental evidence in this application...

...The client suffers from multiple serious mental and physical health conditions, as well as being registered blind. He has been in the UK for nearly 17 years without status and is long term homeless. The difference this grant will make to his security and quality of life is massive."

Education

Social work education is key to making positive changes to the social work profession. Our teaching raises awareness of the intersection between social care and immigration policy and promotes best social work practice and a rights-based approach to practice with people with insecure immigration status. Through radical education we are able to influence individual practitioners and in-turn, enable them to disseminate the learning, so that together, we can create a culture shift across the profession.

We delivered education to 625 participants, a figure that is relatively stable to the previous year. In addition to teaching university students, we developed and delivered two specialist lectures that took a deeper dive into specific areas of social work practice with people with insecure immigration status and we presented on a panel of experts.

Workshop/lecture/panel participation	Number of attendees
Stirling University	25
University of Gloucestershire	52
Manchester Metropolitan University – social work MA and BA (2 teaching engagements)	140 (a12pprox.)
Hertfordshire County Council Festival of Practice	78
Doughty Street Chambers ¹⁸	30
University of Derbyshire	30
Manchester Metropolitan University – Health and Social Care	12
Social Work England ‘World Social Work Week 2022’ ¹⁹	163
SWWB/PAFRAS online training event	95
Total	625

Raising our profile as experts: putting Best Interest Assessment on the map

We were delighted to be invited by Doughty Street Chambers ²⁰ to join a panel of experts to deliver a seminar for lawyers. Our input into this seminar gave lawyers insight into instructing social workers to complete Best Interest Assessments for children when they have a parent who is facing extradition. We consider this to be an indicator that Social Workers Without Borders is recognised as having a unique expertise in this area of practice. Furthermore, social work evidence, which can provide Best Interest analysis and recommendations, is increasingly sought as a means of foregrounding the rights and needs of children, and adults with complex needs.

Collaboration: education as a tool of social movements

As members of the Solidarity Knows No Borders (SKNB)²¹ community we have been active in the Political Education group. Social workers were identified by the SKNB community as being a group who have power to impact the quality of people’s lives, and who need education about immigration policy to improve the support they provide. The political education group recognises that social workers face complex ethical challenges in statutory practice, whilst having the potential to be allies and agents of change. From the outset, we have sought to recognise the challenges that social workers face, and offer them a space of solidarity and community, so as they are empowered to join the movement

¹⁸ ‘Maternal Imprisonment Across Borders’ <https://www.youtube.com/watch?v=T3SdUxDT2pQ>

¹⁹ [Social Workers Without Borders | Social Work Week 2022 - YouTube](#)

²⁰ Doughty Street Chambers is an internationally renowned chambers, which employs some of the UK’s leading barristers. <https://www.doughtystreet.co.uk>

²¹ <https://firmcharter.org.uk/> Solidarity Knows No Borders (SKNB) is a community of migrant organisations, groups, and individuals, working in solidarity, to end hostility and racism against migrants and refugees.

for migrant justice. This has involved delivering online training, providing social workers with resources, and offering peer support through regular online meetings. As a part of this community, we have been able to collaborate with other organisations, drawing on their different experiences and knowledge to enhance the training we provide to social workers and social work students.

We linked up with Migrants Organise²² to develop a lecture about social work with adults who have insecure immigration status and have complex care needs. This teaching resource focussed on resolving immigration status for adults with mental capacity impairment and on Care Act assessment for adults with no recourse to public funds. We delivered the training to 78 social care professionals working for Hertfordshire County Council.

We worked with PAFRAS²³ to create a lecture that focussed on safeguarding children and young people in the context of current immigration policies. The training was delivered online and aimed at social care staff, including social workers, personal advisors, independent reviewing officers and foster carers. Young people from PAFRAS' 'Young Migrants Matter' project provided voice recordings that centred their experience and expertise within the training, and they reviewed the presentation slides to ensure the teaching materials were a relevant and robust teaching resources from the point of view of young people with lived experience of the hostile environment.



Feedback about 'Protecting young people and children seeking asylum in a hostile environment' training:

95 people attended the online teaching session and afterwards 17 people completed the online feedback form. All of these people were social care professionals or social work students, so this is a strong indicator that we reached our target audience. 12 of the respondents identified that they work with unaccompanied children and that the training was beneficial to their practice. We asked attendees:

'How has this training impacted your future work?' The feedback was really positive, with all attendees having gained knowledge, with a strong focus on the lived experiences of young people, useful resources, and improved practice. The themes of what attendees took from the session can be summarised in this word cloud.

Resources
Lived experiences
Improved practice
Knowledge
Challenge Hostile Environment
Supporting young people
Share information with colleagues
Trauma-informed

Inspired
Excellent
Need more time on the topic
Worthwhile, informative, useful
I'm not alone
Thank you
Compassion and enthusiasm
Everyone should receive this training

Any additional thoughts or comments? Respondents were thankful for the provision and generally positive about the quality of the material. However, approximately a quarter said that there was too much information packed into the two-hour teaching session and shared that they would have liked longer to learn about the topic.

²² <https://www.migrantsorganise.org/>

²³ <https://pafra.org.uk/>

We will continue to work with the SKNB Political Education in the coming year. We have reflected on the feedback from the training we have already delivered and are moving forward with a plan to deliver a series of online teaching events which will be shorter and cover bitesize topics. We will continue to work with the network to build a community of social workers who are empowered through knowledge, using education as a tool of social change.

Campaigns

We have a core team of 4 volunteers who work with our Development Lead and a Trustee to deliver our campaigning objectives. The team takes an agile response to the changing policy context, supports the campaign working of other organisations, and continues to work on our longer-term plans for seeking changes to the way that children's safeguarding and welfare needs are protected in immigration and asylum matters.

Research

Our Campaigns Team has partnered with the European Children's Rights Unit at University of Liverpool to produce a piece of research about the experiences of children with a parent subject to a Deportation Order. A considerable proportion of the Independent Social Work Reports carried out by SWWB concern this cohort of children. We are focussing on deportation cases as a case study; if we can better understand how to protect and promote children's rights in deportation cases it will deepen our understanding of how to enforce rights-related obligations in respect of all children subject to immigration and asylum law. Children in deportation cases face the most significant barriers to justice for the following reasons:

- In deportation cases children are not an applicant and are generally not party to proceedings; instead, their needs are considered as a 'dependent' on their adult parent, rendering them and their interests at best conterminous with those of the parent and at worst, invisible.
- People subject to deportation proceedings do not generally qualify for legal aid.²⁴
- Deportation cases set the highest legal bar for the s.55²⁵ welfare test and Article 8 family life²⁶ claims to be successful due to the 'unduly harsh' test.²⁷
- Narratives around "foreign national offenders" are used as political justification for the UK's most punitive immigration policies and, as such, there is limited public consciousness and sympathy for families impacted by deportation, and their children. Indeed, the radical changes proposed by the Nationality and Borders Act 2022, and by plans to overhaul the Human Rights Act are driven by an explicit desire to curb the purported abuse of the immigration and asylum system by foreign national offenders.

²⁴ Legal Aid, Sentencing and Punishment of Offenders Act (LASPO) 2012. Only in exceptional cases, where funding is necessary to prevent a breach of human rights, will legal aid potentially be available to claimants (s.10 LASPO).

²⁵ Section 55 of the Borders, Citizenship and Immigration Act 2009 places a duty on the Government to have regard to the need to safeguard and promote the welfare of children in matters related to immigration, asylum and nationality.

²⁶ Article 8 of the Human Rights Act 1998/European Convention on Human Rights protects your right to respect for your private life, your family life, your home and your correspondence. It is a qualified right, meaning a public authority can sometimes interfere with your right to respect for private and family life if it is to protect other people's rights or in the interest of the wider community.

²⁷Section 32(5) of the UK Borders Act 2007 which: "mandates that, unless certain circumstances apply, the Home Secretary must make a deportation order against a "foreign criminal", defined in the same Act as a person who has been convicted of an offence and sentenced to 12 months' imprisonment as a result. There are certain exceptions to this rule including if an individual has children and spousal ties in the UK or is socially and culturally integrated. The family life exception is subject to the 'unduly harsh' test (Section 117 (5) Immigration Act 2014), meaning that the exception will only apply if the appellant can evidence that it would 'unduly harsh' for the family to be separated, in some cases a further caveat of 'very compelling' circumstances must additionally be evidenced.

Thanks to funding from The Network for Social Change, once the research is complete, we will produce a public report. The report will make recommendations about procedural changes that are needed to more robustly safeguard children in immigration decision-making.

Raising awareness: a social work perspective

During this period, we reviewed our social media strategy and as a result have initiated a small group of volunteers whose remit is to support our social media output. This work is supported by our Development Lead and a Trustee. This group meets once a week to schedule social media posts. Having this dedicated group has seen our social media output increase in volume and quality. Social media is an important way for us to share information and raise awareness. Our social media following tends to be social workers, social work students, and those with an interest in social care. We have used social media to share information about policy changes in relation to immigration and asylum matters in a manner that is accessible and useful for social care professionals. We have also been sharing resources that we believe support good social work practice using the hashtag #swwbresource sharing.

Unaccompanied Children

During the 2021/2022 period the New Plan for Immigration has become the Nationality and Borders Bill. Dubbed the 'Anti-refugee Bill' it represents the latest incarnation of the 'Hostile Environment' approach to immigration policy. There are a raft of measures within the Bill that seek to make it nearly impossible for refugees to seek safety in the UK. The scope of the changes are broad and complex, as an organisation we made the strategic decision to focus our campaigning efforts on the changes to age assessment of unaccompanied children. We chose to focus on this because this aspect of the Bill has serious implications for the social work profession and we felt that as social workers we are a stakeholder, and we have the expertise to comment on this. We take this action to limit the harm done to the people we support, and to protect the integrity of the role of the social worker.

We are particularly concerned about the creation of the National Age Assessment Board (NAAB), as this is a body that will be staffed by social workers and sit within the remit of the Home Office. NAAB social workers will receive referrals from Local Authorities to complete age assessments for safeguarding purposes and the Home Office will be able to direct the NAAB social workers to complete age assessments for immigration purposes. The NAAB social workers will have the power to override a Local Authority social work decision about a person's age. The NAAB social workers will not be the young person's allocated social worker and the way the process is set up will not support trauma-informed, relationship-based practice. We are of the view that carrying-out age assessments for immigration purposes muddies the social work role.

Last year we raised our concern about Home Office's approach to social work practice at Kent Intake Unit via a public letter and raising parliamentary questions through a Member of Parliament. Our concern is that the NAAB further embroils social workers in the kind of poor practice that was seen at Kent Intake Unit.

Our Development Lead has taken on the role of co-chairing the Age Assessment Subgroup of the Refugee and Migrant Children's Consortium.²⁸ This has enabled SWWB to work with lots of the leading charities working with refugee and migrant children and families. We have worked with our RMCC colleagues to share information across the sector, prepare briefings, and respond to Government's consultation on the statutory guidance for NAAB social workers.

In addition to our work responding to changes to the age assessment process, we have worked on other issues that relate to unaccompanied children, this includes:

- Raising safeguarding concerns to protect unaccompanied children in accordance with the provisions to protect children in care.²⁹ Adding our support to public letters that highlight the safeguarding risks associated with unaccompanied children being placed in hotels rather than accommodated under the Children Act 1989.³⁰

²⁸ <http://refugeechildrensconsortium.org.uk/>

²⁹ [Social work provision for asylum-seeking children in hotels is insufficient, say charities - Community Care](#)
[Unaccompanied migrant children crisis risks overwhelming children's services | Social Work Today](#)

³⁰ [Placing unaccompanied children in hotels is a breach of their rights | Children England](#)

- We have added our support campaigns, such as Da'aro Youth Projects call for an inquiry into the suicides of unaccompanied asylum-seeking children and young people³¹, and called for the Government to make urgent changes to the asylum process so as children are not harmed by the increasingly lengthy delays in processing their applications.³²
- We have collaborated with our colleagues in RMCC to ensure evidence about the experiences and needs of unaccompanied children in the care system has been considered as part of the Independent Review of Children's Social Care.³³

Evacuation of Afghanistan

In August 2021, British and American forces withdrew from Afghanistan, and left a situation in which people there were left in a chaotic and dangerous set of circumstances. As this was unfolding, one of the people we have formerly prepared an Independent Social Work Report for got in touch, although they had settled status in the UK they had returned to Afghanistan to try and help family members caught up in this humanitarian crisis. Subsequently they found themselves unable to access the UK Government's evacuation response, one of our Trustees, Lynn King, worked tirelessly to contact officials at the Foreign and Commonwealth Office and support him to seek safe passage out of Afghanistan. With his permission we shared videos documenting his experiences on social media and with press outlets, to raise awareness of the plight of people left to deal with the consequences of the withdrawal of occupying forces.

Following on from this, we were shocked and disappointed by the treatment of Afghan refugees here in the UK. We wrote a letter on behalf of the social work profession to several Government Ministers raising our concerns about the inadequate treatment of Afghan asylum-seekers. This letter was supported by the British Association of Social Workers,³⁴ the Social Workers Union,³⁵ and Social Work Action Network.³⁶

Structure, Governance and Management

Our Structure

Social Workers Without Borders is a Charitable Incorporated Institution, whose only voting members are its charity trustees. It has a 'foundation model' constitution dated 28 July 2017.

None of the trustees hold any property on behalf of the charity.

The trustees are ultimately responsible in law for the financial and strategic management of the charity. They are supported by the Development Lead. Trustees are expected to attend general meetings, all monthly Board Meetings and contribute purposefully to decision making. Policy decisions are made with the Development Lead. Our model of having a Trustee and the Development Lead in each of our working groups allows for decisions to be made collectively and for power to be delegated across our organisation. Trustees draw upon the expertise of our volunteers, whom are experienced practising or academic social workers. This enables them to further our objectives to promote excellent social work services and develop new models of social work best practice for social workers and others working with refugees, asylum seekers and migrants (our beneficiaries).

Four new trustees were recruited after the end on the financial year. increasing the size of our Board to eight. The appointments were made by the existing Board of Trustees following a skills audit. We circulated adverts on

³¹ <https://www.daroyouth.org.uk/news>

³² <https://gmiau.org/public-letter-asylum-delays/>

³³ <https://www.gov.uk/government/groups/independent-review-of-childrens-social-care>

³⁴ <https://www.basw.co.uk/>

³⁵ <https://swu-union.org.uk/>

³⁶ <https://socialworkfuture.org/about-us/>

<https://www.charityjob.co.uk> and <https://reachvolunteering.org.uk/>, within our networks, and on our social media platforms. The new appointments will strengthen our Board and broaden our expertise.

At SWWB, we work in subgroups that are comprised of a mixture of the different roles. The subgroups reflect the three main strands of our work. Each subgroup reports to the ‘whole team’ meeting and is responsible for delivering and developing our aims.



Our SWWB team, consisting of approximately 16 professional social workers, who give hundreds of hours to supervise our direct work, deliver training and raise public awareness. In addition to our core team, we have a national network of social workers and social work students who complete Independent Social Work Reports

Risk Management

Social Workers Without Borders understands the importance of recognising and managing risk. The Board of trustees has established a risk register which it maintains in order to identify, evaluate and manage risk. Any issues of concern are discussed at the monthly trustee meetings.

There are systems and procedures in place to mitigate the risks faced by the charity and these are reviewed periodically.

The trustees, volunteers and staff conducting social work assessments are all registered social workers and robust safeguarding and supervision procedures are in place. Our safeguarding policy is reviewed annually. Particular care is taken over confidential information and we use a secure database (Lamplight) for our client information. Volunteers are instructed to use this in line with our GDPR policy. Trustees, staff, and volunteers carrying out our social work assessments and training sessions are covered by our professional indemnity insurance. We also have public liability and employer’s liability insurance in place.

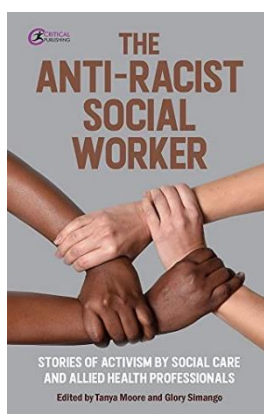
There are procedures in place for the authorisation of all financial transactions to minimise our internal risks. Our payroll is managed externally by a payroll provider. Following a recent review, the trustees have decided to appoint a professional bookkeeper.

Trustees recognise that there is a significant risk to funding as we enter the final year of our current funding cycle. We are working on the development of a new strategic plan to allow for the diversification of income and ambitious plans for the growth of the charity. Trustees hope this will allow us to respond to the growing demand for our services and meet the needs of our beneficiaries in the current hostile immigration climate.

Our record with the Charity Commission can be found at www.charitycommission.gov.uk by searching on this site using our charity number 1174000.

Financial Review

- Over the past two years our charity has grown significantly due to a generous three-year grant from the Tudor Trust which has enabled us to employ a full-time member of staff as our Development Lead. Our overall Income is slightly down on 2020/21. This is mainly due to a £7,416.00 grant we received in 2020/21 grant from The Network for Social Change (TNfSC).
- Trustees successfully applied for further funding with TNfSC and in April 2022 received a larger grant for £22,100 which will be used to fund a volunteer co-ordinator. This will enable us to build capacity for our direct work stream and enable us to undertake more social work assessments. Income from Social Work assessments has increased in the last financial year.
- Trustees were very grateful to receive another welcome donation from the Chillag Family Charity Trust.



We would like to thank the authors of 'The Anti-Racist Social Worker'³⁷ for kindly donating the royalties from the book to SWWB.

Our funding year with Tudor Trust runs 1 May – 30th April. Payroll expenditure increased slightly from last year as it was our Development Lead's first full year in employment, however salary costs remained unchanged.

We have managed to keep our operating costs low enabling us to spend our income directly on our charitable activities and delivering for our beneficiaries. At the end of the year, we had a small surplus of £3874. We also held £38,132 in unrestricted funds. Some of this money is designated for payroll costs and the launch of our public report in 2023 resulting from the research carried-out with the University of Liverpool. The remainder is held in reserves. 1 May 2022-30 April 2023 will be the final year of our funding cycle with Tudor Trust so trustees will need to take measures to diversify our income. The trustees are mindful of their responsibilities to pay staff. This makes up a large proportion of our expenditure. Given the uncertainty trustees have agreed to set aside reserves equating to approximately 6 months running costs in order that we can pay future salaries and keep our operations running until further funding is secured.

³⁷ *The Anti-Racist Social Worker*, [Tanya Moore](#) and [Glory Simango](#) (Eds), Critical Publishing, 2021

Trustees

Phillida Miles



Phillida has run a successful consultancy company for 18 years, and has experience of tendering and contracts, managing finances, and business sustainability.

As an independent social worker, her commissions have spanned organisational change, project management, interim management, service reviews, practice auditing and consultation processes. Phillida also designs and delivers a regular programme of training courses to health and social care staff. Additionally, she creates and facilitates team and business development events and is a qualified coach (ILM level 7 certificate in executive coaching and mentoring).

Phillida is a registered social worker with over 30 years' experience in health and social care as a practitioner and manager. She has worked in a wide range of roles and services including mental health, residential care, community social work, a family centre, been an independent chair for child protection conferences and managed several adult social work teams.

Her connection with SWWB started in April 2016 when the founder members started volunteer work in Calais. This was driven by her concern for refugees particularly unaccompanied minors.

Lynn King



Lynn is one of the founders of Social Workers Without Borders. Lynn is a passionate and committed to working with those left vulnerable by borders and is driven by her conviction for humanitarian response to the crisis of displacement and border controls. Reading about the experience of women and children in Calais at the camp during 2016, motivated Lynn to take action, and mobilise other social workers. It was through the experiences and contacts made in the camp that the first Best Interest Assessments were created, working alongside Duncan Lewis Solicitors. This resulted in the completion of 40 Best Interest Assessments with social work volunteers from across the UK, to support children and young people to seek a safe environment.

She is a qualified Social Worker and works in Local Authority social work, where she is a Practice Lead for Social Work with Older Adults. She is an experienced Best Interest Assessor, conducting mental capacity assessments and making best interest decisions to protect and empower people unable to do so themselves. Lynn is a qualified Practice Educator and Newly Qualified Social Worker Assessor, working with students, new social workers and developing social workers to embed evidence-based practice.

Lynn has made contribution to chapters in three social work books about social work practice with asylum-seekers, refugees, and migrants.

Dr Lauren Wroe



Lauren is an Assistant Professor (Research) in the Sociology Department at Durham University where she leads two research projects exploring international and social justice issues in child protection.

Lauren has a PhD from the University of Manchester where her thesis was a critical analysis of the language of refugee advocacy organisations and the impact of these discourses on self-narratives and the construction of social justice versus charity responses to asylum seekers, refugees, and migrants. Lauren's research interests include international child protection and macro approaches to social work that account for, and address, structural determinants and constructions of individual and family problems. Lauren's research is grounded in a commitment to a social justice approach from a feminist and anti-racist perspective.

Dr Bridget Ng'andu



Bridget has nearly 25 years of experience in social work practice and education. She has practised social work in a range of settings including in a primary school in Botswana, Southern Africa, and as a frontline Social Worker in Children and Families in the UK.

Bridget is currently a Senior Lecturer and Head of Social Work at the University of Kent. She is also Co-Chair of the Black, Asian and Minority Ethnic Staff Network at the University. Her research interest includes race and ethnic studies, anti-racist social work (including exploring the relevance of whiteness and privilege in social work education); decolonising social work education (promoting the inclusion of indigenous knowledge and research); radical social work practice and activism; migration, refugees and asylum seekers; and exploring social work practice in the voluntary sector.

Her involvement with SWWB started in 2016, when she, started volunteering in Calais, to support children, young people, and adults in in the camp. Bridget was also involved in undertaking Best Interest Assessments in the camp to support unaccompanied minors and families applying for immigration status in the UK.

Molly Abraham



Appointed 16 May 2022

Molly is a UK registered social worker with experience in leaving care teams, working predominantly with separated children. She has worked in the forced migration field since 2010 and currently works as Head of Casework at CARAS, an organisation based in London working with people seeking asylum. Previously Molly has worked at a social work centre in Southern Morocco and has spent time volunteering in both Greece and Calais.

Erfan Alaei



Appointed 16 May 2022

Erfan is a UK registered social worker. While studying for his Bachelor of Social Work in Iran he voluntarily worked with refugees and people with disabilities there. Erfan holds a Masters in Human Resource Management from the University of Lancaster. He is currently working in recruitment and talent acquisition. Moreover, he is a person with lived experience of the UK's asylum system and offers invaluable insight into the challenges facing people seeking safety in the UK. In response to his experiences of the 'hostile environment' policy context, Erfan is a political organiser and campaigner.

Clare Cowie



Appointed 13 June 2022

Clare is a former city lawyer who worked on high value cross – border insolvency and restructuring cases for a top-tier law firm. She subsequently moved to the financial sector and gained international experience at a FTSE 100 firm where she worked on global fund launches and managed legal and regulatory risk on billions of dollars of assets under management. Clare is on the National Leadership Team for Citizens UK’s Settle our Status Campaign which is seeking a regularisation process for people with insecure immigration status. She delivers legal confidence sessions to members of the refugee community with Lawyers Against Poverty and recently contributed to Just Fair’s Civil Society Parallel Report of England & Wales for the UN Committee on Economic, Social and Cultural Rights.

Jamie Bell



Appointed 21 October 2022

Jamie is a Solicitor in the Public Law and Immigration Department at Duncan Lewis Solicitors. Jamie brings extensive knowledge and skills in immigration and asylum law to the Board. He has significant experience in a wide variety of complex and high profile cases, including: litigation that has prevented the detention and removal of hundreds of Afghan nationals; extensive experience dealing with vulnerable clients, including those in detention, those suffering from complex psychological issues and victims of torture and trafficking; and giving advice and support to unaccompanied refugee children in their applications to come to the UK under the ‘Dubs Amendment’, playing a leading role in the second visit in organising the taking of instructions and liaising with social workers. Jamie is a Recommended Individual in the 2019, 2020 and 2021 editions of The Legal 500 for his work involving civil liberties and human rights. He was nominated for Public Lawyer of the Year at the LAYS in 2022.

Staff

Development Lead, Naomi Jackson



Naomi is an experienced Social Worker with a base in statutory Child Protection along with a rich history of social work volunteerism and community activism. She has developed a social work specialism in working with people with insecure immigration status. Naomi has a particular professional interest in children's rights in the context of immigration policy.

Naomi has developed our campaigning and policy strategy and delivered successful funding bids to further this work. Naomi has advanced our organisational profile by networking, developing partnerships, and collaborating with other likeminded organisations. Naomi leads our research project with the University of Liverpool.

Volunteer Coordinator

We have secured funding to employ another member of staff. The new member of staff will be responsible for coordinating our volunteers and providing administrative support. With this additional resource we will be able to focus on volunteer training and retention. This additional member of staff will also increase our Development Lead's capacity. We are incredibly grateful to the Network for Social Change for funding this role.

Volunteers



Steering Group

The Steering Group consists of 11 social workers practitioners, all of whom have a specific interest and commitment to this area of work and are active volunteers in one of the strands of our work. Steering Group meetings are also attended by the trustees and the development lead.

Our dedicated volunteers give their time to further SWWB aims and objectives. The Steering Group give hundreds of hours of practical support across a range of tasks. This includes acting as a Case Coordinator to support volunteer

social workers to complete assessments, delivering workshops and lectures, writing content for our newsletter, and managing our social media.

The Steering Group is made up of social workers who have extensive experience and expertise across all areas of statutory social care, and in specialist third sector organisations working with refugees, asylum-seekers, and migrants.

National Volunteer Network

All volunteers undertaking assessments must complete an SWWB agreement form, have a current DBS check and provide two references before commencing work with SWWB. There are always two practitioners for every assessment, the Lead Social Work Assessor must be a registered social work with Social Work England. The Second Social Work Assessor may be a social work student. The Assessing pair are supervised and supported by one of our Case Coordinators.

Reference and administrative details

Charity name: Social Workers Without Borders (not known by any other names)

Trustee Annual Report dates: 1st April 2021-31st March 2022

Registered Charity No: 1174000

Address: Unit 13249, PO BOX 6945, London, W1A 6US

Email: Trustees@socialworkerswithoutborders.org

Website: www.socialworkerswithoutborders.org

Declaration

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

Signed on behalf of the charity's trustees

Signature(s)

<i>Phillida Miles</i>	<i>Clare Cowie</i>
Phillida Miles	Clare Cowie
Trustee	Trustee

Full name(s)

Position

Date

18 January 2023



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

SOCIAL WORKERS WITHOUT BORDERS

On accounts for the year
ended

31 March 2022

Charity no
(if any)

1174000

Set out on page

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2022.

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 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

19 January 2023

Name:

Chaweevan Williams FCCA

Relevant professional
qualification(s) or body :

Chartered Certified Accountants

Address:

Verdant Accountants Limited

20-22 Wenlock Road, London N1 7GU



CHARITY COMMISSION
FOR ENGLAND AND WALES

SOCIAL WORKERS WITHOUT BORDERS

1174000

Charity Name

Receipts and payments accounts

For the period
from

Period start date
01/04/2021

To

Period end date
31/03/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	4,969			4,969	4,851
Grant - Network for Social Change	-			-	7,416
Grant- Tudor Trust	-	47,667		47,667	49,667
Articles and authoring income	-			-	477
Assessment Income	2,952	-	-	2,952	2,252
Training income	300	-	-	300	420
Bank Interest	1	-	-	1	0
	-	-	-	-	-
Sub total (Gross income for AR)	8,222	47,667	-	55,889	65,083
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,222	47,667	-	55,889	65,083
A3 Payments					
Staffing:					
Salary Payment	-	37,363		37,363	25,096
Pension Contributions	-	2,520		2,520	2,520
NI - Employers Contribution	-	3,747		3,747	5,148
Staff Internet and Telephone	-	220		220	200
Office Equipment	-			-	790
Staff Travel	-			-	58
Staffing Total	-	43,850	-	43,850	33,813
Running Costs Total:					
Volunteer Expenses	633			633	181
Trustee Expenses	70			70	0
ICO registration	35			35	40
CRB Checks	-			-	128
IT software, consumables, Website & Zoom	1,234			1,234	502
Database/Lamplight	-			-	449
Direct Support	-	-	-	-	185
Team meeting catering & venue hire	998			998	0
Insurance	1,067	-	-	1,067	1,066
Postage, Freight & Courier	55			55	0
Advertising & Marketing	38			38	0
Accountancy & Examination fee	500			500	0
Bookkeeping & Payroll cost	423			423	0
Interpreter fees	112	-	-	112	0
Training and development	3,000			3,000	0
Running Costs Total	8,165	-	-	8,165	2,551
	-	-	-	-	-
Sub total	8,165	43,850	-	52,015	36,364
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	8,165	43,850	-	52,015	36,364
Net of receipts/(payments)	57	3,817	-	3,874	28,719
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	38,075	-	-	38,075	9,356
Cash funds this year end	38,132	3,817	-	41,949	38,075

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at banks	38,132	3,817	-
		-	-	-
		-	-	-
	Total cash funds	38,132	3,817	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Credit balance with HMRC to off set against future liabilities.	(3,340)	-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Clare Conna
Phillida Miles

Clare Conna
PHILLIDA MILES

18/01/23
18/1/23

SOCIAL WORKERS WITHOUT BORDERS

England & Wales - Charity number 1174000

Accounts



Social Workers Without Borders

Trustee Report and Financial Statement

1st April 2020 to 31st March 2021

Charity No: 1174000

CONTENTS

- 1. About Us**
- 2. Our Structure & Governance**
- 3. Our Three Pillars – Objectives, Activities Achievements**
 - (i) Direct Work**
 - (ii) Social Work Education**
 - (iii) Campaigns**
- 4. Future Plans and Development**
- 5. Technology, Risk Management and Policies**
- 6. Message from the Trustees**
- 7. Financial Statements**

1. ABOUT US:

Our foundation in Calais

Social Workers Without Borders (SWWB) is a registered charity, established in March 2016 and registering for charitable status in August 2017. SWWB was initially established as a collective of social work volunteers across the UK, in response to the rapidly unfurling safeguarding crisis in the unofficial Calais refugee camp, where hundreds of unaccompanied children were seeking to make applications to claim asylum in the UK. Initially, as a network of social work volunteers, we worked with children and NGO's in the camp and eventually, collaborated with the Calais Legal Shelter and Duncan Lewis solicitors to conduct over 40 'Best Interest' assessments to support some of these children's asylum applications, under Dublin III and the 'Dubs' Amendment.

The valuable experience that we gained during this time, listening to the voices of people living in the camps, including facilitating children's participation in their legal claims, and witnessing the obstacles that are faced, galvanised us to continue our work in the UK after the Calais camp was dismantled.

Our Development in the UK

Our experience in Calais showed us there is an important role for social workers as independent expert witnesses in immigration and asylum claims.

We have sought to engage with ethical and social justice based social work which demanded a focus on activist involvement in social work education and campaigning to underpin our direct social work practice.

We developed a three stranded strategy that was eventually formalised as the three pillars of our charitable work: **direct work** with children and families impacted negatively by borders, **social work education** to promote the rights of migrant children and families and to foster the skills and knowledge needed to be an effective ally, and **campaigning** - using our platform as social care professionals to challenge unjust policies and practices in relation to the rights of migrant children and families.

We have provided a full report of our work in these three areas, detailed below, however highlights of our work this year have included;

- Our first year of having a member of staff has seen SWWB go from strength to strength. Our Development Lead has become established in this new role and helped us refine our working practices and created opportunities for our organisation to expand the scope of our work and increase our potential to achieve a positive impact for refugees, asylum seekers and migrants.
- We have also secured funding from The Network for Social Change (TNfSC)¹ to develop a campaign that we will lead. The first stage of our campaign is to produce a public report that will evidence the need for change in relation to children's rights in immigration and asylum law, and from which we will launch our campaign and pursue a change of policy.
- We have commissioned Impact Law for Social Justice (ILfSJ)² to provide training and consultancy to assist us in two areas. Firstly, supporting us to work on the way we message our work and our organisation, so as we are able to communicate clearly and consistently what we do and what is unique about SWWB. Secondly, we are working with ILfSJ to develop our knowledge and skills around the use of strategic litigation to bring about social change, and this piece of work will link in with the scope and purpose of the report that we produce as a result of TNfSC funding.
- We have made several changes to how we work together. This has included redefining our organisational structure so we now have working groups that include a Trustee, Development Lead, and members of our core team of volunteers. The working groups are: Direct Work, Campaigns, Education and Organisational Development. Within our working groups we are now taking a project-based approach to achieving our goals. We have introduced a new technological infrastructure, so our work is now carried out on Microsoft Teams and we have built and transferred to a new database called Lamplight.
- One of the biggest challenges for us has been the change of pace now that we have a full-time employee, and the way in which we manage organisational decision making and collective working when there is a disparity between the amount of time that different members of SWWB are able to apply to the work. We have refined our decision-making processes so our governance, responsibilities and goals are clearer and provide a firm foundation to our accountability and oversight of the Development Lead role.

¹ <https://www.thenetworkforsocialchange.org.uk/>

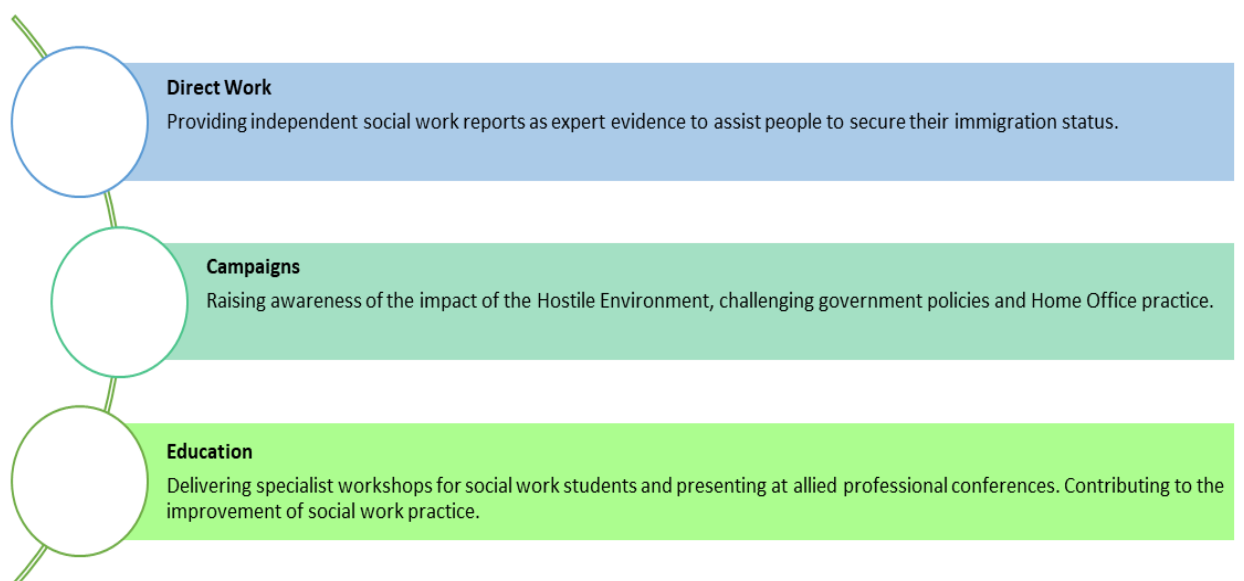
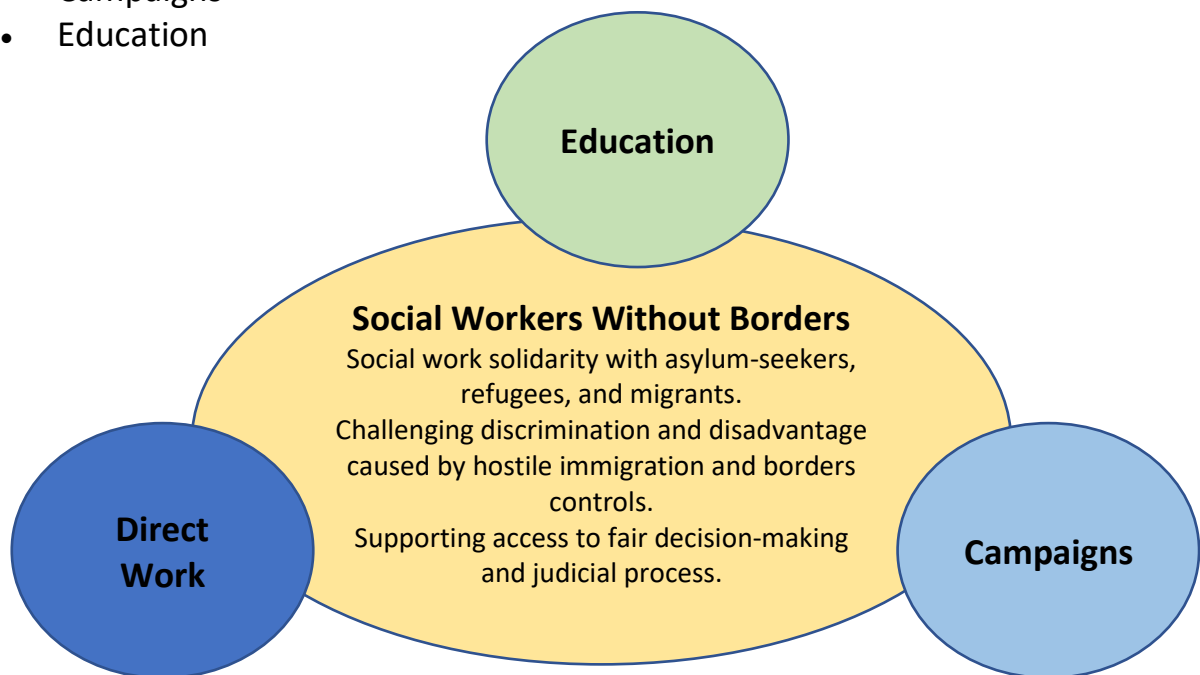
² <https://www.impactsocialjustice.org/>

2. SOCIAL WORKERS WITHOUT BORDERS GOVERNANCE AND STRUCTURE

Our Organisation

We have three pillars to our work:

- Direct Work
- Campaigns
- Education



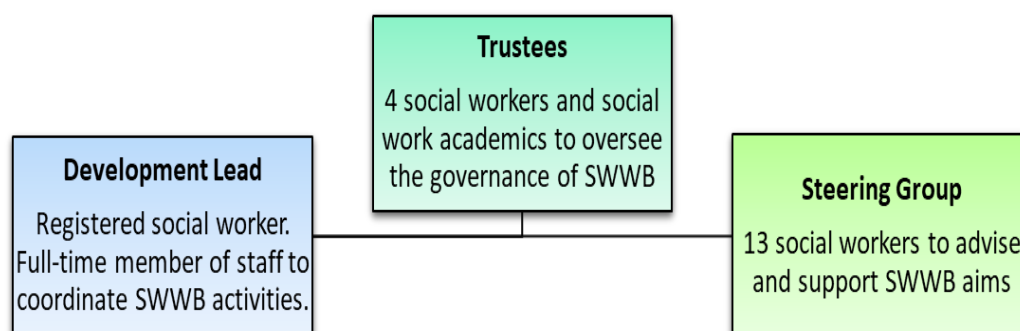
Our Structure and Ethos

We currently have 4 trustees who oversee the charity and we are in the process of seeking additional Trustees to expand our board and bring in different skills which can be provided by non-social workers.

Our SWWB team, consisting of approximately 13 professional social workers, give hundreds of voluntary hours in assessments and advocacy. In addition to our regular team, we instruct and support social workers completing our Assessments for the duration of the case, and we have had several hundred social workers who have volunteered with us since our formation. With new funding secured from the Tudor Trust in April 2020 for a Development Lead to support our core activities, we are now able to focus on our strategical, longer-term plans.

SWWB is governed in accordance with the Charity Commission's code of governance³, Social Work England's professional standards⁴ and British Association of Social Workers code of ethics.⁵

SWWB have taken the decision to organise horizontally and avoid a hierarchical structure. This approach is aligned with our values, and we believe fosters an organisational culture of learning, collaboration, openness, and humility. To achieve this, we have, as far as possible, a consensus decision-making protocol, in which we rely on dialogue and compromise to arrive at our final outcome. At the same time, we recognise that as a charity we have certain legal duties that our Trustees are accountable for, and as such there are some responsibilities that sit with our Board of Trustees.

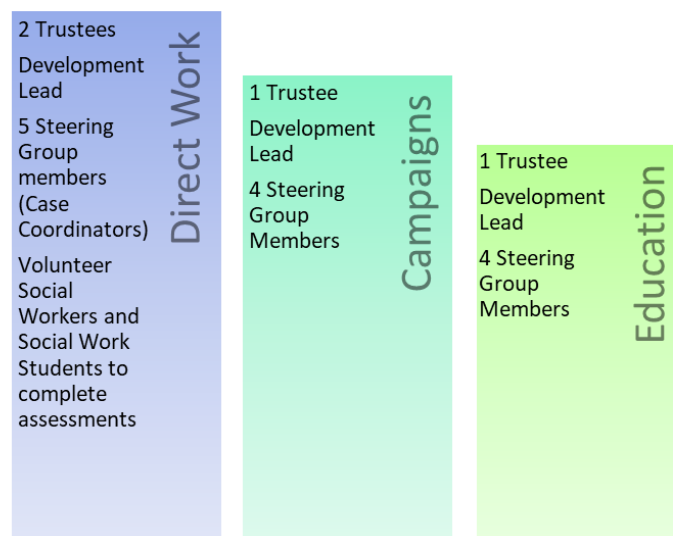


³ <https://www.charitygovernancecode.org>

⁴ <https://www.socialworkengland.org.uk/standards/professional-standards/>

⁵ <https://www.basw.co.uk/about-basw/code-ethics>

We work in subgroups that are comprised of a mixture of the different roles within SWWB. The subgroups reflect the three main pillars of our work. Each subgroup reports to the 'whole team' meeting and is responsible for delivering and developing our aims.



All trustees and group members are made aware of our governance arrangements and are committed to compliance with them. We also recognise that as the charity grows, the governance and organisational arrangements will need to be reviewed to ensure they continue to be fit for purpose.

Trustees

Our Trustees are all from a social work background and registered with Social Work England (SWE). The trustees govern SWWB, overseeing the wider SWWB team, monitoring the strategic objectives, and directing how it is managed and run. One trustee has directly managed our Development Lead from May 2020.

In accordance with the revised Charity Governance Code⁶, the role of the trustees includes:

- a commitment to the organisation's cause and for SWWB to succeed in its goals.
- a recognition that the organisation's work is an ongoing process that requires diligent attention and effort
- an understanding of their roles within the organisation and the legal responsibilities of a trustee including a commitment to the Charity

⁶ <https://www.charitygovernancecode.org>

Commission's guidance⁷ and the governance arrangements set out in this document

- trustees are committed to good governance and contribute to SWWB's continued improvement.

Together the trustees agree all the major decisions on behalf of SWWB and follow the seven principles of decision making as set out in the Charity Commission guidance –

- 1) act within their powers
- 2) act in good faith and only in the interests of the charity
- 3) make sure they are sufficiently informed
- 4) take account of all relevant factors
- 5) ignore any irrelevant factors
- 6) manage conflicts of interest
- 7) make decisions that are within the range of decisions that a reasonable trustee body could make

Within the trustee group, there are separate roles that are shared across the members:

- Safeguarding Leads;
- Direct work Leads:
- Education Lead;
- Finance lead and staff manager
- Organisational Development Leads

Trustee and Development Lead meetings are held online on the second Tuesday evening of every month. These meetings follow an agreed agenda and minutes are recorded. Additional meetings are organised as necessary to discuss and make decisions as issues arise. The SWWB team meets for a face-to-face meeting at least twice a year. Each subgroup meets on a regular monthly or 2-weekly basis.

An agreed action has been to expand our Trustee group to include people with specialised skills and we are committed to recruiting trustees with lived experience of seeking asylum.

⁷ The Essential Trustee 2018, <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>,

Trustees

Phillida Miles (Independent Social Worker)



Phillida is a registered social worker with over 30 years' experience in health and social care as a practitioner and manager. She has worked in a wide range of roles and services including mental health, residential care, community social work, a family centre, been an independent chair for child protection conferences and managed several adult social work teams.

As an independent social worker, her commissions have spanned organisational change, project management, interim management, service reviews, practice auditing and consultation processes. Phillida also designs and delivers a regular programme of training courses to health and social care staff. Additionally, she creates and facilitates team and business development events and is a qualified coach (ILM level 7 certificate in executive coaching and mentoring). Phillida has run a successful consultancy company for 18 years, and has experience of tendering and contracts, managing finances, and business sustainability.

Her connection with SWWB started in April 2016 when the founder members started volunteer work in Calais. This was driven by her concern for refugees particularly unaccompanied minors and outrage at the lack of a humanitarian response by the UK government. Phillida takes the lead on managing SWWB's finances and annual accounts. Phillida is responsible for the supervision and management of our Development Lead and is also one of our Designated Safeguarding Leads.

Lynn King (Local Authority Social Worker)



Lynn is one of the founders of Social Workers Without Borders. Lynn is a passionate and committed to working with those left vulnerable by borders and is driven by her conviction for humanitarian response to the crisis of displacement and border controls. Reading about the experience of women and children in Calais as the camp during 2016, motivated Lynn to take action, and mobilise other social workers. It was through the experiences and contacts made in the camp that the first Best Interest Assessments were created, working alongside Duncan Lewis Solicitors. This resulted in the completion of 40 Best Interest Assessments with social work volunteers from across the UK, to support children and young people to seek a safe environment.

Since this time Lynn has been instrumental, along with the other Trustees, in forming the Steering Group, registering as a charity, and focusing on the three pillars of SWWB: Direct Work, Education and Campaigning. Lynn is our lead Trustee for implementing SWWB infrastructure and technology. Lynn is SWWB's Data Officer and she is one of our Designated Safeguarding Leads. She is a qualified Social Worker and works in Local Authority social work, where she is a Practice Lead for Social Work with Older Adults. Lynn has been a registered social worker in a local authority since qualifying in 2004. She is an experienced Best Interest Assessor, conducting mental capacity assessments and making best interest decisions to protect and empower people unable to do so themselves. Lynn is a qualified Practice Educator and Newly Qualified Social Worker Assessor, working with students, new social workers and developing social workers to embed evidence-based practice.

Lynn has made contribution to chapters in three social work books about social work practice with asylum-seekers, refugees and migrants.

Dr Lauren Wroe (Independent Social Worker)



Lauren is a trustee and co-founder of SWWB. Lauren has worked across all areas of SWWB, including setting up the charity, developing the project and campaign ideas, delivering workshops and co-ordinating assessments. Lauren is the Lead Trustee for our direct work, this involves supporting and guiding our Case Coordinators, developing our practice model and ensuring the quality of the practice and assessments that our volunteers complete. Lauren has also represented SWWB as a Keynote Speaker at conferences and events.

Lauren is an Assistant Professor (Research) in the Sociology Department at Durham University where she leads two research projects exploring international and social justice issues in child protection.

Lauren has a PhD from the University of Manchester where her thesis was a critical analysis of the language of refugee advocacy organisations and the impact of these discourses on self-narratives and the construction of social justice versus charity responses to asylum seekers, refugees and migrants. Lauren's research interests include international child protection and macro approaches to social work that account for, and address, structural determinants and constructions of individual and family problems. Lauren's research is grounded in a commitment to a social justice approach from a feminist and anti-racist perspective.

Dr Bridget Ng'andu (Lecturer in Social Work)



Bridget is a qualified and registered social worker with nearly 25 years of experience in social work practice and education. She has practised social work in a range of settings including in a primary school in Botswana, Southern Africa, and as a Frontline Social Worker in Children and Families.

Bridget joined the UK academy in 2010, first as a Tutor at Ruskin College in Oxford, and currently as a social work lecturer at the University of Kent. Her research interest includes race and ethnic studies, anti-racist social work (including exploring the relevance of whiteness and privilege in social work education); decolonising social work education (promoting the inclusion of indigenous knowledge and research); radical social work practice and activism; migration, refugees and asylum seekers; and exploring social work practice in the voluntary sector.

Her involvement with SWWB started in 2016, when she with a colleague and students at Ruskin college, started volunteering in Calais, to support children, young people, and adults in in the camp. Bridget was also involved in undertaking Best Interest Assessments in the camp to support unaccompanied minors and families applying for immigration status in the UK. Bridget co-leads the Direct Work group and is also a case coordinator, supporting volunteers with assessments. She also leads on the Social Work Education group.

Development Lead Naomi Jackson



Funding from the Tudor Trust has allowed us to employ a full-time member of staff. Our Development Lead, Naomi Jackson. Naomi began the role on 1/5/2020 and we have funding for this role for 3 years. Naomi is an experienced Social Worker with a base in statutory Child Protection along with a rich history of social work volunteerism and community activism. Since being in role Naomi has developed a social work specialism in working with people with insecure immigration status. Naomi has a particular professional interest in children's rights in the context of immigration policy.

Naomi is responsible for advancing the goals of SWWB in the areas of project development, direct work, campaigning, and education. In the past year Naomi has expanded and managed our network of volunteers, overseen our assessment work, and supported our steering group and volunteers to deliver on education and campaign objectives. This has included developing new processes and procedures to increase the robusticity and efficiency of our operations.

Naomi has developed our campaigning and policy strategy and delivered successful funding bids to further this work. Naomi has advanced our organisational profile by networking, developing partnerships, and collaborating with other likeminded organisations.

Naomi will oversee the involvement of service user groups, to include people we have supported and those with a lived experience of being a refugee, migrant or asylum seeker in our assessment, campaigns, and education work.

Naomi has been working with our Trustees to ensure we are compliant with the Charity Commissioner and funder requirements, this includes monitoring and evaluating our work.

SWWB Team:



The SWWB consists of 13 social workers practitioners, all of whom have a specific interest and commitment to this area of work plus the 4 trustees, two of whom must be present for SWWB Team meetings to be quorate.

Our dedicated volunteers their time to further SWWB aims and objectives. The SWWB team give hundreds of hours of practical support across a range of tasks. This includes acting as a Case Coordinator to support volunteer social workers to complete assessments, delivering workshops and lectures, writing content for our newsletter, and managing our social media.

Currently our SWWB Team is made up of social workers who have extensive experience and expertise across all areas of statutory social care, and in specialist third sector organisations working with refugees, asylum-seekers, and migrants.

Within the SWWB team there are three subgroups covering the main aspects of our work:

- a) Direct Work Group;
- b) Social Work Education Group;
- c) Campaigns group.

The subgroups coordinate the main activities of the charity.

Volunteers

All volunteers undertaking assessments must complete an SWWB agreement form, have a current DBS check and provide two references before commencing work with SWWB. There are always two practitioners for every assessment, the lead assessor must be a registered social work with SWE. The second assessor may be a social work student.

3. OUR THREE PILLARS: Purpose, Activities and Achievements

The Purpose of SWWB

We support people, often who are marginalised from mainstream support and legal aid* due to their immigration status, with Best Interest and Article 8 assessments to challenge detention, removal, deportations, and refusals from the Home Office. Our education team publishes and regularly presents on academic programmes and professional conferences. We also actively campaign and collaborate on issues of human rights and social justice.

We aim to fill a gap in services using our expert knowledge and unique position to collaborate with other likeminded professionals and organisations to support the rights and wellbeing of refugees, migrants, asylum seekers and all those left vulnerable by borders.

**SWWB will also claim Legal Aid where this is available, which is used to subsidise the majority of our work which is pro-bono.*

A more detailed summary and evaluation of each of our subgroups follows below;

(i) Direct Work with Children, Families and Vulnerable Adults

By supporting and mentoring social work volunteers we provide pro bono social work assessments for unaccompanied children, children and families facing removal from the UK, vulnerable adults facing removal from the UK and children with claims to Dublin III family reunification. We receive referrals from solicitors and then provide expert and tailored social work assessments of needs and Best Interests and Article 8 social work assessments.

SWWB's case co-ordinators provide support and supervision to the pro-bono social work volunteers, we provide close mentoring and reflective support for the duration of the case, providing final review comments.

Our aim is to continue to train and support social work volunteers in this specialised area of work, ultimately providing greater understanding and knowledge which can assist social workers in our day-to-day practice.

Those children, adults and families that we support are provided with the access to an empathetic and advocacy based social work assessment of their needs and the impact of any infringement of their Human Rights.

Our Direct Work Team currently consists of 5 Case Coordinators, plus 2 Trustees and the Development Lead. The table provides an account to the work completed over the last year:

Direct work for 01/05/2020 -30/04/2021	
Number of social work reports completed	26
Number of individual clients subject to an assessment	77
Case Types	
Children's 'best interest' report	22/26
Adult's 'human rights' report. (Adults with multiple complex needs)	4/26
Deportation cases	9/26
Child 7+ years in UK	3/26
Adult 10+ years in UK	1/26
Asylum application	7/26
Spousal Visa	1/26
Unaccompanied child	4/26
Age disputed child	3/26
Family reunification	2/26

Covid-19 had an impact on how we carry-out our social work assessments. At the start of the pandemic, we adapted our processes and began working remotely to complete assessments. This new way of working has presented both challenges and opportunities. The challenges have been around ensuring the quality and experience of assessments, when so much of social work is about communication and building relationships. The opportunities have been our ability to take on new types of cases, such as reunification applications, and work with people internationally.

In addition to our Independent Social Work Reports, we have also provided expert witness evidence to support strategic litigation. This includes providing expert evidence in support of a case to challenge the guidance to social workers at Kent Intake Unit; expert evidence about age assessment and a challenge to UK Border Force misapplying the BF Eritrea judgement;

and a witness statement to challenge the Home Office's approach to people with impaired mental capacity who are subject to the European Union Settlement Scheme (EUSS).

Our Development Lead has changed the way we engage volunteers to complete assessments and we have a rigorous process for checking and recording details about our network of volunteers. We currently have 60 social workers or social work students on our volunteer database. Our Development Lead is now responsible for managing all new referrals and enquiries, coordinating Direct Work team meetings, identifying, and allocating volunteers, setting up interviews and supporting the progress of cases, completing assessments and coordinating cases when there are capacity issues in the team, quoting and invoicing for legal aid funded work.

We have changed our database provider to Lamplight⁸ and the Development Lead has customised to meet our needs so we are better able to monitor and evaluate our data. This has been a huge piece of work with the design and potential for the database being an ongoing piece of work.

Evaluation for Direct Work:

Completing social work assessments to be used as independent expert evidence is both a specialised and time-consuming task for volunteers, with each report requiring 1 Case Coordinator and 2 assessing social workers (or 1 social worker and 1 student social worker), to review the letter of instruction and legal bundle, interview everyone subject to assessment, write-up the report and review the report. Our Development Lead has relieved Case Coordinators of many of the tasks they were previously undertaking and this has made their role more sustainable. However, capacity continues to be a challenge and there is a need to expand the number of Case Coordinators in the team so we are able to meet the needs of people referred to us and maintain a responsible approach to volunteer commitment and capacity.

In order for us to expand the Direct Work Team we need to develop our working model and the support and training that we offer to volunteers. The Development Lead is working with the Direct Work Team to improve our induction process and clarify the roles and responsibilities of different volunteers involved in the completion of social work assessments.

Over the next 12 months, the Development Lead will be working with the Direct Work Team to develop a series of training modules for volunteers to

⁸ <https://www.lamplightdb.co.uk/>

access. This will include modules on; the role of the expert witness; the child's voice in immigration and asylum matters; working with interpreters; an introduction to SWWB; and a rights-based approach to social work. The challenge in scaling up our Direct Work Team and enhancing the offer to volunteers will be managing the increased administrative work. We plan to address this increased demand by seeking funding for an additional employee.

The project to develop our volunteer training and support offer is a timely intervention as one of the proposals in the government's New Plan for Immigration⁹ is increased scrutiny of the use of expert evidence in immigration and asylum matters, so it is essential that we take a robust approach to supporting and preparing our volunteers for taking on the role of an Expert Witness.

The direct work group has gone from strength to strength during this period with an increase in volunteers, and the recruitment of Naomi Jackson as Development Lead who is now overseeing the day-to-day administration of the direct work. The direct work group now consists of six 'direct work coordinators' - who are all volunteer registered social workers; these volunteers oversee our assessments and the social work volunteers who complete them. They read the solicitors bundles and ensure we are clear on the expectations for the report and guide the social work volunteers through the assessment process, reviewing the report before it is finalised and submitted to the solicitor.

During 2019 we embarked on a 'reflection period' where we collectively worked on a case together and reviewed all our processes and procedures. This allowed us to hone our processes to best meet the needs of our clients and volunteers and to collectively observe and agree on some best practice principles for our assessment work. The recruitment of our Development Lead in 2020 has made a massive difference to how we carry out our direct work activities and the capacity of our coordinators. Our Development Lead is now responsible for overseeing our referrals inbox, logging all referrals in our secure client database 'Lamplight', liaising with solicitors, recruiting volunteers to complete the assessments, and carrying out and recording all DBS and ID checks. This frees up our volunteer coordinators to work with the volunteers to quality assure the work.

In addition to the developments with our processes and procedures we

⁹

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972517/CCS_207_CCS0820091708-001_Sovereign_Borders_Web_Accessible.pdf

have had some brilliant successful outcomes as a result of our assessment work, as follows;

Case Study One / successful leave to remain outcome

In December 2019 we were involved with a family referral. The family consisted of Mum, Dad and three children, all without leave to remain. The oldest child (age 8) had a diagnosis of autism and was struggling in school with little or no support in place. Mum's mental health was poor and the family were living in crowded conditions and both parents were unable to work. The evidence used in the assessment was formulated very well by the volunteer social workers from social workers without borders, which enabled a strong review to be written.

After a year of repeated requests by the solicitors to the Home Office the family were granted leave to remain in November 2020 almost a year after the SWWB assessment was submitted. A long and upsetting wait for the family but a very successful outcome.

Case Study Two / successful appeal

In early 2020 we received a referral for a young person who had been granted refugee status in the UK after fleeing his home country following the murder of his Father. The young person had to leave for the UK without his family, and once he was granted refugee status, an application for this family to join him in the UK had been refused by the Home Office. We were asked to carry out an assessment to support an appeal on the grounds that it was in the young person's best interests to be reunited with his family in the UK.

During a visit to the young person by a SWWB volunteer It was plain to see that the young person's needs were not being sufficiently met by the semi-independent accommodation he had been placed in and we wrote an assessment to that effect, also advocating on behalf of the young person to the local authority whose care he was in. Earlier this year we found out that the appeal had been upheld and the young person's three siblings and Mother would be able to come and live in the UK! Success! The judge commented on the social work report and the solicitor shared that it was 'by far the best Independent Social Work report [he] had ever seen'.

The young person and his family are now reunited in the UK.

Case Study Three / successful challenge to age assessment



SWWB completed an Assessment of Needs for a young man (see tweets above from GMIAU) who had been assessed as an adult by the Kent Intake Unit. Following our Assessment, he was urgently assessed by the Local Authority and placed in foster care.

Feedback from the young person:

“I now live with a foster family and I am much happier. They have registered me for school and I am just waiting to start because of the difficulties with coronavirus but on a daily basis this foster carer is sitting with me and trying to teach me some English. I feel well looked after and safe now”.

Case Study Four / Successful reunification application

February 2021: Our two social work volunteers completed a report to support reunification of a 5-year-old boy who had been left unaccompanied in Iraq without his parents for 2 years. He should have been entitled to a British passport but HMPO had been disputing this application for 2 years. The family's lawyer had to resort to making a reunification application instead. The report identified serious safeguarding concerns for the little boy as a result of the care he is receiving in Iraq. Our report was filed in December 2020 and the Home Office granted reunification in Jan 2021.

Feedback from an SWWB volunteer and team member

I have been volunteering for Social Workers Without Borders for just over two years and have been case co-ordinating for 18 months. In the last year I have co-ordinated a number of reunification cases, which have been made possible by the rise in remote assessments. The social work profession as a whole had to quickly adapt to online working during the pandemic and I think that this has had significant benefits for our charity and the people we work with.

The rise of the online assessment has also meant that volunteers who live in more rural locations have been able to share their skills with us. Prior to the pandemic the vast majority of assessments took place in large urban areas. Since we have become more adept at working remotely, we have been able to draw on a wealth of experience from social workers all over the country, where previously the travel time and cost may have been prohibitive.

We want to continue to assess in person whenever possible, but in developing our abilities to also assess virtually we are much more able to work with vulnerable people all over the world and make use of experienced social workers country wide.

(ii) SWWB Campaigns:



Summary:

We have expanded our Campaigns Team by 8 new members, taking the total number of people in this team to 12, plus the Development Lead and 1 Trustee. This year we have significantly developed our campaigning strategy and profile. We have done this in three ways:

- **Design and implementing our campaign.** We have designed a campaign that is about children's rights in immigration and asylum law. This campaign will focus on the way the Home Office upholds their duty to safeguard and promote the welfare of children in immigration and asylum matters.¹⁰ This campaign is rooted in the expertise we have gained in our direct work team. We have secured funding from The Network for Social Change to produce a public report (completion November 2021), which will evidence the need for a policy change and serve as a springboard for a campaign led by SWWB. We hope the report will also be useful for strategic litigation in this area. We are in

¹⁰Section 55 Borders, Citizenship and Immigration Act 2009

talks with the European Children's Rights Unit (ECRU)¹¹ and hope that this report will be a collaboration between SWWB and ECRU. We have also taken advice from Sonali Naik QC¹² about how our campaign fits into the litigation she is leading at Garden Court Chambers.

- **Responding to current affairs.** This year we have responded to several significant policy changes, including the significant safeguarding concerns for children in Kent Intake Unit, with social workers being contracted by the Home Office to conduct 'short-form' age assessments. We wrote a letter to MPs that was supported by other NGOs. This resulted in an MP tabling written question¹³ to the Home Office and Department for Education on our behalf, and we were able to share these responses with Duncan Lewis Solicitors who continue to prepare to judicially review the Government in relation to the treatment of unaccompanied children arriving in Kent. We have provided comment to the media about the situation at Kent Intake Unit¹⁴ and our concerns about age assessments completed at the border.¹⁵ The New Plan for Immigration (NPI) represents an assault on the rights of migrant people and despite the timescales, we took a robust approach to responding to the consultation process, carried out actions such as organising a webinar¹⁶ to inform people about NPI and how they could engage with the consultation, and written an extended edition of our newsletter on the topic which was picked up in the media.¹⁷ We have also provided comment about NPI.¹⁸
- **Supporting the campaigning work of other organisations.** We have supported and promoted various campaigns over the last year. Our notable collaborations include becoming active members of the

¹¹ <https://www.liverpool.ac.uk/law/research/european-childrens-rights-unit>

¹² <https://www.gardencourtchambers.co.uk/barristers/sonali-naik-qc/sao>

¹³ <https://questions-statements.parliament.uk/written-questions/detail/2020-12-08/126975> <https://questions-statements.parliament.uk/written-questions/detail/2020-12-08/126979> <https://questions-statements.parliament.uk/written-questions/detail/2020-12-08/126978> <https://questions-statements.parliament.uk/written-questions/detail/2020-12-08/126977> <https://questions-statements.parliament.uk/written-questions/detail/2020-12-08/126976>

¹⁴ <https://www.independent.co.uk/news/uk/home-news/child-refugees-minors-home-office-adult-detention-reportb1229079.html>

¹⁵ [Child asylum seekers threatened with deportation after being wrongly deemed adults by Home Office staff | The Independent](https://www.independent.co.uk/news/uk/home-news/child-refugees-minors-home-office-adult-detention-reportb1229079.html)

¹⁶ <https://www.youtube.com/watch?v=m5AxP19KaNg&t=29s>

¹⁷ <https://www.socialworktoday.co.uk/News/Leaders-and-campaigners-split-over-controversial-plans-for-new-ageassessment-board>

¹⁸ <https://www.communitycare.co.uk/2021/03/26/deeply-worrying-age-assessment-changes-will-increase-risks-tochild-asylum-seekers-warn-charities/> ¹⁴ <http://refugeechildrensconsortium.org.uk/>

Refugee and Migrant Children's Consortium (RMCC)¹⁴ and contributing to briefings, letters and statements produced by RMCC. We are a part of the Together for Children¹⁹ network and actively supported the Scrap SI 445 campaign. We are contributing to the work of Equal Justice for Migrant Children.²⁰

In addition, we have contributed to several articles in newspapers and social work publications;

- <https://www.independent.co.uk/news/uk/home-news/children-asylum-deportation-adult-age-assessment-home-office-uk-b1810618.html>
- <https://www.communitycare.co.uk/2021/03/26/deeply-worrying-age-assessment-changes-will-increase-risks-to-child-asylum-seekers-warn-charities/>
- <https://www.socialworktoday.co.uk/News/Leaders-and-campaigners-split-over-controversial-plans-for-new-age-assessment-board>

Finally, our superb campaigns team also developed the following webinar, hosting a panel of experts, to discuss the concerns and ramifications of the governments new plan for Immigration in May 2021. You can watch this here:

<https://www.youtube.com/watch?v=m5AxP19KaNg>

¹⁹ <https://article39.org.uk/together-for-children/>

²⁰ <http://firstrights.net/>

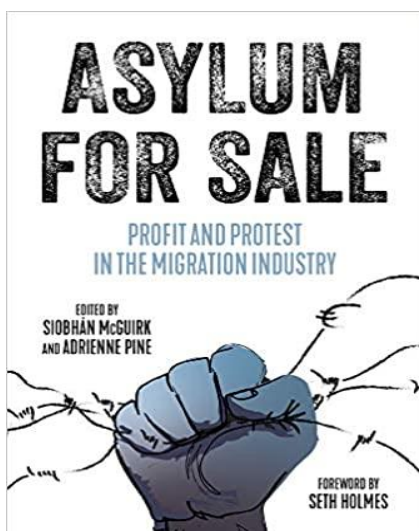
<https://www.communitycare.co.uk/2020/10/16/concerns-raised-treatment-unaccompanied-children-kent-intakeunit/>

<https://www.communitycare.co.uk/2020/10/27/unaccompanied-children-held-far-long-intake-unit-sent-adultcentres-say-inspectors/>

Evaluation of SWWB Campaigns:

The campaigning aspect of our organisation has really developed over the last year and become a more significant aspect of our work than it was prior to our Development Lead being in post. The strength of our campaigning is derived from the experience and expertise we have garnered through carrying-out direct work, and in utilising our professional voice and position in pursuit of social justice. Our ambition is to go beyond our case by-case impact and drive a campaign forward that seeks systemic change to protect and uphold the rights of children with insecure immigration status. This work takes us out of our social work comfort zone and no doubt like this year, next year will be a period of rapid learning and development for our organisation, which is both challenging and exciting.

(iii) Social Work Education



Summary

Our Social Work Education Team is currently made up of 2 volunteers (one is on a maternity break), plus 2 Trustees and our Development Lead. Three of our Trustees contributed to the book “Asylum for Sale” and some of the proceeds from this will come to SWWB. The book brings together the views of academics, activists, journalists, artists, and people directly impacted by the asylum regime to present transformative visions of an alternative system.

In addition, Our Development Lead has reviewed all our past teaching

materials and updated our presentation. Our teaching materials now strike a balance between explaining and promoting our organisation and providing social work students with more in-depth knowledge of how social policy impacts our beneficiaries and their social work practice. The teaching materials are kept under review so as they remain current.

This year we have reached 601 people through our education and training work.

Workshop/lecture/panel participation	Number of attendees
Glasgow Caledonian University	30 (approx. - actual number not provided)
British Association of Social Workers	197
University of Gloucestershire	47
Frontline	39
JCORE	96
University of Winchester	156
University of Bristol	28
University of Portsmouth	8
Total:	601

Evaluation of SWWB Education:

We want our education offer to represent social work best practice and have a positive impact on our profession. To achieve this, we need to keep our teaching current and deliver training that really upskills participants. Currently we have one core presentation that we revise, keep topical and up to date.

We are currently working on a project plan to develop a series of specialist lectures which will take a more in-depth look at issues that impact our beneficiaries and social work theory and practice. We plan on beginning this project in January 2022 when we will recruit more volunteers to join the Education Team and develop the new teaching materials. These lectures will form the basis of a series of events that we plan on hosting in Spring/Summer 2022.

The purpose of this project is to raise our profile and impact as leaders in social work teaching and practice.

(iv) Organisational Development

Summary:

Organisational Development is a recently established SWWB group and is currently made of the Development Lead and 2 Trustees. This group was created to take a collaborative approach to organisational projects and development that sit outside the three main strands of our work and cut across the whole organisation.

Within the group we have been reviewing the kinds of decisions that we make and categorising them into 4 types: 'ad hoc', 'big bet', 'cross-cutting', and 'delegated'. This review of decision-making has informed a decision-making policy so we have transparency and accountability about how decisions are made within SWWB.

A part of the consultancy we have commissioned from ILfSJ involves reviewing and refining how we message SWWB. This is the first step in reviewing how we use media and comms and over the next 12 months we will redesign our website and develop a social media calendar.

The Organisational Development team will oversee and deliver on SWWB's aspirations, such as being in a position to offer placements to social work students and the inclusion of people with lived experience of the immigration and asylum system within our core team.

Evaluation of SWWB Organisational Development:

We have ambitious plans for SWWB, and it is anticipated that the successful implementation of our projects in Direct Work and Campaigns will raise our profile and demand for our services. The first priority of the Organisational Development team is identifying funding for an additional member of staff. The Development Lead has lots of responsibilities, tasks and projects to manage so as to continually maintain this progress and development, we will benefit from being in a position to employ someone in an administrative role. We will be applying for funding in Summer/Autumn 2021 and hopefully we will be able to employ our second member of staff from early 2022.

4. TECHNOLOGY, RISK MANAGEMENT & POLICIES:

Technology

In preparation for the appointment of our Development Lead and to ensure that SWWB can continue to operate innovatively and flexibly – allowing volunteers, trustees and our full time Lead to communicate with each other, we set up Microsoft Teams using Microsoft's charity account – which means we have access to a full Office 365 package for free.

SWWB continue to harness open-source tech to ensure that our costs are kept to a minimum. Steering Group members and Trustees can maintain our website (www.socialworkerswithoutborders.org) and our Newsletter ourselves.

Risk Management

We have two Safeguarding Leads (Trustees) for SWWB. We keep a record of any concerns and how there have been followed up. We have also developed a Collaboration Policy which helps us identify organisational risks to our ethics, values and reputation.

Policies

SWWB has developed the following Policies which are reviewed annually:

- Data Protection
- Direct Work Policy, Process and Practice Guidance
- Safeguarding
- Risk Management
- Equalities & Diversity
- Whistleblowing
- Collaboration Policy

5 FUTURE PLANS AND DEVELOPMENT

Our future plans include the following:

- Appoint more Trustees, including people with lived experience of being a refuge, migrant or asylum seeker. The recruitment of someone from a finance background and with legal experience is a priority.
- Expand SWWB Trustees group and infrastructure to allow us to expand our organisation, in accordance with the potential we feel that our dynamic social work model can provide.
- Continue to campaign on matters of immigration and equality on behalf of our social work membership and those we seek to support.
- Develop further our input to social work education in the UK and around the world, to promote best practice in supporting refugees, migrants and those left vulnerable by borders.
- Develop UK based work, including development of community groups and service user groups.
- Continue to evaluate SWWB work internally and externally.
- Engage with further volunteers who wish to become active in SWWB.
- Increase donations to SWWB.
- Ensure support for volunteers, including role rotation and regular time out, is built into our operating model.
- Develop peer to peer support and involvement from people with lived experience (those we have supported).
- Our 5-year plan is to become a focal point of best social work practice in supporting refugees, migrants and those left vulnerable by borders.

6. MESSAGE FROM TRUSTEES

We have spent the period between April 2020 and March 2021 developing our infrastructure. We firmly believe that SWWB can continue to grow as an organisation and expand our vital work supporting people left vulnerable by border policies. We are committed to ensuring that the social work profession as a whole will become effective allies, in accordance with our values as defined by the International Federation of Social Workers (IFSW), of all people disempowered by border regimes and a prevalent hostile narrative which further entrenches discrimination and inequality.

IFSW Global definition of social work: *“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels.”*

<https://www.ifsw.org/what-is-social-work/global-definition-of-social-work/>

The appointment of our Development Lead in May 2020 has taken our organisation to places that we only mused upon travelling over to Calais every week in 2016, stuck in delays on the channel tunnel and planning a new model of social work with migrants, refugees and anyone left vulnerable by borders.

Thank you to everyone who has helped and continued to support us, in particular our inspiring volunteers, our Development Lead, Tudor Trust, The Network for Social Change, Jamie Bell – Duncan Lewis Solicitors, Gulwali Passarlay and the Chillag family trust.

Feedback from recipient of SWWB for the Trustees Report:

“Good day, to whom it may concern, my name is Marta (anonymised). I am an asylum seeker and single mother to two children. I came to know SWWB around 2017. Since then, the organisation has been with me, as I was constantly refused and disbelieved by the Home Office. My case was delayed for some time, and through all this SWWB was there for us, the organisation was so supportive. They helped us assess my children, several times, and they have been there for us. Most times I thought they would give up because of how complicated our case has been, but they stood by us all throughout, I have never seen an organisation like that”.

7. FINACIAL STATEMENT– 1st April 2020 to 31st March 2021:

Accounts and Financials Overview

A Financial Statement for the Financial Year 2020-21 has been uploaded separately in the Charity Commission submission, which also includes the Independent Examiners Report conducted by Verdant Accountants Limited.

There have been some major changes to our finances because of the generous donation by The Tudor Trust to enable us to employ a full-time member of staff and there have been other significant developments such as increased income from assessment work, training and authoring.

Due to the Covid pandemic, our travel (and hence expenses) has been reduced due to national restrictions and, as stated earlier, all our assessment work has been completed online.

We had budgeted for the Development Lead to need to travel to networking meetings, etc and again, the funds for the last year have not been used.

We have invested in a new database – Lamplight, that has considerable potential for supporting our work and evidencing our impact. We have also commissioned some consultancy work from ILfSJ to help us grow and develop. This has cost £3,000 and will be paid from the 2021/22 budget.

Over the coming year, our costs are likely to increase as (we hope) the lockdown restrictions ease and we start to travel and meet with others in person. We also plan to apply for an additional grant with the TNfSC to enable us to employ an administrator.





CHARITY COMMISSION
FOR ENGLAND AND WALES

SOCIAL WORKERS WITHOUT BORDERS

1174000

Charity Name

Receipts and payments accounts

For the period
from

Period start date

01/04/2020

To

Period end date

31/03/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	4,851			4,851	5,884
Grant - Network for Social Change	7,416			7,416	
Grant - Tudor Trust	49,667			49,667	
Articles and authoring income	477			477	
Assessment Income	2,252	-	-	2,252	-
Training income	420	-	-	420	100
Bank Interest	0	-	-	0	-
	-	-	-	-	-
Sub total(Gross income for AR)	65,083	-	-	65,083	5,984
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	65,083	-	-	65,083	5,984
A3 Payments					
Staffing:					
Salary Payment	25,096			25,096	2,100
Pension Contributions	2,520			2,520	-
NI - Employers Contribution	5,148			5,148	-
Staff Internet and Telephone	200			200	
Office Equipment	790			790	
Staff Travel	58			58	
Staffing Total	33,813	-	-	33,813	2,100
Running Costs Total:					
Volunteer Travel	181			181	1,719
Interpretation Services	0			-	62
ICO registration	40			40	
Events	0			-	180
CRB Checks	128			128	
Website/Domain/Email/Zoom	502			502	426
Database/Lamplight	449			449	
Direct Support	185	-	-	185	-
Insurance	1,066	-	-	1,066	851
Other	-	-	-	-	70
Running Costs Total	2,551	-	-	2,551	3,308
	-	-	-	-	-
Sub total	36,364	-	-	36,364	5,408
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	36,364	-	-	36,364	5,408
Net of receipts/(payments)	28,719	-	-	28,719	576
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	9,356	-	-	9,356	8,780
Cash funds this year end	38,075	-	-	38,075	9,356

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at banks	38,075	-	-
		-	-	-
		-	-	-
		-	-	-
	Total cash funds	38,075	-	-

(agree balances with receipts and payments account(s))

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

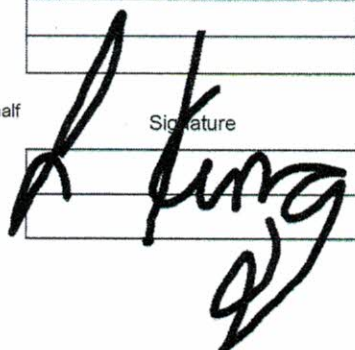
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature



Print Name

Lynn King

Date of approval

07.02.2022



Section A

Independent Examiner's Report

Report to the trustees/
members of

SOCIAL WORKERS WITHOUT BORDERS

On accounts for the year
ended

31 March 2021

Charity no
(if any)

1174000

Set out on page

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

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 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

09 February 2022

Name:

Chaweevan Williams FCCA

Relevant professional
qualification(s) or body :

Chartered Certified Accountants

Address:

Verdant Accountants Limited

20-22 Wenlock Road, London N1 7GU