

# REFUGEE ACTION KINGSTON

## Annual Report 2024-25



## Message from our chair



I opened last year's report with a UNHCR figure on global forced displacement. That number has since risen again, reaching a record 123 million people by the end of 2024 – almost double the population of the United Kingdom. Here at home, the Migration Observatory recorded around 108,000 asylum applications in 2024, the highest level since records began.

These figures reflect the impact of powerful global forces: conflict, political instability, persecution, and climate change. Modern wars – whether transnational or civil – are increasingly protracted, driving long-term displacement and immense

human suffering, from loss of life to severe physical and psychological trauma.

Yet this perspective is often missing from public debate in the UK. Immigration and asylum consistently rank among voters' top concerns, but discussion is shaped by the widespread misconception that most migration here is illegal. The unfair criminalisation of people seeking safety makes it easier to overlook their experiences – and the reasons they deserve protection and support.

Refugee Action Kingston's constitution states our purpose clearly: to relieve distress, need, and hardship among refugees and people seeking asylum in the borough. This mission is unequivocal. It reflects our belief that fundamental human rights – to life, liberty and security, to asylum, to freedom from torture and from persecution – must be upheld for all.

This commitment guides everything we do. It shapes the daily work of our staff and informs the decisions of RAK's trustees. Safeguarding, alleviating hardship, managing risk, and fostering equality and inclusion sit at the heart of our priorities, alongside the practical responsibilities of running an effective charity.

As long as conflict, violence, and persecution persist in the world, Refugee Action Kingston will stand firm in the belief that those who seek refuge here must have the opportunity to live with dignity and rebuild their futures.

A handwritten signature in black ink that reads "Mark Greaves".

**Mark Greaves**  
Chair, Refugee Action Kingston

## Message from our CEO



When I joined Refugee Action Kingston as CEO in December 2024, I was immediately struck by the commitment that runs through this organisation – from staff and volunteers to trustees, partners, and the communities we exist to serve.

This has been a year of both challenge and determination. Like many in the sector, we faced a difficult financial climate, yet through careful stewardship we ensured core costs were covered and services continued uninterrupted. This resilience is a testament to the dedication and resourcefulness of the team.

The wider context has not been easy. The riots and protests of summer 2024, and the continuing hostility faced by people seeking asylum, have been sobering reminders of why our work matters. At the same time, they have strengthened our resolve to stand alongside our clients, offering safety, support, and hope in the face of adversity.

This year also marked a significant organisational restructure – designed to strengthen leadership, sharpen our focus, and create a more sustainable model for the future. Central to this was the creation of two new roles: a Head of Advice to oversee specialist casework and legal support, and a Head of Services to lead programme delivery and ensure integration, wellbeing, and community support are impactful. These changes give us the resilience and flexibility needed in a rapidly changing environment.

A continuing challenge is how to tell our story to the wider public. As a charity working with refugees and people seeking asylum, we must balance raising awareness and securing funding with protecting the safety and dignity of staff and clients. This places limits on visibility and can make fundraising and marketing harder. Yet it is also one of our strengths: by putting security and dignity first, we demonstrate integrity and unwavering commitment to those we serve. And when the stories of our community can be safely shared, they are all the more powerful.

Looking forward, I believe we are entering a new chapter. Our mission is as urgent as ever, but so too is our belief that with creativity, collaboration, and the commitment of our supporters, RAK can remain a place of welcome, hope, and opportunity.

Thank you for standing with us during this year of transition. Together, we are building not only stability, but the possibility of greater impact in the years ahead.

A handwritten signature in black ink that reads "Alistair Kingsley".

**Alistair Kingsley**  
Chief Executive Officer, Refugee Action Kingston



# Our stories

## From despair to stability

Kamal, a young man from West Africa, faced destitution and homelessness. His immigration application had been refused, he was isolated and depressed, and he spoke little English.

RAK moved quickly, working with Migrant Help to secure emergency accommodation. We then identified grounds for a fresh claim for status and oversaw every detail of his new application. Once he had secured the right to remain, we guided him through the benefits system. He joined one of our English language classes and began attending our job hub.

His support worker says that Kamal “is now a different person”. By addressing immigration, housing, finances, mental health and integration together, RAK helped him to move from despair to stability. He can now look towards building a future of hope in the UK.

## Surviving and thriving

The range of services RAK offers means we handle individual cases in a unique, coordinated way. When Malik arrived in the UK, he had no status, no English, no friends. And he was almost overwhelmed by the distress of separation from his wife and two children in Iran.

As well as guiding him through the asylum process, RAK provided day-to-day support, securing a home and working towards a reunion. When visas were eventually granted and the family arrived here, their joy was immeasurable.

RAK’s focus then turned to integration: the children were enrolled at school and offered language support, while the parents were helped through the benefits system to achieve a degree of financial stability. Our joined-up approach means that today Malik and his family are not just surviving – they are beginning to thrive.



## Back to school

Fatima and her family arrived in Kingston over the summer. It meant her school application was delayed, and she was turned down by schools in Kingston and a neighbouring borough. When she came to us, she was lonely and despondent about her lack of school.

RAK’s Bright Futures team, which supports young people in education, quickly found Fatima a club where she could make friends, play sport (she is a keen badminton player), and practice English ahead of the new school year. We ensured she had resources to prepare for the curriculum, and arranged a volunteer science tutor.

We also liaised with the local authority and helped her secure a place at her first-choice school. Bright Futures supported her free school meals application and offered help with uniforms. Fatima is now thriving, both at school and her local badminton club.

## Learning curve

When it comes to children and young people, ensuring educational access is a priority for RAK. Maria registered with us in August 2024, a quiet nine-year-old who spoke only Spanish. Over the summer she attended our Supplementary School sessions while we helped to secure her place at a Kingston school.

As the term began and Maria settled into her new class, RAK ensured her parents understood all school communications so their daughter was not excluded. Maria also attended our After-School Club, and we provided Spanish books so she could keep reading in her first language.

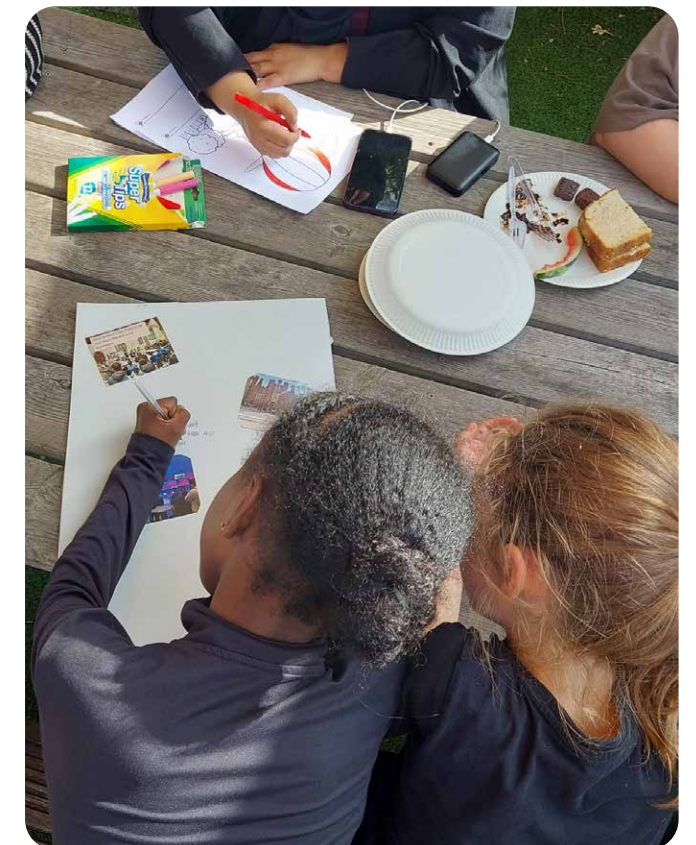
Maria blossomed during her first eight months with RAK. Her English improved, and she even started translating for her parents! When the family relocated to south west England, RAK made school applications and liaised with her new school to ensure a smooth transition.

## Moving forward

All of our clients have faced challenges and setbacks. One of RAK’s purposes is to support them once they are in this country so that they can move forward and build new, fulfilling lives here.

Abdul, from north eastern Africa, had been waiting for more than a year for a decision on his asylum application. We supported him with career advice, English lessons, and employability training. His confidence grew – and a job offer followed. But a Home Office error then blocked him from taking the role.

RAK had to move fast. We engaged an immigration solicitor, rallied support from local MPs, and persuaded the employer to hold the job. 10 days later the error was overturned, and Abdul is now flourishing in his new role. Our advocacy and support turned uncertainty and rejection into opportunity.



Our year in numbers

2141 519

In the course of 2024-25 a total of **2,141** ..., of whom 519 were new, an uplift of 20%. clients benefited from RAK's help...

**32%** of the total were seeking asylum, **61%** were here as refugees/on family reunion/on humanitarian protection/on discretionary leave, and **6%** other. Here are some of the details.

Advice and advocacy

1387

We supported **1387** clients with immigration and/or welfare advice – a **46%** increase on last year.

38%

RAK provided advice services to **38%** of all clients engaging with us.

89%

**89%** of our clients surveyed said they knew where to access essential services.

Education and employment

158

ESOL classes were attended by **158** clients.

100

RAK provided careers advice to **100** clients.

12

We supported **12** clients into full- or part-time work, formal education or training.

259

Of **289** clients surveyed, 259 (90%) said their English communication had improved.

Health

473

We delivered **473** hours of counselling, either one-to-one or in group sessions, to 30 clients.

48

Our Walk and Talk sessions were attended by **48** clients.

283

Community Hub activities were attended by **283** clients.

260

**260** out of 291 surveyed (89%) reported support from RAK has made them feel healthier.

Children and young people

231

RAK provided specialist support to **231** children and young people.

89

RAK's After-School Club and Supplementary School was attended by **89** clients.

65

Academic progress in maths, English, humanities and science was reported by **65** clients.

33

Of the 35 clients surveyed, 33 said they felt more confident in their ability and learning.

Funding



Main income sources

- Royal Borough of Kingston
- National Lottery
- Henry Smith
- Trust for London
- NHS SW CCG
- Keystone
- Educational Opportunity Foundation
- AB Charitable
- NHS ICS Health Inequalities
- London Borough of Hounslow
- Watches of Switzerland
- Paracletos



Summary of our impact

2141

Number of clients we supported.

1387

Clients we supported with immigration and/or welfare advice – a 46% increase on the previous year.

259

Clients who reported improved communication in English.

283

Clients who attended Community Hub activities.

231

Number of children and young people we assisted with specialist support.

100

Clients engaged with careers advice.

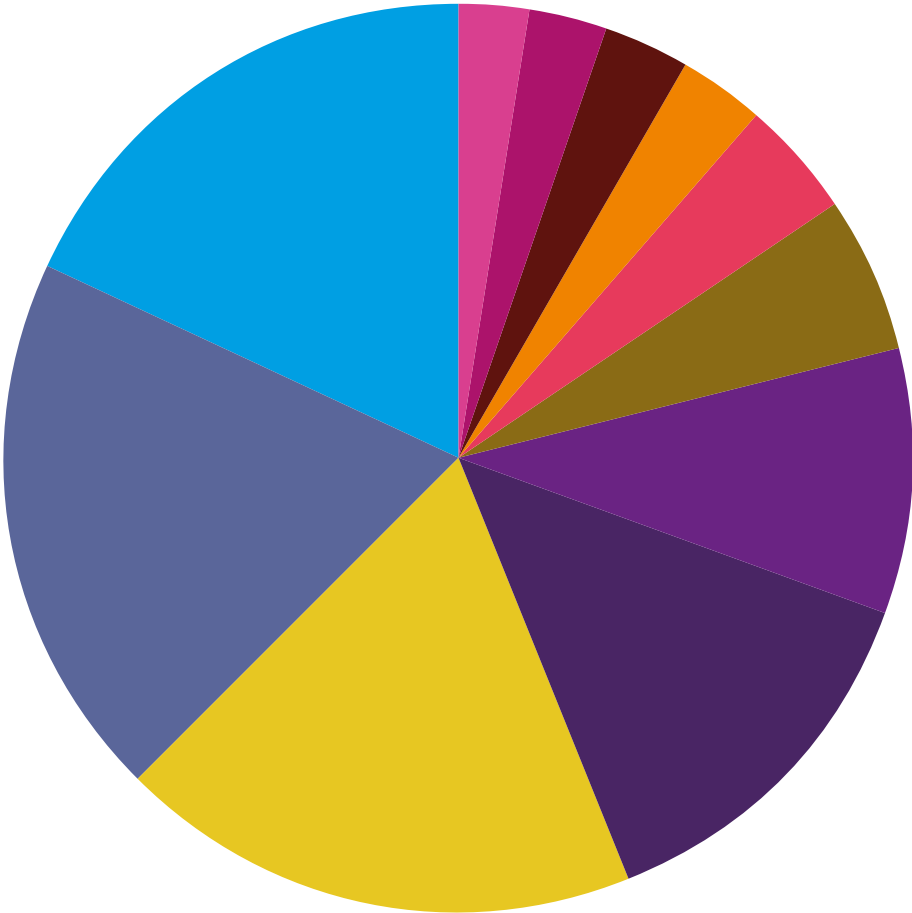
48

Number of clients who used our Walk and Talk service.

473

Hours of counselling delivered to clients.

Country of origin



Iran	19.4
Afghanistan	18.4
Syria	13.4
Iraq	9.4
Ukraine	5.6
Albania	4.1
Eritrea	3.2
Kuwait	3
Sri Lanka	2.8
Sudan	2.6
Not recorded	18
Total	100%



# Organisational structure

The Board is responsible for the strategic direction and policy of the charity. At present, the Board has 11 members from a variety of backgrounds, including several with lived experience. The CEO of the charity is responsible for the day-to-day provision of services and ensuring that agreed outcomes are delivered. The CEO is also responsible for the line management of staff and ensuring that the staff team use good working practice and develop their skills on an ongoing basis.

## Legal and administrative status

The organisation is a charitable incorporated organisation, registered on 22 January 2018.

### Trustees

<b>Mark Greaves</b> , Chair	(July 2020)
<b>Krystyna Adamek</b> , Treasurer	(April 2022)
<b>Jida Malas</b>	(April 2022)
<b>Mohsen Mirza</b>	(January 2022)
<b>Houda Al Sharifi</b>	(January 2022)
<b>Caterina Lombardo</b>	(June 2023)
<b>Nazar Sharif</b>	(June 2023)
<b>Saeed Chaudhary</b>	(March 2025)
<b>Heather Knight</b>	(March 2025)
<b>Sonia Martins</b>	(March 2025)
<b>Ipshita Chatterjee</b>	(May 2025)

### CEO

<b>Alistair Kingsley</b>	(December 2024)
--------------------------	-----------------

### Charity address

Siddeley House  
50 Canbury Park Road  
Kingston upon Thames  
KT2 6LX

### Independent Examiner

Paul Ross

### Bankers

<b>The Co-operative Bank</b> PO Box 250 Southway, Skelmersdale WN8 6WT	<b>Metro Bank</b> 64-66 Clarence Street Kingston upon Thames KT1 1BW
---	---

# Objectives

The objectives of the CIO are the relief of need, hardship or distress and the advancement of education and training of the Beneficiaries so as to assist in their integration into the community by:

- a. the provision of assistance and advice to enable them to access services and to deal with organisations and authorities; and
- b. by such other support as the charity trustees may from time to time see fit.

“Beneficiaries” means refugees and asylum seekers and their dependants (and, if resolved by a 75% majority of the members of the CIO, vulnerable migrants and their dependants) who reside, work or study within the Royal Borough of Kingston Upon Thames and such other boroughs as the charity trustees may from time to time see fit.

The CIO may continue to provide support and services to a Beneficiary who lived but ceases to live, work or study within the borough referred to.

## Oversight

The Board delegates responsibility for operational management to the Chief Executive Officer. In 2025 the senior management team was reorganized and formalised, programme decision making has been consolidated under project management structures, and new lines of accountability have been agreed.

## Public benefit

RAK provides public benefit through the relief of poverty among its clients and providing education and training to help them achieve integration into our community and become socially and economically independent members of the community. As such the Trustees consider that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission and have complied with their duties under Section 17 of the Charities Act 2011.





# Financial review

The financial results for the year are as shown in the financial section of this report and cover accounting period of 12 months from 1 April 2024 to 31 March 2025. The carry-forward funds as at 31 March 2024 amounted to **£145,518** all of which was unrestricted.

We continue to operate in an uncertain political climate. Changes in government policy alter the needs of our clients and also sources and amounts of our grants. We monitor, evaluate and adapt services to respond to changing demands. Our staff keep up to date with changes in legislation and national or local policy.

A key aim of the Board is to ensure RAK holds adequate reserves for working capital purposes and has sufficient funds to meet contractual liabilities and winding down costs, if the organisation were to close. This includes redundancy pay, amounts due to creditors and commitments under contracts. RAK's level of reserves also helps the organisation to plan expenditure against variations in the way funding is received.

To balance the uncertainty of funding, our policy is to maintain financial reserves to cover these costs and allow for an orderly wind down. The current estimate of these costs is c. £85,000 – £90,000. Without a renewal or replacement of existing grants in place and based on current expenditure levels, RAK is estimated to still remain in a position to cover these costs for the coming 12 months as our unrestricted reserves stand at **£145,518**.



## Risks and internal controls

As required by the Charity Commission, the Board formally records an assessment of the risks faced by the organisation.

The Board regularly considers matters relating to risk and reviews the risk register. The Board is satisfied that systems are in place to mitigate exposure to such risks.

The Board has overall responsibility for ensuring RAK has appropriate systems of control, both financial and operational. These systems are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. During the period, the Trustees continued to review the major financial and operational risks facing RAK and continue to monitor on a regular basis the implementation of any changes necessary to ensure that, as far as reasonable, controls are in place to protect RAK, its members, those working for it, the general public and other stakeholders.



## Governance

Trustees are appointed for a term of three years by a resolution passed at a convened meeting of the charity trustees. As the work of the charity is with refugees and asylum seekers, the Board seeks to ensure that refugees are appropriately represented on the Board.

At present, the CIO does not have extra classes of non-voting or associated members. The Chair of the Board is responsible for inducting any new Trustees, supported by the Chief Executive Officer. The induction includes the roles and responsibilities of a Trustee, the aims and objectives of the charity and administrative information. Each new Trustee is required to sign a declaration of eligibility and references are sought. They are also supplied with the most recent annual report and accounts and a copy of the Charity Commission booklet, 'The Essential Trustee'.

Members of the Board during the period are set out on page 10. The Board meets five or six times in the year and is responsible for monitoring progress against a business plan prepared annually.

## History

Refugee Action Kingston (RAK) was established in 1991 as a charity, registered with the Charity Commission on 24 August 1992 under a constitution adopted in January 2001. In 2018, RAK completed the process of changing its legal structure to a Charitable Incorporated Organisation (CIO).

# Declarations

## Statement as to disclosure of information to Independent Examiner

### In so far as the Trustees are aware:

- there is no relevant audit information of which the charity's Independent Examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Independent Examiner is aware of that information.

## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations. Charity law requires the Trustees to prepare accounts for each financial period. Under that law the Trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and Applicable Law). Under charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charity SORP 2015. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Signed on behalf of the Board of Trustees



Mark Greaves  
Chair  
Refugee Action Kingston  
Siddeley House  
50 Canbury Park Road  
Kingston upon Thames  
KT2 6LX

Approved by the Board of Trustees on X XXXXXXXXXX 2025

# Independent Examiner's report

Independent Examiner's report to the Trustees of Refugee Action Kingston for the Year ending 31 March 2025.

I report on the accounts of the charity for the period ending 31 March 2025.

## Respective responsibilities of Trustees and Examiner

The charity's Trustees are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this Period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

### It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 Commission. 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

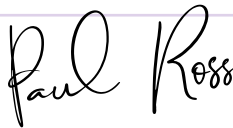
## Independent Examiner's statement

### In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

### Name

Mr Paul Ross



### Relevant professional qualification or body

Institute of Chartered Accountants in England and Wales

### Address

18 Woodcock Dell Avenue, Kenton, Harrow, Middlesex HA3 0NS

### Date

X XXXXXXXX 2025



# Statement of Financial Activities for the year ended 31 March 2025

## Statement of Financial Activities for the year ended 31 March 2025

		Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
Notes	£	£	£	£	£
<b>Income</b>					
Donations	2	64,054	1,000	65,054	31,367
Charitable activities	3	70,043	443,583	513,626	599,692
Investments	4	1,325		1,325	1,529
Other Income				0	306
		135,422	444,583	580,005	632,894
<b>Expenditure</b>					
<b>Expenditure on:</b>					
Charitable activities	5	135,226	444,583	579,809	632,421
		135,226	444,583	579,809	632,421
<b>Total Expenditure</b>					
		135,226	444,583	579,809	632,421
<b>Net Flow</b>					
		196	0	196	473
<b>Transfers between funds</b>					
				-	-
<b>Gross incoming/(outgoing) resources as at 31 March 24</b>					
		196	0	196	473
<b>Reconciliation of funds:</b>					
Fund balances brought forward at 1 April 2024					
		145,322	0	145,322	144,849
Fund balances carried forward at 31 March 2025					
		145,518	0	145,518	145,322

The notes on pages x to y form an integral part of these financial statements

## Balance sheet as at 31 March 2025 Registered Charity 1176768

	Notes	2025		2024	
		£	£	£	£
Tangible assets	8				
<b>Current assets</b>					
Debtors	9	44,553		10,015	
Cash at bank and in hand	10	225,415		200,063	
		269,968		210,078	
<b>Creditors: amounts falling due within one year</b>					
	11	124,450		64,756	
<b>Net current assets</b>					
			145,518		145,322
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
			145,518		145,322
<b>Funds of the charity</b>					
Restricted funds	13		0		0
Unrestricted funds	14		145,518		145,322
<b>TOTAL FUNDS</b>					
			145,518		145,322

The financial statements were approved and authorised for issue by the board and were signed on its behalf on X XXXXXXXX 2025

Mark Greaves

Chairman

# Statement of Financial Activities for the year ended 31 March 2025 (cont.)

## Notes to the accounts for the year ended 31 March 2024

### 1. Accounting policies

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, and applicable UK accounting standards and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence. Therefore they have adopted the going concern basis in preparing the annual report and financial statements

#### Income

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty

Grants from the government and other agencies have been included as income from activities in furtherance of the charity's objects where these amount to a contract for services.

#### Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis and on the basis that consideration has been received for the expenditure.

#### Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those related to statutory examination of the accounts. See note 6.

#### Tangible Fixed Assets

Assets over the value of £500 are capitalised at cost. Depreciation is provided on all tangible assets at rates calculated to write off the cost on a straight-line basis beginning one month after acquisition over their expected useful lives as follows:

Computer equipment    33.33%  
Other office equipment    20.00%

#### Pension Costs

The charity has a workplace pension scheme with The Peoples' Pension. Employers' contributions of 5% have been provided to March 2025

Related party transactions and trustee's remuneration.

There were no related party transactions to report. Trustees received no remuneration in respect of their Trustees duties and no expenses were reimbursed.

#### Funds Accounting

Funds held by the charity are:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### Taxation

The charity is exempt from Corporation Tax under Section 505 of the Income and Corporation Taxes Act 1998. The Charity is not registered for VAT and therefore any irrecoverable VAT has been included with the relevant expenditure.

#### Risk Management

The Management Committee has assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and is satisfied that systems are in place to mitigate exposure to such major risks.

#### Operating Lease Agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the period of the lease.



# Statement of Financial Activities for the year ended 31 March 2025 (cont.)

## 2. Donations and legacies

	Unrestricted funds	Restricted funds	2025	2024
	£	£	£	£
General donations	64,054	1,000	65,054	31,367

## 3 Income from charitable activities

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
<b>Income from grants</b>				
AB Charitable	29,000		29,000	
Abundance Project		7,356	7,356	
Educational Opportunity Foundation		29,602	29,602	28,508
Big Lottery		72,581	72,581	
Garfield Western	9,000		9,000	25,000
Henry Smith		58,850	58,850	58,800
Home Office E Visa		18,177	18,177	
Hounslow -Asylum Support		23,529	23,529	18,900
NHS SW CCG		42,738	42,738	92,738
NHS ICS Health Inequalities		27,879	27,879	
RBK - Crisis Support		54,000	54,000	54,000
RBK -Other		57,371	57,371	165,184
Trust for London		49,500	49,500	40,877
Keystone	32,043		32,043	
Kingston Nursing		2,000	2,000	
City Bridge Trust				25,497
Hiscox Foundation				5,000
Lloyds Bank Trust				36,417
Mind -Kingston				11,413
NHS SW				8,675
Swire Charitable Trust				24,000
RBK - SVPRS				4,683
<b>Total grant income</b>	<b>70,043</b>	<b>444,583</b>	<b>513,626</b>	<b>599,692</b>

## 4. Investment income

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
Bank Interest earned	1,325		1,325	1,529
	1,325		1,325	1,529

## 5. Expenditure on charitable activities

	Unrestricted funds	Restricted funds	2025 Total	2024 Total
	£	£	£	£
Case work and advice Projects	58,414	278,550	336,964	310,994
Health, Education & Children Projects	19,244	106,183	125,427	208,999
Employment projects	14623	58,850	73,473	64,398
Hardship fund	7,400		7,400	8,650
Core & Infrastructure costs	33,945		33,945	32,378
Governance costs	1,600		1,600	1,500
SVPRS project			0	5,502
<b>Total</b>	<b>135,226</b>	<b>443,583</b>	<b>578,809</b>	<b>632,421</b>

## 6. Analysis on governance costs

	2025	2024
	£	£
Independent examiner's remuneration	1,600	1,500
	1,600	1,500

# Statement of Financial Activities for the year ended 31 March 2025 (cont.)

## 7. Staff costs

	2025	2024
	£	£
Wages and salaries	412,804	443,727
Social security costs	33,235	35,825
Pension provision	17,070	20,822
	<b>463,109</b>	<b>500,374</b>

### The Board of Trustees

No expenses or remuneration has been paid to any Trustee during the period in respect of their Trustee duties.

### Particulars of employees:

The average number of employees during the period was 11.2 part time (2024 : 12.6)

No employee was paid more than £60,000 during the year

## 8. Tangible fixed assets

	Computer equipment	Furniture and fixtures	Total
Cost	£	£	£
At 31 March 2024	21,085	1,584	22,669
Additions			
<b>At 31 March 2025</b>	<b>21,085</b>	<b>1,584</b>	<b>22,669</b>
<b>Depreciation</b>			
At 31 March 2024	16,405	1,584	13,449
Charge for period	4,680	0	4,680
At 31 March 2023	21,085	1,584	22,669
<b>Net book value</b>			
<b>At 31 March 2025</b>	<b>0</b>	<b>0</b>	<b>0</b>
At 31 March 2024	<b>0</b>	<b>0</b>	<b>0</b>

## 9. Debtors

	2025	2024
	£	£
Debtors	<b>40,203</b>	4,728
Prepayments and room deposits	<b>4,350</b>	5,287
	<b>44,553</b>	<b>10,015</b>

## 10. Cash at bank and in hand

	2025	2024
	£	£
Current Accounts	<b>125,503</b>	104,407
Investment Account	<b>99,912</b>	95,656
	<b>225,415</b>	<b>200,063</b>

## 11. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors		342
Grants received in advance – deferred income	<b>107,827</b>	60,042
Accruals	<b>1,600</b>	1,324
Pension contributions	<b>4,510</b>	3,048
Income tax and social security	10,513	
	<b>124,450</b>	<b>64,756</b>

## 12. Commitments under operating leases

At 31 March 2024 the charity had annual commitments under non-cancellable operating leases as set out below

	2025	2024
	£	£
Operating leases which expire:		
within 1 year	–	–
within 2 to 5 years	<b>3,780</b>	5,520
	<b>3,780</b>	<b>5,520</b>

Office equipment		
	2025	2024
	£	£
	–	–
	<b>3,780</b>	5,520
	<b>3,780</b>	<b>5,520</b>



# Statement of Financial Activities for the year ended 31 March 2025 (cont.)

## 13. Movement of restricted funds

	1st April 2024	Incoming resources	Outgoing resources	Transfers	31st March 2025
	£	£	£	£	£
<b>Restricted funds</b>					
Abundance Project	-	7,356	7,356		-
BFSS	-	29,602	29,602		-
Big Lottery	-	72,581	72,581		-
Henry Smith	-	58,850	58,850		-
Home Office E Visa	-	18,177	18,177		-
Hounslow -Asylum Support	-	23,529	23,529		-
NHS SW CCG	-	42,738	42,738		-
NHS ICS Health Inequalities	-	27,879	27,879		-
RBK - Crisis Support	-	54,000	54,000		-
RBK -Other	-	57,371	57,371		-
Trust for London	-	49,500	49,500		-
Kingston Nursing	-	2,000	2,000		-
<b>Restricted funds</b>		<b>443,583</b>	<b>443,583</b>		<b>0</b>

## 14. Movements of unrestricted funds

	1st April 2024	Incoming resources	Outgoing resources	Transfers	31st March 2025
	145,259	135,422	135,226		145,455
<b>Unrestricted funds</b>					
<b>Total unrestricted funds</b>	<b>145,322</b>	<b>135,422</b>	<b>135,226</b>		<b>£145,518</b>

## Statement of cash flows FOR THE YEAR ENDED 31 MARCH 2025

### Cash flows from operating activities: Net cash provided by (used in) operating activities

### Cash flows from investing activities: Investment income

### Net increase/(decrease) in cash:

Cash and cash equivalents at the beginning of the reporting period

### Cash at bank and in hand

## Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) (as per the statement of financial activities)

Adjustments for:

Depreciation charges

Investment income

(Increase)/decrease in debtors

increase/(decrease) in creditors

### Net cash provided by operating activities

	2025	2024
<b>Net cash provided by (used in) operating activities</b>	<b>24,027</b>	(49,017)
<b>Investment income</b>	<b>1,325</b>	1,529
<b>Net increase/(decrease) in cash:</b>	<b>25,352</b>	(47,488)
Cash and cash equivalents at the beginning of the reporting period	<b>200,063</b>	247,551
<b>Cash at bank and in hand</b>	<b>225,415</b>	200,063
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
Net income/(expenditure) (as per the statement of financial activities)	<b>196</b>	473
Adjustments for:		
Depreciation charges		4,680
Investment income	<b>(1,325)</b>	(1,529)
(Increase)/decrease in debtors	<b>(34,538)</b>	20,656
increase/(decrease) in creditors	<b>59,694</b>	(73,297)
<b>Net cash provided by operating activities</b>	<b>24,027</b>	(49,017)



**Refugee Action Kingston**

Siddeley House  
50 Canbury Park Road  
Kingston upon Thames  
KT2 6LX

**t:** 020 8547 0115

**e:** [admin@refugeeactionkingston.org.uk](mailto:admin@refugeeactionkingston.org.uk)  
**[refugeeactionkingston.org.uk](http://refugeeactionkingston.org.uk)**

Registered charity: 1176768