

REGISTERED CHARITY NUMBER: 1174000

TRUSTEE ANNUAL REPORT

1ST APRIL 2024 - 31ST MARCH 2025



TABLE OF CONTENTS

| | |
|---|--------------|
| Letter from Trustees | 1-2 |
| Charity Objects | 3 |
| Direct Work | 4-13 |
| Education | 14-22 |
| Campaigns | 23-26 |
| Volunteers | 27 |
| Staff | 28-29 |
| Trustees | 30-33 |
| Structure, Governance and Management | 34-36 |
| Financial Review | 37 |
| Declaration | 38 |
| Independent Examiner's Report | 39 |
| Statement of Accounts | 40-41 |

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.

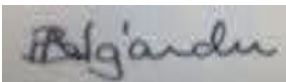
Ben, our Head of Direct Work and Vicky, our Volunteer Coordinator, continue to make huge progress in creating safe and effective systems through which our volunteer social workers can deliver high-impact ISWRs and inspiring and evidence-informed teaching content across the country. Planning ahead, we 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.

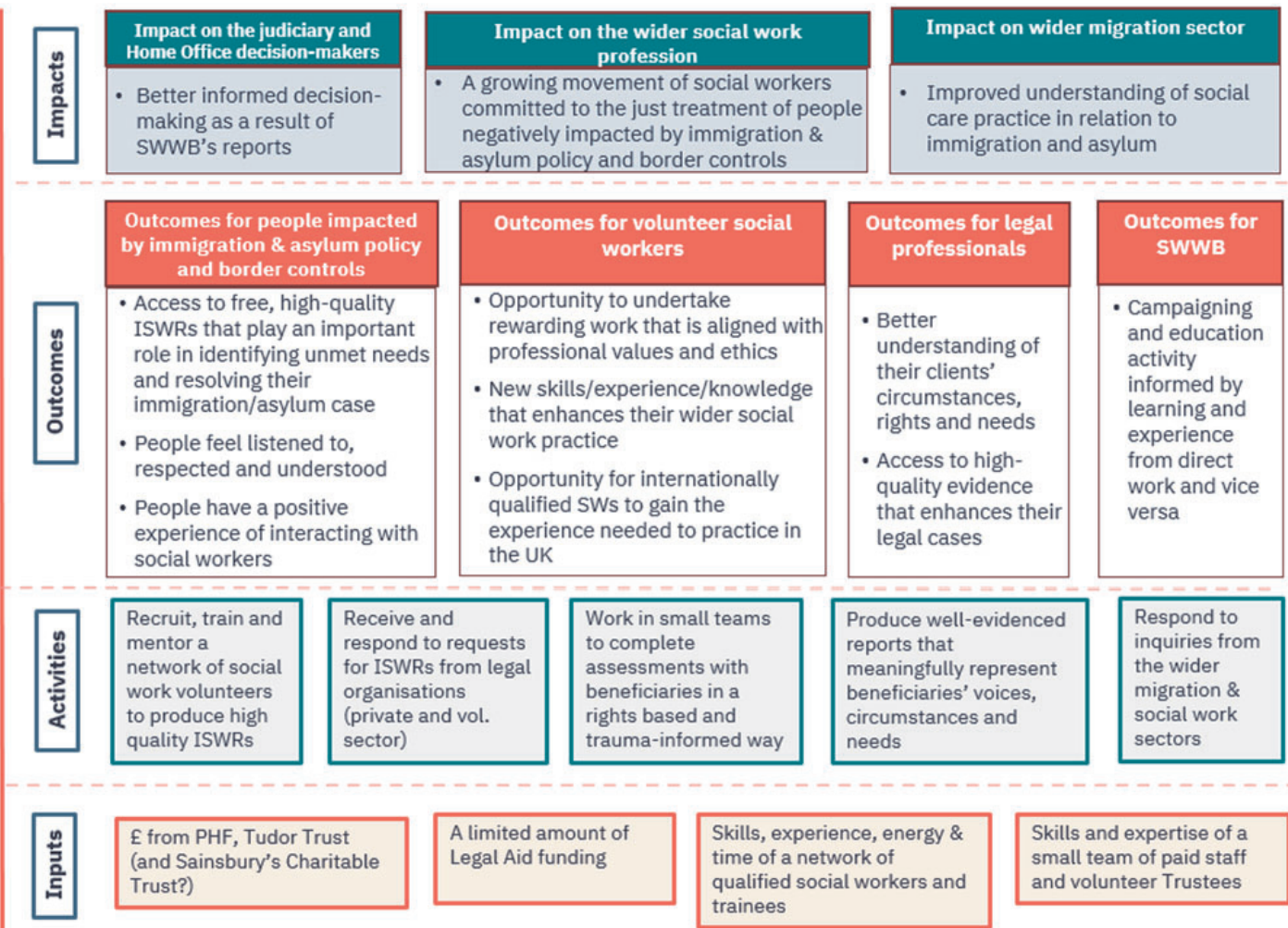
In October 2024, thanks to support from Paul Hamlyn Foundation, we had the opportunity to work with a consultant to develop our monitoring, evaluation and learning framework as it relates to the direct work strand of our activities. This piece of work allowed us to think dynamically about the impact 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.

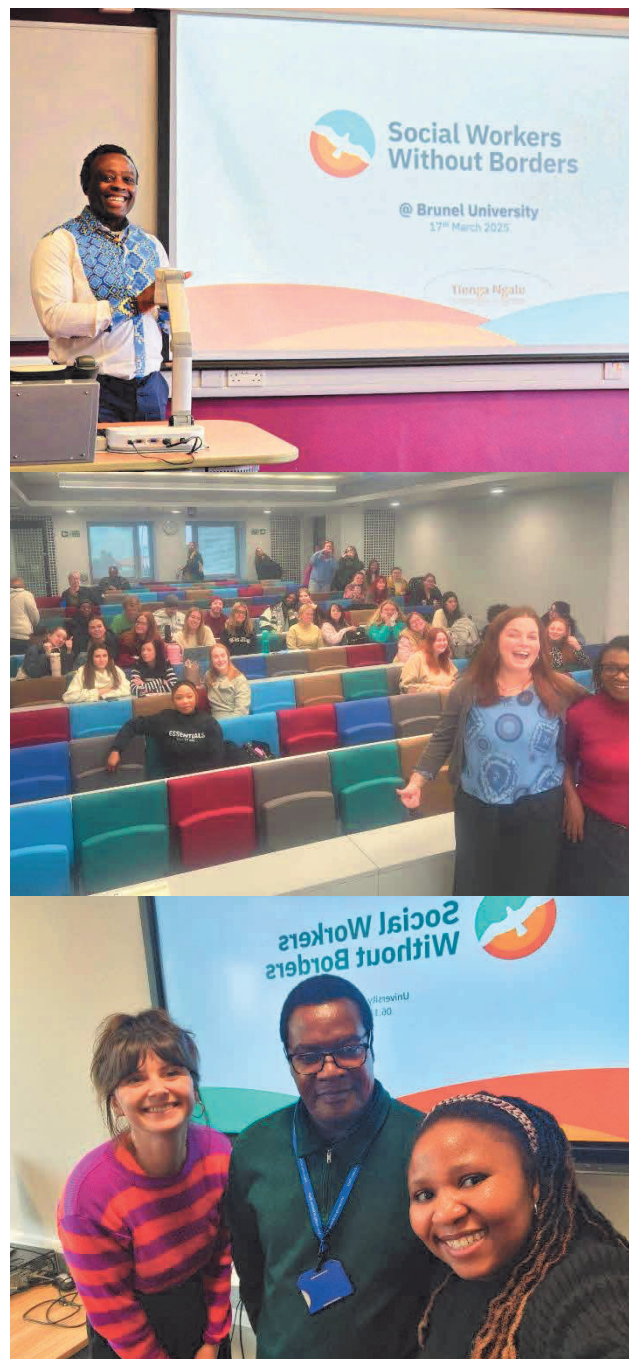
⁵ [Victims and Prisoners Bill - Hansard - UK Parliament](#)

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



60% currently said that they currently work in essential public services

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.

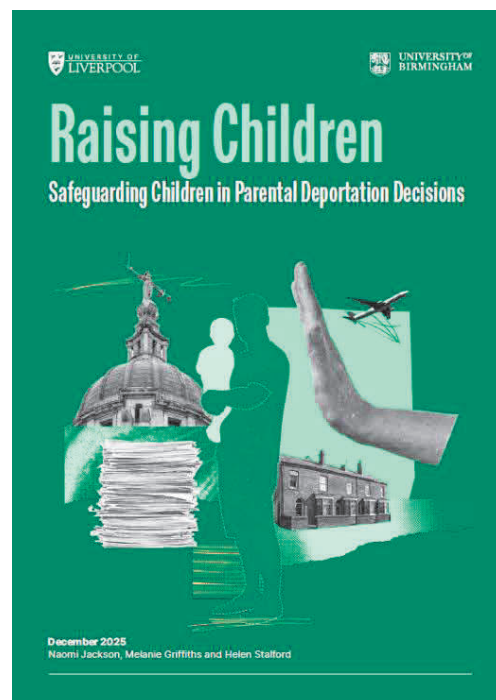
Learning and development

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

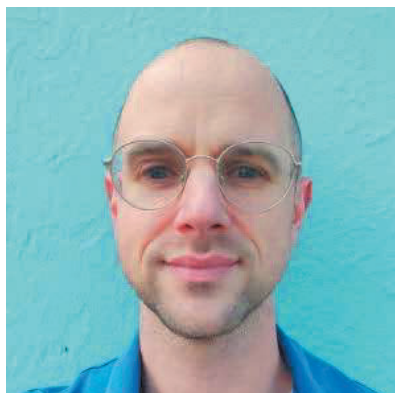


Naomi is a registered social worker. Naomi joined Social Workers Without Borders as a volunteer in 2017, undertaking multiple independent social work reports. In 2020, Naomi became the charity's first member of staff, taking up the role of Development Lead. In September 2023, Naomi became the Managing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

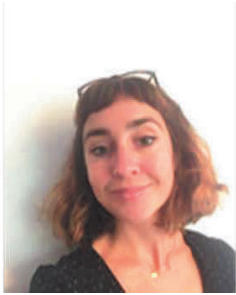


Clare resigned from her role as a trustee on 31st March 2025,

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.

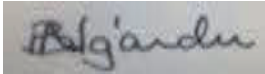

DECLARATION

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> |