

RESET COMMUNITIES AND REFUGEES LTD

TRUSTEES REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

Charity Registration 1179799

Company Registration 11081370

(England and Wales)

Reset Communities and Refugees Ltd

Company Limited by Guarantee

Independent Examiner’s Report to the Members

Year ended 31 March 2024

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Reset Communities and Refugees Ltd

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Trustee's Annual Report

Year ended 31 March 2024

The trustees present their report and the financial statements of the charity for the year ended 31 March 2024

Reference and administrative details

Registered charity name	Reset Communities and Refugees Ltd
Charity registration number	1179799
Company registration number	11081370
Principal office and registered office	85 Great Portland Street, London, W1W 7LT

The Trustees

Hilary Adams
Richard Bell
Paul Butler (resigned 09 February 2024)
Racheal Chapple (appointed 18 May 2023)
Timothy Finch
Mais Haddadin (resigned 30 August 2023)
Paul Morrison (appointed 31 August 2023)
Shilla Mutamba
Liam Sloan (appointed 18 May 2023)
Eleanor Stacey

Independent Examiner

Haines Watts
Chartered Accountants & Registered Auditors
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Structure, governance, and management

Reset Communities and Refugees Ltd is a registered charity and is a company limited by guarantee.

The Board of Trustees consists of a mix of professional and experienced lay members relating to the overall needs of the Charity. The day-to-day management of the Charity is delegated to the senior management team. External advice is sought from various agencies to ensure up to date methodology and information. The Chair of Trustees reviews the board every year with the aim of identifying training needs and the board's general effectiveness. Pay and remuneration of key management is reviewed annually by the Board in the light of market rates.

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Chief Executive

Kate Brown (to 30 September 2023)
Dame Sandra Horley (from 23 October 2023)

Trustee Board

The trustee board named above is an effective mix of eight members. The process for recruiting trustees is to identify skills gaps on the board at any one time, then further to advertise or accept word of mouth introductions. This is followed by interview with the Chairperson and attendance at board meeting to meet other trustees. This may or may not culminate in appointment.

Objectives and activities

Reset is the expert national body for community-led welcome of refugees to the UK. We work directly with volunteers, community groups, local authorities, employers, and charities to provide strong welcome and integration support to newcomers. Informed by our experience and the perspectives of newcomers and volunteers, we advocate to key decision-makers, shaping policy and practice to enable more and better welcome. We work in partnership with a host of civil society organisations to inspire volunteers and grow the number of communities who are ready to welcome.

Our charitable objectives are:

- Providing relief to refugees, and preventing or relieving poverty among them, by working with others (e.g., community groups, charities, businesses, individuals) in ways that meet refugees' needs.
- Supporting refugees in key areas necessary to their successful integration in UK communities, including education and training, health, employment, housing, and social connections.
- Educating the wider public about issues that face refugees or asylum seekers in the UK, and thereby promoting equality and diversity for the public benefit.

These objectives primarily are achieved through our work developing and championing community-led welcome through the Community Sponsorship and the Homes for Ukraine schemes.

Community Sponsorship is a scheme enabling citizens and communities across the UK to welcome a refugee family to their local area, supporting them as they rebuild their lives in this country. Community Sponsorship (CS) is a safe and legal resettlement route, which complements other forms of resettlement managed by government and other agencies. Reset champions and supports the development of CS across the UK. This involves working with and through others, as well as directly with local CS groups to provide help and guidance to all those engaged in CS from group-formation through to the completion of formal support and beyond.

Homes for Ukraine allows people who are fleeing Ukraine with no family ties to the UK to seek sanctuary through sponsorship by members of the public who can offer them a home, such as a spare room, for at least six months. Through the visa application process, refugees can identify the sponsor who will welcome them, who might be a friend, colleague, or other connection. Many refugees and sponsors wishing to be involved do not have an existing connection like this. With Reset's key role in bringing refugees and communities together, and experience of training and readying sponsors, we launched our Homes for Ukraine matching service for community-led welcome in March 2022.

We review our aims, objectives, and activities regularly. This report describes our achievements and the outcomes of our work for the year ended 31 March 2024.

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Achievements and Performance

Context

In 2023-24 Reset marked 5 years in operation and welcomed the arrival of the 1000th refugee through Community Sponsorship. Working closely with civil society and government partners this year we provided more direct support to sponsoring groups than any year previously. Complementing this direct support we have developed and adapted our growing catalogue of training and self-guided learning tailored made for community sponsorship and Homes for Ukraine. With successive years and with each new sponsorship Reset has grown it's institutional knowledge of the needs, challenges, and opportunities of community-led welcome and evolved the infrastructure of support all along the sponsorship journey.

At the same time, this was a year of reflection on challenges past, present and future. With the introduction of Homes for Ukraine and subsequently the Communities for Afghans project, the community-led welcome landscape has become more complex, making spreading awareness of these processes more complicated. Reset regularly hears from groups, Local Authorities and partner organisations on challenges, including access to affordable housing, long processing times and access to benefits that represent systemic barriers to further sponsorship. The housing crisis in particular has raised serious questions for long-term supporters of community sponsorship about the viability of future sponsorship.

Meanwhile as Russia's war in Ukraine grinds on, we have continued to support Ukrainians seeking sanctuary and those UK families offering to host them. As the news agenda moves on, the number of potential UK hosts has fallen and enquiries from Ukrainians have also reduced. We have nonetheless continued to provide matching services and tailored advice to hosts and Ukrainians still interested in being matched. The UK government closed the Ukrainian Family Scheme in February 2024 and closed the Ukraine Extension Scheme in May 2024, and we expect the services Reset provides under the Homes for Ukraine Scheme to wind down next year. Reset has had to face some difficult decisions on how best to restructure the organisation in this changing context.

As we look ahead to 2024-25, we are therefore refocusing on developing our engagement with both current and new audiences and forming new partnerships to spread the word of Community Sponsorship which is at the heart of our organisational goals.

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Year ended 31 March 2024

Update on Community Sponsorship

Community Sponsorship has always been at the heart of what we do. Reset was created in 2018 to support the government scheme and has since supported all 1000 resettled refugees and the communities that sponsored them through their journey.

In 2023-24 for many this journey began the previous year with groups forming and completing part 1 training to introduce them to Community Sponsorship. The sponsorship process is long with multiple checks on group suitability, Home Office and Local Authority consent, all of which Reset provides direct support to.

Training

We launched our LearnWorlds e-learning platform during the first quarter. Our first course for groups and Lead Sponsors was on safeguarding. This is training that was previously offered online but became self-paced in 2023. It received early praise, with one participant in the first sessions stating it was "better than NHS safeguarding training!" and another "It was useful particularly when applying it to my volunteering in the sponsorship group. As someone with previous experience of safeguarding I would have liked more of that."

Our Core Skills training continues to prove popular amongst CS volunteers and evolves with continuous feedback from volunteers. Training this year included *Arrival Planning*, *Trauma Informed Practice*, *IOM UK Adjustment and Cultural Information Sessions*, *Understanding Gender Based Violence*, *Universal Credit Training*, and *Working Effectively with Interpreters*. One participant in the *Trauma Informed Practice* training commented that "My understanding of trauma and how it may affect people, emotionally and physically has greatly increased."

Overall we continue to receive very positive feedback from those who attend our training, with 95%+ of all attendees commenting that our training is either 'good' or 'excellent'. A few participant comments are highlighted below:

"I really enjoyed the training and appreciated the sharing of resources following the training."

"I really liked that Hannah gave us time to think and make notes and discuss our particular situation. I felt also that it was inclusive and accepting of difference."

"Amina was a great facilitator. Listened to all the questions, comments and answered all our questions. She was very welcoming, and the training content was detailed and informative".

"Excellent training - clear and informative."

"There were a number of things we weren't aware of, and Julia was very supportive in explaining and send links through for us to follow up."

"Thank you - it was really useful and will help us to be as prepared as possible for the family's arrival."

Resources

We also invested more in translating this year, as families being welcomed are becoming more diverse and use a wider range of languages, including Arabic, Dari, Farsi, Pashto, Kurdish Kurmanji, and Somali. Our resources include an introductory guide for refugees, budgeting template, how to obtain a driving license, or *How to rent: The checklist for renting in England*. Other examples include [Nour's experience of life and education in the UK](#), *Resettlement as a single parent*, and the UK maternity experience.

We also continue to develop our Experts by Experience work. We worked with a welcomed family in London to create several short films, including the experience of starting a new school. The family also

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spoke of their experience of fleeing Syria and being welcomed through CS to the Mancunian Matters newspaper.

Direct Support

We were also pleased to see the launch of the Home Office's Refugee Employability Programme (REP) in September 2023, which gives resettled refugees access to employment support and coaching. Reset has been sharing information about this programme in our communications, as well as including the relevant information on our training website. In the east of England we supported a group to contact their local REP representative, and the family member they sponsor is now attending regular sessions. In London we assisted a group clarify eligibility for a member of their sponsored family, liaising with the Home Office and local REP organisation.

As part of our commitment to provide support throughout the community sponsorship journey, Reset continues to listen to and advocate for groups welcoming refugees and for families resettling in the UK in the pre-arrival stages. Groups have highlighted a desire for more cultural understanding of families and their home countries, so we have been working with the IOM on culture-based films and training resources. We have also responded to groups highlighting issues around domestic violence in families, and the challenges in supporting families experiencing such issues. We have supported many groups to navigate challenges with housing, cultural differences, and managing expectations. We have continued to raise with partners and government the feedback that we hear from families about misleading information they can receive prior to arrival, in some cases being told they would be living in one location rather than where they are actually resettled, and issues around ESOL and void rent payments.

We completed 149 post-arrival site visits with groups and resettled families in 2023-24 which provide critical opportunities to engage with groups on challenges at various stages in the first year of resettlement. The indicators of integration explored at these visits demonstrated how successful community sponsorship is in providing families with tools to access, among other things, healthcare, education, benefits, language acquisition and employment towards a successful independent settlement within the fabric of UK society. The visits also allowed us to signpost volunteers to our resources and identify new resources and training needs.

Engagement

Reset continues to collaborate and partner with the constellation of organisations working in and supporting community sponsorship as well as the broader refugee supporting community in the UK. For Refugee Week 2023 we worked with the Diocese of London to create films to promote Community Sponsorship and to ran an online event for volunteers in their network on Community Sponsorship. We have also collaborated with the Church of England's CS Steering Group to hold an online event, focusing on CS through the lens of compassion, the key theme for 2023's Refugee Week. We created a film with the [Hillsong Croydon group and family](#), highlighting the 1000th welcome, and to provide new and prospective volunteers impressions of what community-led welcome can look like. We participated in a Prince's Trust event to explain more about CS and how volunteers could become involved. We also attended the Caritas Portsmouth event on 'Welcoming the Stranger', also as part of Refugee Week.

In 2023-24 we also hosted a Scotland networking event, aimed at bringing the CS groups in Scotland together. We shared the resettlement experience of the South Downs Refugee Project group, as they have reflected on how their group first formed in 2020, and now as they soon come to the one-year mark of welcoming. We also partnered with the Jo Cox Foundation and hosted a Folkestone picnic as part of The Great Get Together, and our Media Lead was invited to speak on CS at the Folkestone Mosque.

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We continue to engage with SMPs and LAs and other government stakeholders. Through a memorandum of understanding to promote Community Sponsorship (CS) in the East Midlands, we will be looking to co-host five promotional events with East Midlands SMP starting in the fall of 2024.

Our CommuniTeas campaign wrapped up in April 2023, with a brilliant final event in Glasgow City Chamber attended by partner organisations, CS groups and welcomed families. It was a celebratory occasion to spotlight CS. And throughout the campaign, we were pleased to have given families a platform to share their stories. We have two new Lead Sponsors and a new Community Sponsorship group from the campaign. We are also speaking to other organisations who have become aware of Reset and our work through this campaign and are interested in understanding how they too can become involved in Community Sponsorship.

We were invited to participate on the immigration panel at the Labour Party Conference, in which we highlighted Community Sponsorship. Our comments were picked up by other organisations, including the think tank British Future, particularly in relation to the discussion around having an organised and planned welcome of refugees by communities. We were also pleased to see Community Sponsorship mentioned as a safe and legal route at the Conservative Party Conference.

Given the global scope and potential of community sponsorship, Reset has also continued to focus on engaging with international partners and sharing best practices. A key highlight in 2023-24 for Reset was attending the Global Sponsorship Gathering November 2023 in Lisbon, Portugal. We were invited to facilitate workshops on trauma-informed practice, and implementing a monitoring and evaluation framework.

Community Sponsorship highlights in numbers:

- 31 families welcomed to the UK by local communities
- 102 new or updated training materials for groups
- 39 core skills sessions delivered
- 504 interactions and advice given to groups, pre-arrival
- 914 interactions and advice given to groups, post-arrival

Homes for Ukraine

While the Homes for Ukraine scheme diminished in scale in 2023-24, Reset has maintained its support for hosts and Ukrainians seeking shelter in the UK.

We migrated to our own in-house matching system this year. Although we can now match faster, the number of available hosts has reduced. This means that our focus has moved to matching more relationally rather than focusing on the speed of matches. At any one time, we now have 10-15 hosts available, which affect our matching rates. We have also audited our host data, meaning that matches are happening faster than before, and fewer matches expire.

We have found that new hosts are requesting more specific requirements of potential guests, which we carefully check to ensure they do not break our guidelines.

During the year, we have improved our required e-learning for hosts, moving from a recorded webinar to modular training, making it easier for hosts to navigate through each subject. And we have expanded our training offer. In February and March 2024 we collaborated with Refugee Educate UK to provide training on the transition to the UK school system including Supporting Refugee Children in School and Supporting Refugee Students in Further Education. During the school session, participants explored an overview of the education system in Ukraine, cultural considerations around education, challenges and

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barriers to accessing and thriving at school, and navigating key transition points in education. We have now adapted these training courses into e-learning.

Reset has also partnered with the organisation, Refugee Host Support, to offer 50 registered hosts membership to their services (for hosts matched through us), most notably counselling and mediation support.

We continue to deliver training for local authorities. We worked with Migration Yorkshire on a new suite of training for hosts in that region, and delivered sessions. Apart from our standard training on 'planning for the end of hosting', we also developed a new session focusing on host wellbeing. We also worked with the North East SMP, who commissioned us to deliver two sessions for Local Authority and VCS staff working on the Homes for Ukraine scheme on trauma informed support. These sessions were very well received. We also delivered our 'Trauma Informed Support' training session to staff members at Kent County Council, as well as staff members of other Voluntary and Community Sector (VCS) organisations they work with.

We were delighted to have participated in Radio Four's 'You and Yours' programme in May 2023 to discuss the training and support that Reset offers hosts for helping their guests move into private housing.

We continue to see themes in our Homes for Ukraine inbox including questions from refugees about eligibility, access to educational funding, housing support after hosting, and extending the programme.

In February 2024, the Government announced changes to the Homes for Ukraine scheme, which meant we needed to update the resources on our Homes for Ukraine website, in English and Ukrainian, to match the new government policy.

At the end of 2023, we combined our Homes for Ukraine and our Community Sponsorship newsletters. The combined newsletter now reaches over 3,200 recipients, and includes updates on Homes for Ukraine and training and resources for the scheme, but also includes other Reset activities.

Homes for Ukraine matching service in numbers:

- 1537 refugee individuals or families were proposed a sponsor
- 24 local authorities were supported with training
- 572 hosts were trained
- 18 new or updated resources, including more lived experience
- 3272 interactions and advice given to hosts or guest

Staffing changes

We bid farewell to our Chief Executive, Kate Brown, and our interim Director of Strategy and Organisational Change, Emma Harrison, during the year, but also welcomed Dame Sandra Horley as our interim Chief Executive from October 2023. We have also been taking the opportunity to review how we deliver our communications and public affairs activity, and work to develop that team is ongoing. With the end of the DLUHC funding in 2024 for the Homes for Ukraine scheme, Reset will continue to shape the team within the funding available to match capacity to the work we need to deliver.

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Plans for the future

We have a five-year strategic plan in place for the period 2023-28, with four key objectives. In the period we will:

1) Inspire people to get involved in community-led welcome of refugees

We will grow support for community-led welcome among volunteers, organisations, business, and decision-makers, through campaigning, coalition-building, and spreading stories of welcome.

In the next two years we plan to focus on public engagement campaigning and strengthening our supporter journey, to draw new people and organisations into community-led welcome.

2) Enable strong integration outcomes for refugees

We will build prepared, welcoming communities through training and support services that are based on the needs of refugees and our learning about what works.

In the next two years we plan to focus on incorporating learning from our Homes for Ukraine matching service and Neighbours for Newcomers programme.

3) Secure and improve pathways for welcome

We will develop practice, and advocate for policy, that makes community-led welcome available to more refugees and is accessible to all UK communities who want to welcome.

In the next two years we will focus on working with experts nationally and internationally to develop detailed thinking on the future of sponsorship policy in the UK, and advocate for community-led welcome to parliamentarians, future potential parliamentarians and stakeholders. We will also identify key policy issues that matter to those with lived experience and enable change through internal and external advocacy.

4) Build Reset's organisational resilience

We will strengthen Reset to effectively deliver our objectives, focusing on resilience across income, governance, and staffing.

In the next year we will continue to focus on strengthening our governance processes; our remote cross-team patterns of working; communication and our HR processes; and we will further develop and implement a plan for financial diversification.

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Year ended 31 March 2024

Financial Review

The accounts are prepared on an accrual basis. The statement of accounts and financial activities are to be found on pages 15 and 16. The deficit for the year was £433,083 (2023 surplus of £589,723) of which a deficit of £441,073 (2023 surplus of £397,635) is restricted funds. The amounts carried forward are £144,314 (2023 £585,387) on restricted funds and £227,207 (2023 £219,217) unrestricted.

Fundraising

The charity does not carry out significant fundraising activities. Reset does not engage professional fundraising or commercial participators to carry out fundraising activity nor engage in face-to-face or telephone fundraising. Reset's approach to fundraising has taken account of the Code of Fundraising Practice issued by the Fundraising Regulator. Reset has received no complaints about its fundraising activities either during the financial year or subsequently.

Reserves policy

The purpose of the Reserves is firstly to operate as a working balance to help manage the impact of uneven cash flows and, secondly, to provide a contingency to cushion the impact of emerging or unforeseen events or genuine emergencies.

In addition, the Trustees want to ensure that in an unlikely event of the organisation ceasing its operations, Reset has enough unrestricted reserves for its winding down costs. These would include employee redundancies, liabilities towards suppliers and the legal costs of winding down. Whilst this is the absolute minimum, the Trustees aspire to building additional reserves to protect the organisation from any short-term funding volatility and to enable Reset to be able to fund any short-term but critically important activities. The Trustees have agreed to build and sustain Reset's financial reserves at a level equivalent to three month's operating costs. The present levels of free reserves available to the Charity are in line with the target reserve.

Investment policy

Given the current level of funds available to the charity, banking facilities provided by HSBC meet the charity's current requirements for maximising earned interest and instant access.

Risk Management

Reset recognises that working within communities and with refugees fleeing war, conflict, and persecution that effective oversight and mitigation of risk is vital, we maintain a register of risks and controls which are reviewed regularly by Trustees.

Key risks identified and managed for this year included:

- Staff turnover, recruitment and retention: closely linked with our need for funding, most of the staff are on fixed term contracts which is challenging when coupled with the complex workload we carry. We have invested in staff wellbeing and offered a substantial training budget to aid staff retention.
- Information management: we have further developed our new database system to help us better track and manage relationships with community sponsorship groups and stakeholders.
- Diversifying income and securing longer term organisational funding to ensure Reset's future: this remains a key concern.

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Year ended 31 March 2024

Public Benefit

Our main activities aim to provide relief to and support refugees in their integration in UK communities, and educate the public about the issues that they face, which we do through empowering communities to welcome refugees. All our activities focus on supporting refugees and empowering volunteers to welcome refugees into communities across the UK, and are undertaken to further our charitable purposes for the public benefit. The Charity has had due regard to the Charity Commission's guidance on public benefit when carrying out its activities.

Sustainability

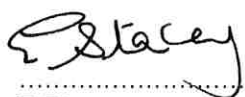
Reset is not subject to Streamlined Energy and Carbon Reporting (SECR) but we are committed to working towards a more sustainable future and tackling the climate emergency. We avoid emissions from travel by working virtually and, when travelling for business is necessary, we use public transport. We do not run an office, reducing the impact of our organisation on the environment and people affected by climate change.

Equality, Diversity and Inclusion

We are committed to achieving equality of opportunity and freedom from unlawful discrimination on the grounds of race, colour, nationality, ethnic origin, gender, gender reassignment, marriage or civil partnership, disability, religion or belief, age or sexual orientation. We have policies in place to address unfair and discriminatory practices and to encourage the full contribution of our diverse communities, but we recognise there is still much work to do which we are prioritising in the coming year. We believe that all employees and clients are entitled to be treated with respect and dignity.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.



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E Stacey
Chair

811012024

Reset Communities and Refugees Ltd

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Independent Examiner's Report

Year ended 31 March 2024

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 12 to 22.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

 ACA.

Susan Plumb ACA (Senior Statutory Auditor)
for and on behalf of Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Date: 9/10/2024.....

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Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2024

		2024		2023	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Incoming resources					
Incoming resources from generated funds:					
Grants and donations	4	23,268	519,999	543,267	2,172,074
Incoming resources from charitable activities:					
Training and support services		11,250	-	11,250	58,488
Other income		5,000	-	5,000	5,000
Total incoming resources		39,518	519,999	559,517	2,235,562
Expenditure					
Expenditure on raising funds:					
Fundraising		-	-	-	-
Expenditure on charitable activities	5	31,528	961,072	992,600	1,645,839
Total expenditure		31,528	961,072	992,600	1,645,839
Net (expenditure)/income and net movement in funds					
		7,990	(441,073)	(433,083)	589,723
Reconciliation of funds					
Balance brought forward		219,217	585,387	804,604	214,881
Total funds carried forward		227,207	144,314	371,521	804,604

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 form to 18 form part of these financial statements.

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Balance Sheet

31 March 2024

		2024	2023
		£	£
Fixed assets			
Tangible fixed assets	9	-	-
Current assets			
Debtors	10	2,552	40,559
Cash at bank and in hand		424,532	880,897
		427,084	921,456
Creditors: amounts falling due within one year	11	55,563	116,852
Net current assets		371,521	804,604
Total assets less current liabilities		371,521	804,604
Funds of the charity			
Restricted funds		144,314	585,387
Unrestricted funds		227,207	219,217
Total charity funds	12	371,521	804,604

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 08 October 2024 and were signed on its behalf by:



 E Stacey
 Chair

The notes on pages 18 to 25 form part of these financial statements.

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Cash Flow Statement

Year ended 31 March 2024

	2024	2023
	£	£
Net income	(433,083)	589,723
Adjustments for:		
(Increase)/Decrease in Debtors	38,007	(39,619)
(Decrease)/Increase in Creditors	(61,289)	(128,843)
Purchase of tangible fixed assets	(3,088)	(18,162)
Depreciation of tangible fixed assets	3,088	18,162
Change in cash and cash equivalents in the year	(456,365)	421,261
Cash and cash equivalents at the beginning of the year	880,897	459,636
Cash and cash equivalents at the end of the year	424,532	880,897

The notes on pages 18 to 25 form part of these financial statements.

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Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is limited by guarantee. The liability of each member is limited to £1.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011. The charity constitutes a public benefit entity.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Going concern

The Trustees note that the charity is reliant on a single source of income and, having made an assessment of the likelihood of that income continuing and reviewed financial forecasts, consider it is appropriate to prepare the financial statements on a going concern basis.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- ☐ income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- ☐ legacy income is recognised when receipt is probable and entitlement is established.
- ☐ income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- ☐ income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- ☐ expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- ☐ expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- ☐ other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Computers - 100% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Debtors and prepayments

Trade and other debtors are recognised at the settlement amount due after any trade discounts. Prepayments are valued at the amount prepaid net of any discounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount to settle the obligation can be measured or estimated reliably.

Contingent liabilities

Contingent liabilities are either possible obligations that will probably not require a transfer of economic benefits, or present obligations that may, but probably will not, require a transfer of economic benefits.

It is not appropriate to make provisions for contingent liabilities, but there is a chance that they will result in an obligation in the future. Assessing the amount of liabilities that are not probable is judgemental, so contingent liabilities are disclosed on the basis of the known maximum exposure.

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Grants and donations

	Unrestricted Funds £	Restricted Funds £	Total funds 2024 £	Total funds 2023 £
Home Office	-	499,999	499,999	499,918
Department for Levelling Up Housing and Communities	-	-	-	1,260,000
Unbound Philanthropy	-	20,000	20,000	30,000
Blue Thread	20,000	-	20,000	80,000
Asylum, Migration and Integration Fund (EU)	-	-	-	21,654
Stewardship	-	-	-	-
Welcoming America	-	-	-	70,000
Talent Beyond Boundaries	-	-	-	56,600
Donations	3,268	-	3,268	153,902
	<u>23,268</u>	<u>519,999</u>	<u>543,267</u>	<u>2,172,074</u>

5. Total Resources Expended

		Basis of Allocation	Charitable Governance Activities	2024 Total	2023 Total
Direct costs					
Lead Sponsor Growth					
Grants & Partner Funding	Direct	2,000	-	2,000	79,500
Training & Supporting	Direct	155,253	-	155,253	109,651
Staffing	Direct	611,825	-	611,825	693,953
Support costs allocated					
Overheads	Usage	117,633	695	118,328	90,211
Consultancy	Trans	85,783	-	85,783	628,202
Marketing & Awareness					
Raising	Usage	16,323	-	16,323	35,234
Depreciation	Usage	3,088	-	3,088	9,088
Total resources expended		<u>991,905</u>	<u>695</u>	<u>992,600</u>	<u>1,645,839</u>

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	-	5,700
Independent examination	1,560	-
Depreciation of tangible fixed assets	3,088	9,088

7. Staff costs

The total staff costs and employee benefits for the reporting year are analysed as follows:

	2024	2023
	£	£
Wages and salaries	551,029	613,743
Social security costs	50,004	66,773
Pension costs	10,792	13,437
	<u>611,825</u>	<u>693,953</u>

The average head count of employees during the year was 10.4 (2023: 14.4). The average number of full-time equivalent employees during the year is analysed as follows:

	2024 No.	2023 No.
Directors	1.1	1.6
Manager	1.8	3.1
Coordinators	4.8	6.9
Communications	1.3	1.9
Admin	1.3	0.9
	<u>10.3</u>	<u>14.4</u>

During the year £35,250 was paid under compromise agreements.

No employee received employee benefits exceeding £60,000 during the year (2023: one employee received employee benefits between £70,000 - £79,999).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £116,978 (2023 £147,643).

8. Trustee remuneration and expenses

No trustees received any remuneration during the year (2023 Nil). One trustee was reimbursed travel expenses during the year amounting to £642 (2023 two trustees were reimbursed for travel amounting to £298).

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Tangible fixed assets

	Plant and machinery £	Total £
Cost		
At 31 Mar 2023	18,162	18,162
Additions	3,088	3,088
Disposals	(17,050)	(17,050)
	<u>4,200</u>	<u>4,200</u>
Depreciation		
At 1 April 2023	18,162	18,162
Charge for the year	3,088	3,088
Disposals	(17,050)	(17,050)
At 31 March 2024	<u>4,200</u>	<u>4,200</u>
Carrying amount		
At 31 March 2024	-	-
At 31 March 2023	<u>-</u>	<u>-</u>

10. Debtors

	2024	2023
	£	£
Trade debtors	2,400	40,559
Other debtors	152	-
	<u>2,552</u>	<u>40,559</u>

11. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	29,731	77,787
Accruals	3,612	18,428
Other taxation and social security	22,220	20,637
	<u>55,563</u>	<u>116,852</u>

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12 Analysis of charitable funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	219,217	39,518	(31,528)	227,207
Restricted funds				
	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Home Office	-	499,999	(499,409)	590
Department for Levelling Up, Housing and Communities	521,100	-	(421,636)	99,464
Unbound Philanthropy	10,296	20,000	(30,296)	-
Stewardship	11,394	-	(2,000)	9,394
Asylum, Migration and Integration Fund (EU)	20,452	-	(7,671)	12,781
Welcoming America	22,145	-	(60)	22,085
	<u>585,387</u>	<u>519,999</u>	<u>(961,072)</u>	<u>144,314</u>

The purpose of each fund is as follows:

Home Office: Funding for capacity building of Community Sponsorship.

Department for Levelling Up, Housing and Communities: Funding a matching service between sponsors and Ukrainian refugees and for the development of training of sponsors

Unbound Philanthropy: Funding to accelerate the impact of community-led welcome of refugees

Stewardship: Originally funded by gifts from Ed Shapiro. Funding for the Community Sponsorship Backstop Fund, providing grants for Lead Sponsors in the case of an emergency situation with an arrived refugee family

Asylum, Migration and Integration Fund (EU): Funding for a training role as part of a pan-European project to support the welcome of refugees, funding via project lead Federation of Evangelical Churches in Italy https://en.wikipedia.org/wiki/Federation_of_Evangelical_Churches_in_Italy

Welcoming America: Funding to bring together and share learning on ways in which communities and local authorities can work together to welcome refugees

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

13. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	-	-	-
Current assets	227,207	199,877	427,084
Creditors less than 1 year	-	(55,563)	(55,563)
Net assets	227,207	144,314	371,521

14. Related Party Transactions

No related party transactions took place during the year.

15. Share Capital and controlling parties

The company is limited by guarantee and has no share capital. The liability of its members is limited to £1 per member.